

MAH
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Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

Nine budget scenarios were presented by VP Erickson and associate VP Richard Pfutzenreuter at a joint meeting of Senate Committee on Finance and Planning and Faculty Consultative Committee (FCC) Dec. 21. Each option contained different assumptions about salary increases, tuition increases, nonsalary inflationary increases, and the size of a strategic investment pool (SIP). Detailed summary of the discussion is in the committee minutes.

One big variable is facilities costs, VP Erickson said. Whether winter is cold or mild, and whether summer is hot or cool, has a significant effect on utility costs; in recent years the U has been lucky in this respect. If the U begins to provide more access as part of U 2000, that will mean keeping buildings open longer. If classes can be clustered, Erickson said, not only can amenities be increased but utility costs can be controlled. Accomplishing this would require faculty cooperation in scheduling.

Actual cost of delivering a 6% salary increase to faculty and staff was debated. Some said it could be as small as 4% when turnovers and vacancies are accounted for; others expressed great doubt that it could be that little. Historically, someone said, when units were provided the full percentage, the actual raises delivered were higher because of increases on vacant lines and turnover. FCC has said 6% increases should be funded, but it was not clear whether this meant delivering a full 6% to units or giving them whatever it takes to give 6% raises.

One committee member outlined several premises that seemed to win general endorsement: a 6% salary increase (6% received), \$3.5 million for nonsalary inflation, and 3.5% tuition increase, plus 1.5% to create seed money for the SIP. The SIP funded by a 1.5% tuition increase would be a down payment on U 2000; the SIP would be more generously funded in 1995-96, after the planning cycle is completed and more information is available. The SIP for 1994-95 would be used for quality increases, in line with the agreement with the legislature. The retrenchment question for 1994-95 is the size of the SIP, a committee member said. The 2 committees have spoken for a small SIP next year and larger ones thereafter, but the regents apparently favor a larger SIP.

Numbers have to be put on the table and it isn't fun, VP Erickson said, but despite the "doom and gloom" that have pervaded the U recently, he remains optimistic about its future. It is wrestling with problems that have faced it for a long time, and they will be dealt with.

Settlement was reached last week between the U and 5 professors who turned 70 between July 1, 1993, and Dec. 31, 1993, when a federal law ended all mandatory retirements of college professors solely for reasons of age. Chester Anderson, Eva Keuls, Andrew MacLeish, Paul Murphy, and Ivan Policoff will all teach for at least another year and will retain full tenure rights. The 5 had threatened a lawsuit when the regents voted in November to extend the mandatory retirement policy through Dec. 31; the faculty members had seen at least 4 printed documents earlier stating that mandatory retirements would end July 1 and had planned accordingly.

Minnesota Poll conducted statewide by the *Star Tribune* and WCCO-TV in December shows that, despite a year of unfavorable headlines, most Minnesotans still believe the U is doing a good or excellent job of educating students. A majority, 55%, said the U does a good job, and 12% called it excellent. Only 2% said poor, and 18% said only fair. More than a third, 34%, said the Medical School is better than most other medical schools (compared with 45% in 1967); the largest group, 43%, said the quality is the same, and only 4% said it is worse.

More than half, 51%, said they would vote to spend more tax money on the U if they were in the legislature. That's 20 percentage points higher than in 1953, when the same question was asked. But 24% said they would spend less, compared with only 10% 40 years ago.

Commission on Women invites proposals for projects that further its goal to improve and enhance the working and learning environment for U women. Grants of up to \$2,000 each will be awarded. This year the commission especially encourages proposals on mentoring. Projects that recognize diversity, cut across institutional boundaries of staff, student, or faculty status, and involve collaboration among units and constituencies are also encouraged. Application deadline is Feb. 2. For an application, call Jessica Morgan at (612) 624-8283.

Search process for director of the Minnesota Sea Grant College Program is in the final stage. Open meetings with the 3 finalists are scheduled in 303 Johnston Hall, Minneapolis, Jan. 13 at noon (Mike McDonald, Department of Chemical Engineering at Duluth); Jan. 13 at 1:30 p.m. (Randy Hicks, Department of Biology at Duluth); and Jan. 14 at 11 a.m. (Pat Brezonik, Water Resources Research Center on TC campus).

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* are now on the fileserver and the AIS Public Access Bulletin Board: TA English Program, Stopping the Clock (revised form), Part-Time Benefits (revised form), Grievance Policy, Single-Quarter Leave Quota '94-95. For more information call (612) 624-9817.

Business Services training brochure was mailed to area class managers and area managers in mid-December. Brochure outlines free courses available to U employees who handle travel arrangements, complete College and University Financial System (CUFS) forms, or need to find answers on-line about department accounts. If you have not received a brochure or want more information call (612) 626-1373.

CROOKSTON—U International program officers will visit UMC Jan. 6. Schedule includes a meeting with faculty, administrators, and staff at 10:45 a.m. in Conference Center ABC; 1:15 p.m. session with students in Bede ballroom; and 2 p.m. open session about study abroad opportunities. Topics include internationalization of curriculum, grant support, and study abroad.

DULUTH—Sen. Dave Durenberger will be on campus Jan. 7 to discuss a number of federal higher education initiatives, including Direct Loan (UMD is one of only 105 institutions nationwide chosen to participate), the National Community Services Trust Act, and health care as it applies to medical schools. For more information contact Graham Tobin at (218) 726-7578 or Teri Johnson at 726-6285.

Helen "Mitzi" Doane has been named dean of the College of Education and Human Service Professions. Doane, an associate professor of psychology, served as acting dean while search was in progress. "I am delighted at the choice of Mitzi Doane," Chancellor Ianni said. "She has established an outstanding record in her acting position and gives me every confidence that she will provide the energy and leadership that is required."

Ken Foxworth, minority student adviser who is running from St. Paul to Duluth for minority student scholarships, celebrated Christmas at the White House Dec. 17. Foxworth was one of 200 guests at the festivities and was photographed with the Clintons in front of the Christmas tree. For more information about his "Run for Excellence" and a pledge card, call the development office at (218) 726-7989.

TWIN CITIES—New cancer research projects and completion of the Cancer Center's fund drive were announced at a news conference yesterday (Jan. 4). The drive, begun in 1991, has raised \$30.5 million from almost 1,000 corporate, foundation, and individual donors, surpassing its original goal of \$30 million. Governor Carlson declared Jan. 4 University of Minnesota Cancer Center Day. Construction of the 4-story research facility will begin in February and will be completed in 1995. Funds will also be used to recruit faculty for endowed chairs.

Award-winning Steeles will headline the U's 13th annual Dr. Martin Luther King, Jr., Memorial Concert Jan. 16 at 2 p.m. in the Ted Mann Concert Hall. Free tickets are available on campus at St. Paul Student Center Union Station, West Bank Skyway service center, and Coffman Union information desk, or may be picked up in person at all Ticketmaster outlets. Additional music by the Reginald Buckner Memorial Ensemble.

Alumni association will present a pregame Border Battle Blast before the Gopher hockey game against Wisconsin Jan. 9 at Target Center. Gopher coaches, cheerleaders, and the marching band will entertain at the lunch buffet starting at noon in rooms C and D on the suite level. Cost is \$8.50. Call (612) 624-2323.

Civil service preretirement seminar will be offered by Employee Benefits Jan. 24 and 31, with afternoon session 2-4 p.m., evening session 5-7 p.m. Topics include MSRS, Social Security, Medicare, health insurance continuation, and more. Register at (612) 624-9090 (press option 4). Spouses or significant others are welcome.

Office of student affairs salutes the thousands of U employees and students who contributed to the success of the Thank U Community Food Drive. Equivalent of more than 60,000 food items was collected (including items purchased with monetary donations). Examples: Gopher football coaches and players contributed \$2,500, students in the residence halls participated in a food fast Nov. 22 that resulted in a donation of \$1,500 from Housing Services, members of Sigma Alpha Epsilon and Kappa Kappa Gamma joined forces and went door-to-door in the local community to collect food.

Boynton Health Service has scheduled smoking-cessation classes for Jan. 11, Feb. 8, and March 8. Classes are taught by a registered nurse and meet 12:15-1:15 p.m. in N-325 Boynton. No charge and no advance registration required. Call (612) 624-6619 for more information.

Contract parking is available in Lot SC-181 (Gortner and Dudley Avenues) in St. Paul. Faculty and staff with appointments of 75% time or more are eligible. Call Parking Services at (612) 626-PARK (7275) to request a waiting list card.

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Editor: Maureen Smith (612) 624-2801

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Mission and vision statements for University 2000 and resource allocation guidelines for 1994-95 will go to the regents for action this week. President Hasselmo's budget recommendations will include an average salary increase of 6% for faculty and staff, an average tuition increase of 3% plus 2% for quality improvements, a strategic investment pool of \$8.5 million, and a \$7.5 million internal debt.

Deficit would be covered through cost-saving efficiencies, additional revenues, or program cuts. Salary increases will be funded centrally; average increase in each unit will be 6%. Enrolling students to capacity in all units could be a source of additional revenue. Program cuts would not be across the board but would be targeted reductions; they would not be college or department closings but smaller adjustments.

University of Minnesota Health System (UMHS), Fairview Health System, and Fairview Physician Associates have signed letters of intent to join Blue Cross and Blue Shield of Minnesota and Aspen Medical Group to form an integrated service network (ISN) to serve the greater TC metropolitan area.

Network is not a merger or consolidation, and none of the organizations will participate in the ISN on an exclusive basis. UMHS is "eagerly looking forward to greater integration of our patient care, education, and research programs with those of our new partners," said UMHS president Gregory Hart.

Responsibility center management will be considered for the U, President Hasselmo told the Faculty Consultative Committee (FCC) Jan. 6. Approach is also sometimes called "every tub on its own bottom." Colleges and some other units would be expected to pay all their expenses out of revenues they generate, including tuition. Hasselmo said the matter will be reviewed in great detail before a decision is made in the next few months.

Indiana U is the first public university to move to responsibility center management, Hasselmo said. Advantages of the approach include creating incentives for units to have full enrollment and provide services that are attractive and competitive, he said. Disadvantages include the danger of creating "haves" and "have nots" even more than at present and the need for massive training.

Situation in the Medical School is still "very volatile," Hasselmo said. "I can't praise Win Wallin enough for the skill with which he has addressed the issues." Provost search is moving to its final stage, he said; hope is that a provost will be named by March and finalists for Medical School dean as soon as possible after that.

"Flareups of questions" about the ALG program continue, Hasselmo said, and his instructions have been to "mercilessly pursue all leads and just lay it out." Important point that is sometimes forgotten is that all the criticisms that have been raised predate an agreement between the ALG program and the FDA in 1989, he said. Audit report in 1991 said that an oversight board had been named in the Medical School, but then the board never met, he said.

Karen Seashore Louis thanked Hasselmo for a letter he wrote to the *Star Tribune* in support of 2 Medical School faculty. "I do not know them. I do not know the circumstances," she said, but they were treated unfairly in an article and it was important for Hasselmo to defend them. Other FCC members echoed her words.

"Breaking the Silence" is the name of the final report of the Select Committee on Lesbian, Gay, and Bisexual Concerns. Select committee chair Marjorie Cowmeadow met with the Senate Consultative Committee (SCC) and said the most important chapter is on the campus climate, which she described as "not particularly safe, not particularly secure." Some progress has been made on all 5 of the committee's recommendations, she said.

Beth Zemsky is the coordinator of the new Gay, Lesbian, Bisexual, Transgender Programs Office. Her office is in 429 Walter Library; her phone number is (612) 626-9765.

University Archives
10 Walter Library
East Bank - Minneapolis Campus

Recognition reception will be Feb. 1 for civil service and bargaining unit employees who celebrated 20-, 25-, 30-, 35-, 40-, and 45-year anniversaries between April 1, 1992, and March 31, 1993. Weisman Art Museum, 3-6 p.m. For more information call Vickie Courtney at (612) 625-4805.

New international scholarships are available for graduates and undergraduates through the National Security Education Program; 1994-95 will be the first year of this "peace dividend" program that focuses on less commonly taught languages and cultures and nontraditional study-abroad opportunities. Primary criteria are merit and diversity. TC campus deadlines are Feb. 1 for undergraduates and Feb. 14 for graduates. Faculty and staff may call Kathleen Sellev, Institute of International Studies and Programs, (612) 624-5880, for more information.

CROOKSTON—Senate majority leader Roger Moe is meeting with the Student Senate today (Jan. 12) at 3 p.m. in Selvig Hall conference room to discuss legislative issues.

Coffee hour with personnel from Minnesota Public Radio will be Jan. 18, 3-4 p.m., in Conference Center AB.

DULUTH—Philosophy professor James Fetzer will speak on "JFK: The Assassination, the Cover-Up, and Beyond" Jan. 19 at 8 p.m. in Kirby ballroom. Lecture is free and open to the public.

Minnesota Sea Grant College Program is hosting an all-day workshop on "Lake Superior's Future" Jan. 20 at Duluth Entertainment and Convention Center. Keynote speaker: Steven Born, U of Wisconsin professor of urban and regional planning and environmental studies. For registration forms or more information call Doug Jensen, (218) 726-8712.

Ramseyer-Northern Bible Society Museum will display "Translations of the New Testament into English Since 1970" on 3rd floor of UMD Library for the first quarter of 1994.

Beginning last year, nonrepresented UMD faculty and TC faculty were merged for purposes of Senate Consultative Committee elections. Deadline for nominating faculty candidates is Jan. 21. See item in TC section.

MORRIS—Regents will hold an open forum Jan. 20 at 3:30 p.m. in Student Center Edson Auditorium. Those wishing to address the regents regarding the U, particularly the Morris campus or the West Central Experiment Station, are asked to write or call the chancellor's office, 309 Behmler Hall, phone (612) 589-6020.

New program series—Body and Soul, developed by Lauren Oujiri of Student Counseling—will run for 7 weeks beginning Jan. 18 at 4 p.m. in Rodney Briggs Library McGinnis Room. Purpose of the series is to help participants find balance in their lives related to eating, exercise, and emotion.

Dr. Martin Luther King, Jr., celebration, sponsored by the Black Student Union, continues with a 1960s dance Jan. 14 at 9 p.m. in Student Center Oyate Hall.

TWIN CITIES—The U has received a \$250,000 grant from the Robert Wood Johnson Foundation for political science professor Lawrence Jacobs, who will study American public opinion and its impact on health care reform. The U is among 10 to receive 1993-94 Investigator Awards in Health Policy Research from the foundation.

Deadline for nominating TC faculty candidates for the Senate Consultative/Assembly Steering Committee is Jan. 21. Mail or phone nominations to the Senate Office, 427 Morrill Hall, (612) 625-9369, fax: 626-1609, email: kvanbeck@mailbox.mail.umn.edu. Include service and qualifications. Current members whose terms continue beyond this year are John Adams (CLA), Judith Garrard (Public Health), Robert Jones (Agriculture), Karen Seashore Louis (Education), Geoffrey Maruyama (Education), and Toni McNaron (CLA). Members whose terms expire in June, and are eligible for reelection, are Mario Bognanno (Management) and Shirley Zimmerman (Human Ecology).

Search committee chaired by Leo Furcht and Helen Pitt will identify candidates for general director of the University of Minnesota Hospital and Clinic. Final date for indicating interest in the position is Feb. 1. If you know of possible candidates, call Furcht at (612) 626-0622, Pitt at 626-3439, Florence Zaragoza at 625-3918, or Jill Logan of the search firm Heidrick and Struggles at (312) 372-8811.

Three McKnight summer fellows (Sara Evans, Barbara Hanawalt, and Amy Sheldon) will discuss their work Jan. 12, 3:30-5 p.m., in 140 Nolte Center. Call (612) 626-1830 for more information.

National Student Exchange program enables students to study at one of 110 universities in 45 states plus Guam, Puerto Rico, and the Virgin Islands. Informational meeting Jan. 13, 10-11 a.m., in 223 Johnston Hall; application deadline is Feb. 15. More information: Office for Special Learning Opportunities, 220 Johnston Hall, (612) 624-7577.

Weisman Art Museum presents Art Sandwiched In, 6 free lunchtime lectures, Wednesdays Jan. 19-Feb. 16, 12:15-12:35 p.m. Topic is an introduction to basic art education and appreciation. To reserve a seat, call (612) 625-9494.

Due to Martin Luther King holiday, there will be no Route 13 campus bus service or Route 52 commuter bus service Jan. 17. Route 13-R (residence hall shuttle service) will operate.

Sostanza is a new Italian cafe in the old Spectrum Cafeteria (1-450 Moos Tower). Sostanza offers a wide array of Italian dishes, fresh baked bread, salad bar, and a variety of cheeses, breads, and pastas for take-home. Market remains open until 5 p.m. For information call (612) 624-1173.

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Regents voted with all "aye" or "yes" votes Friday for the University 2000 plan; after the vote, regents and others applauded. President Hasselmo and regents expressed strong commitment to making the plan work and ensuring that access is not limited by students' socioeconomic status. Regent Keffeler underlined the board's "strength of resolve" but said the goals cannot be achieved without funds from the state and private donors. Hasselmo said he was delighted with the discussion and called it "one of those mind-clearing mornings."

U 2000 is a collective effort, Hasselmo said. "This plan would not be here today if it were not for very active and strong faculty leadership." Faculty and staff have gone 2 years out of 3 without raises, and faculty have been subjected to "a lot of mindless bashing," he said. "We have to make sure that we express our appreciation." Hasselmo and regents spoke strongly about the need for salary increases for both faculty and staff.

More specific plans for University College will be brought forward in the next few weeks, and the question of choosing a different name will be addressed, Hasselmo said; task force is chaired by VP Allen. Goal is the same as it has been: to provide a more effective access system to regular degree programs for part-time students.

Regent Anderson said he wanted assurance that the quality of teaching will be the same in evening classes as in day classes and specifically asked whether "the Walter Hellers of today and the John Turners of today" will teach in University College. "How are we doing now?" Hasselmo asked. He said U 2000 is a commitment to trying to improve the current situation. VP Allen said the percentage of courses taught by professorial faculty is now about 46% in CEE and about 52% in day school, not as far apart as people may believe.

Resource allocation guidelines for 1994-95 were approved with an amendment reducing the tuition increase from 5% to 3% and forcing a larger retrenchment. Counting the \$3.2 million for the 4th year of the 1991 reallocation, the total shifting of resources around the U would be close to \$14 million.

Guidelines call for \$19.3 million for a 6% salary increase, \$3.9 million for nonsalary budget increases, and an \$8.5 million strategic investment pool. Regent Keffeler said adoption of the guidelines does not commit the board to specific numbers. Hasselmo and all the regents who spoke agreed on the need to keep the salary increase for faculty and staff at 6%.

When the budget is prepared, Keffeler said, the administration might be able to persuade the board of the need for a tuition increase higher than 3%. Lower tuition revenue would have serious consequences, VP Infante said, including layoffs. Keffeler said regents want to know the consequences before deciding. Hasselmo said the administration and regents need an understanding about guidelines, because additional cuts might mean "eliminating a department or two," and "if you're going to do that you do it" and don't leave people in limbo.

Massive needs for deferred maintenance and renewal of buildings were presented to the regents by associate VP Sue Markham. Greatest needs are on the TC campus, she said; Duluth is the campus that has done the best job of taking care of its facilities. "The best dollars we spend are dollars spent on maintenance" instead of repairing damage, VP Erickson said. Regents praised the report and expressed their commitment to addressing the needs.

Competition will be intense in the capital request because of projects in the pipeline that "represent dreams and hopes that go back 10 years, 15 years," Regent Page said. Academic needs also compete with maintenance. "This is going to be a very, very unpopular problem to deal with," Regent Rosha said, but it must be done.

Regents endorsed principles outlining broad authority for the University of Minnesota Health System (UMHS) Board of Governors. Goals are to maintain a strong board of people "who feel they have clear responsibilities delegated to them" and "a provost in a strong position as the accountable officer to whom this board and the health sciences can look," UMHS president Greg Hart said. Board will be able to approve most operational decisions including contracts—such as those required to form integrated service networks—without regent approval. Such authority is needed to "shape a hospital into an integrated system," Regent Perlman said.

Civil Service Committee meets Jan. 20 beginning at 12:15 p.m. in 238a Morrill Hall in Minneapolis. Meeting is open to all members of the U community and the public.

State law and regents' policy prohibit any event from beginning or continuing after 6 p.m. on precinct caucus night, Tuesday, March 1. Prohibition extends to courses as well as special events.

Clerical employees in Bargaining Unit 6, represented by AFSCME, who had breaks in service in the past, are reminded that they may be eligible to have their prior service credit reinstated. For breaks in service of less than 3 years, the reinstatement may include credit for seniority and vacation accumulation rate. For breaks of more than 3 years, only seniority credit will be reinstated. Employees who were employed on Nov. 10, 1993, are eligible. They should make requests in writing to their supervisor for transmittal to human resources by Feb. 10. Late requests will not be honored unless the employee was on approved leave of absence between Nov. 10, 1993, and Feb. 10, 1994.

CROOKSTON—"Violence Affecting Families and Communities" is the topic of a satellite conference set for UMC Jan. 25 in Conference Center AB. Keynote speaker Deborah Prothrow-Stith from Harvard School of Public Health will speak at noon on "Deadly Consequences: Stopping Youth Violence." Panel will follow. No cost.

Three-act mystery-comedy *The Butler Did It* will be presented as a dinner theater Jan. 20 and 21 (\$10) and Jan. 22 at 7:30 p.m. with light refreshments (\$4). Call ext. 8586 for reservations.

Ag-Arama will be Jan. 21-22 at the University Teaching and Outreach Complex in Crookston. Event gives agriculture students and alumni the chance to showcase their knowledge and skills.

DULUTH—UMD's annual Friends and Alumni Phonathon to past and current donors and some nondonor alumni has begun. Students, deans, and department heads hope to reach more than 5,000 people. For more information contact Maryann Soleim at (218) 726-7989.

Kirby Student Center Leadership Institute and Kirby Program Board will host "Worlds of Interest" Leadership Conference Jan. 22, 8:15 a.m.-2:45 p.m., in Kirby Student Center. Cost is \$6 preregistration, \$7 Saturday.

First-ever American Indians and Friends Art Auction will be Feb. 12, 6-9 p.m., in Kirby ballroom. Proceeds will benefit student programs administered by the American Indian Learning Resource Center. A \$20 ticket includes dinner and the art show. For more information contact Rick Smith or Dorothy Olson at (218) 726-6350.

Grant-writing seminars continue Feb. 2, 1-3 p.m., Kirby Garden Room: "Proposal Writing and Budget Preparations."

MORRIS—Joseph Hallett, founder of Outpost Ministries, Minneapolis, will speak on "What the Church Can Learn from Homosexuals" Jan. 20 at 7 p.m. in Science auditorium.

Gallery exhibit through Jan. 28 features works of faculty members Jennifer Onofrio and Fred Peterson. Gallery hours are 9 a.m.-8 p.m. Monday-Friday and 1-4 p.m. Sunday.

Concert Band will perform its annual Pops Concert Jan. 21 at 8:15 p.m. in Humanities Fine Arts recital hall. Theme of the concert, which will feature 9 student band members as guest conductors, is "Music of the Silver Screen."

TWIN CITIES—Supreme Court Justice Harry Blackmun, a Lincoln scholar, narrates Aaron Copland's *A Lincoln Portrait* with the U Symphony Orchestra Feb. 3 at 8 p.m. in Ted Mann Concert Hall. Concert will be repeated the next day, 9:30 and 11 a.m., for schoolchildren in grades 4-6. All concerts are free, but donations will help defray costs of the orchestra's outreach activities. Children's concert reservations may be made by calling (612) 624-5056.

A state-of-the-art classroom with the newest IBM technology was dedicated Jan. 11 at the Industrial Relations Center (IRC) in the Carlson School of Management. Value of the gift from IBM is more than \$180,000. "Through technology we can substantially enliven the quality of instruction," said IRC director Mario Bognanno.

Friday, March 25, is a civil service holiday for staff on the TC campus. The March day gives staff a break between the Martin Luther King holiday and Memorial Day.

Beginning with its winter quarter performances of C. P. Taylor's *And a Nightingale Sang* (Feb. 4-6, 10-13), U Theatre will offer one signed performance for each of its productions.

Deborah Prothrow-Stith, assistant dean of the Harvard School of Public Health, will deliver the keynote address, "Deadly Consequences: Stopping Youth Violence," Jan. 25 at noon during the women's health fair and conference in Coffman Union Great Hall (simulcast to the St. Paul Student Center and to Duluth, Morris, and Crookston). Wednesday's keynote address, Jan. 26 at noon, will be by explorer Ann Bancroft. Free tickets are available at Coffman's information booth, West Bank Skyway Service Center, and St. Paul Student Center.

Lectures and events: "Minnesota's Talking," a citizen roundtable, Jan. 24, 5:30-7 p.m., Humphrey Forum, Humphrey Center; topic is community stability. "I'd Rather Die Than Make a Public Speech" by Bob Scott, Jan. 26, noon, Minneapolis Club, \$15, call (612) 625-4324. "Immigrants, Indigenous People, and Historians: Norwegian Americans and Ojibwe in the Red River Valley" by Betty Bergland, Feb. 2, 5:30 p.m., Immigration History Research Center. "Health Care Reform: Its Effect on Providers" by Gordon Sprenger, Feb. 4, 3-4:30 p.m., 2-520 Moos Tower.

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Kathy O'Brien, top aide to President Hasselmo, will be recommended Friday by Minneapolis mayor Sharon Sayles-Belton to the Minneapolis City Council for the position of city coordinator, and it appears that she will be confirmed. If so, she would leave the U Feb. 28, and President Hasselmo would begin a search immediately for her successor. "My passion is what happens in neighborhoods and local government," O'Brien says, and the job is a good match for her skills and interests, but the decision to leave the U was difficult.

Minnesota Court of Appeals ruled that the U had "just cause" to dismiss women's gymnastics coaches Katalin Deli and Gabor Deli in June 1992. Terminations were based on "clear and convincing evidence," the court said. Lawyers for the Delis said they will petition the Minnesota Supreme Court for further review of the case.

Civil service salary plan was approved by the regents Jan. 14; details will be in memo sent to departments later this week. Plan covers about 3,600 nonunion civil service employees, excluding hospital employees. For 1993-94, eligible employees will receive a 2% increase retroactive to Jan. 1, 1994. Excluded are employees who were at the maximum of their salary range on Nov. 1, 1992 (who will receive a lump-sum payment equal to 2% of the range maximum), and employees hired, promoted, or reclassified after Nov. 1, 1992. For 1994-95, eligible employees will receive a 5.25% increase July 1, 1994. Excluded are employees who were at the maximum of their range on Jan. 1, 1994 (who will receive a lump-sum payment equal to 3.25% of the range maximum), and employees hired, promoted, or reclassified after Jan. 1, 1994.

Regents' instructions to the administration to prepare a budget based on a 3% tuition increase was a major topic at Faculty Consultative Committee (FCC) meeting with VP Infante Jan. 20. Administration had recommended a 5% tuition increase. "We spent a great deal of time putting together something I thought was nicely balanced," Infante said. "But I don't want to say that the sky is falling. The sky is not falling."

Decisions have not been made, Infante said; the regents asked to see the consequences of getting along with \$2.5 million less in tuition revenue. As a rough estimate, he said, 30 jobs would be lost for each \$1 million lost. At the same time, he said, "the regents are right" that "we can do things better." In some units, "the curriculum has been atomized" and classes are too small. Some units could bring in more revenue by increasing enrollment.

Mike Bognanno said he was troubled that the regents concluded that the retrenchment could be \$2.5 million deeper than had been planned. "My personal opinion is that we need that 2% and we should draw the line and fight," Geoff Maruyama said. Irwin Rubenstein said faculty and staff have made sacrifices and students should be willing to pay \$60 more a year as an investment in the U's future. "The future of this place and its reputation will be much more valuable to them than \$60 a year," he said. Regent Keffeler met with the Senate Consultative Committee and President Hasselmo Monday to explain the board's thinking.

Closing the TC campus because of cold weather Jan. 18 was a difficult decision, Infante told the FCC. Most FCC members said they supported the decision; the cold can be dangerous, Shirley Zimmerman said. John Adams disagreed. "Buses were running. The highways were open," he said. Adams expressed particular concern about CEE classes, with one Tuesday evening class lost because of cold and another to be lost on precinct caucus night.

Crookston campus was open, and Harvey Peterson said "we take the attitude that if industry can work, we can work." Jim Gremmels from Morris said "it is a bogus argument that people don't work" and said faculty did a great deal of work at home. Everyone agreed that if a campus is to be closed, it is important to make the announcement the night before (as was the case this time on the TC campus and Duluth but not in Morris).

Nomination deadline for John Tate Awards for Undergraduate Academic Advising, sponsored by U College, is March 9. Four U academic advisers (2 professional advisers, 2 faculty members) will be selected to receive gifts of \$1,000. For information call Susan Stonefield at (612) 624-2004.

CROOKSTON—Sno-Daze events at UMC this week include coronation and dance Jan. 26 in Bede ballroom.

UMC and Northwest School of Agriculture will hold an Arizona Social Jan. 28, 11 a.m.-3 p.m., in the Community Room at Superstition Springs Center in Mesa, Ariz. Call the White House (ext. 8436) to reserve a spot.

DULUTH—Soul Food Dinner will be Feb. 5 at 7 p.m. in Kirby ballroom, with entertainment by Minneapolis comedian/impressionist Jimmy Stroud. Tickets are \$5 for students, \$10 for others. Call Ken Foxworth, African American student adviser, at (218) 726-6187 for more information.

Gerald Hill, director of the Center of American Indian and Minority Health at UMD, connected students in New York and Toronto and at Harvard to his course, Social and Cultural Issues of Diabetes, Jan. 24. Class was teleconferenced to graduate nurses, medical students, and in particular American Indian medical students.

UMD Theatre presents "Collaborative Spirits in Motion: An Evening of Dance" at 8 p.m. Jan. 26-30 and Feb. 2-5.

MORRIS—Hearing All the Voices Week, through Sunday, addresses issues of gay, lesbian, and bisexual students. Events include contemporary gay theater performance by Magic Circle Ensemble Jan. 28, 8:15 p.m., in Humanities Fine Arts recital hall and film *Parting Glances* Jan. 27, 9 p.m., and Jan. 29-30, 7 p.m., in Edson auditorium.

Yosef Ben-Jochannan will be the keynote speaker for Black History Month, sponsored by the UMM Black Student Union, with lecture Feb. 2 at 7:30 p.m. in Edson auditorium.

Chancellor Johnson will address the Perham Rotary Club at luncheon meeting Feb. 3. Accompanying him will be Madeline Maxeiner, alumni relations director, and Vivian Heltemes, fund development director.

TWIN CITIES—An adult male harpy eagle suffering from a gunshot wound was flown from Venezuela to the Gabbert Raptor Center Friday for treatment. The bird, a representative of the world's largest eagle species, arrived from Miami on a flight donated by Northwest Airlines and was taken straight to the Raptor Center. Patrick Redig, director of the center, tentatively scheduled surgery to repair the bird's broken leg for Jan. 24.

Jean Keffeler, chair of the Board of Regents, will speak at noon Feb. 1 in the Campus Club east wing as a participant in a series of "Conversations with Women Leaders" sponsored by the U Women's Club. She will comment on the attributes of a woman leader and discuss U governance. Meeting is open to all; served lunch is \$6.50. Call Mary Lou Hill at (612) 374-4218 or Clara Kanun at 724-4715 to reserve.

Friday, March 25, during quarter break, will be an official holiday on campus. Civil Service Committee has the authority to set holidays for civil service staff, and the same holidays are given to AFSCME staff. Faculty and students do not have classes that day. P&A staff will also not be expected to work.

Employee Benefits will offer a seminar, Financial Planning for the Novice, for faculty and P&A staff Mondays, Feb. 7-March 7, noon-2 p.m., in 270 Anderson Hall. Topics: basics of risk management, investments, retirement planning, taxes, and estate planning. Space is limited. Call (612) 624-9090 and press #4 to register.

Financial aid information for international students will be available at workshops Tuesdays and Thursdays, 4-5:30 p.m., 122 Nicholson Hall, through March 10. Students must be enrolled full time in day school to apply; applications are available only at these sessions. Departments and staff may request a schedule from International Student and Scholar Services, (612) 626-7369; students should stop in 20 Nicholson Hall.

Disability Services has received funding of \$306,010 over 2 years from the U.S. Department of Education to develop Project LEEDS (Leadership Education to Empower Disabled Students). Proposal was developed in collaboration with faculty member Terry Collins from GC. Project staff will provide training on leadership development for students with disabilities and student affairs professionals from about 25 colleges and universities around the country. Contact Betty Aune at (612) 624-6884 or Gene Chelberg at 624-7693.

U Libraries is organizing a Friends of the Library group. All faculty, staff, and students are invited to join. Call Judy Burton, libraries development officer, at (612) 624-8207 for more information.

Chi Psy (the child psychology student organization) and the Children, Youth, and Family Consortium, thank everyone who donated children's books to the Food for Thought Holiday Book Drive. More than 1,100 books were collected throughout the campus and at several community sites.

Lectures and events: Presentations on their work by 3 McKnight summer fellows (G. Lee Fullerton, Nita Krevans, and Tahirih Lee) Jan. 27, 3:30-5 p.m., Nolte library; call (612) 626-1830 for more information. "Safety in Large-Scale Fermentation Related to Release of Recombinant Microorganisms" by Michael Flickinger (chair of the Institutional Biosafety Committee), Feb. 4, 3:30 p.m., 239 Gortner Laboratory. "Process Reengineering at Musicland" (Quality and Productivity Breakfast Series), Feb. 8, Earle Brown Center, cost \$20, call 625-6689.

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Feb. 2, 1994

Editor: Maureen Smith (612) 624-2801

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Call University Relations at (612) 624-6868.*

Indirect cost recovery (ICR) was the topic of FCC discussion with VP Petersen and associate VP Mark Brenner Jan. 20. Indirect costs are real costs for doing research and the federal government is willing to pay at least some of these costs, Petersen said. Some say the U can use the funds any way it wishes, and this is technically true, she said. Her view is that ICR funds should be spent on overhead costs, because not doing so conveys the impression that they are not really needed for this purpose; Congress apparently has gotten this impression.

Newest issue is a change in federal guidelines requiring that certain items not be charged as direct costs. Biggest immediate impact is on charging for clerical and administrative staff. Loss to the U could be close to \$6 million (not retroactively, but in the future). Faculty need to be alerted so they will not request grant funds for items that will not be funded when they could request money for other things. More details in Jan. 20 FCC minutes.

Brenner and Marilyn Surbey of the Office of Research and Technology Transfer Administration will cochair a committee to look at both the immediate and long-term issues of indirect costs. Also, the U has contracted with Coopers and Lybrand to identify what it needs to do to be able to recover more overhead costs; they have guaranteed that they will be able to help raise the rates. Ken Heller said at FCC meeting that the study of costs should be good news for the U because its ICR rate is too low.

Panel of experts from within the U talked to the FCC and others Jan. 20 about copyright law and related issues. Judy Garrard said faculty support journals by writing articles and conducting peer reviews but then can't use material without getting permission and often paying. "There seems to be an imbalance," she said. Christine Rinik from the general counsel's office discussed the complexity of determining what the courts will call fair use and said the preferred method is to write to the person who has the copyright and get permission.

Journals are multiplying with increased specialization, and libraries are expected to subscribe to more and more journals, Tom O'Shaughnessy of U Libraries said; one journal that he cited costs \$9,000 a year. The notion of fair use is absolutely essential, he said. Copyright is not the enemy and publishers aren't "evil demons," said Lisa Freeman of U Press; publishers must have a way to recoup costs. Part of the problem, she said, is the pressure on faculty to produce volume instead of quality. Associate VP Don Riley said faculty should be more aware of the liabilities and the exposure for the U when copyright law is violated, for example in copying software.

Dr. John Najarian signed a consent agreement with the Food and Drug Administration (FDA) Center for Biologics Evaluation and Research. He "neither admits nor denies" alleged violations of FDA regulations but agrees not to be involved in drug studies pending the findings of an ongoing federal investigation.

Top 5 priorities in the U's capital bonding request, in order, are \$20 million for health and safety, \$20 million for deferred maintenance, \$41.3 million for a new library archives and overflow storage center, \$25 million for a new Carlson School of Management building, and \$1.2 million for property assessments. Other high priority projects "are being actively supported by constituency groups," President Hasselmo said in Jan. 14 report to the regents, but the U's lobbying efforts now are "directed exclusively to the 5 priorities approved by the board."

President Hasselmo has publicly committed support for the Equity in Land-Grant Status Act of 1993, a bill in Congress that would provide land-grant status and a \$23 million endowment to 28 tribal colleges in the country.

Peace Corps volunteers from the U, 236 over the past 7 years, are 2nd only to the U of Wisconsin at Madison. Currently 44 U graduates are serving in the Peace Corps in 36 countries, and it is predicted that 50-60 will be placed in the Peace Corps this year. President Hasselmo said credit "clearly goes to the students who care and University people and programs who encourage international service and support those students."

Employees who are paying more to insure their same-sex domestic partners than they would pay under the U's medical plan are reminded that they may be eligible for additional reimbursement up to a maximum of \$2,250. A separate dental plan is also provided. If you have questions, call (612) 624-9090 and press #3.

CROOKSTON—Workshop on distance learning and interactive TV will be Feb. 10, 10 a.m.-noon, in 133 Kiehle Hall, sponsored jointly by UMC and the TC campus. Participants will experience interactive minilectures from other campuses and will have a chance to ask questions about the applications of distance learning technology.

Mike Nelson, agricultural economics major from Twin Valley, and Tricia Swenson, technical studies major from Fertile, were crowned Sno Daze king and queen Jan. 26.

DULUTH—Thomas Friedman, Pulitzer Prize-winning correspondent for the *New York Times*, will deliver the annual Royal D. Alworth, Jr., Memorial Lecture Feb. 13 at 7 p.m. in the Marshall Performing Arts Center. Topic is "The Rabin-Arafat Handshake—Will It Last?"

"Living with the Enemy," a photographic investigation of domestic abuse in America, opens at the Tweed Museum of Art Feb. 6. Photographer Donna Ferrato has spent more than a decade providing a comprehensive, riveting chronicle of the painful topic of domestic violence.

Music professor Ann Anderson will be featured at the next Sunday Evening with a Professor dinner and lecture Feb. 6 in the Campus Club. Anderson will illuminate "The Exotic Music of Debussy" in her presentation. Tickets are \$20; call (218) 726-7110.

Tweed Museum of Art and English department will sponsor an open reading and reception for the book, *Sarajevo: An Anthology for Bosnian Relief*, Feb. 4, 6-7:30 p.m., in Tweed. Book sales will support Bosnian relief efforts.

MORRIS—George Kuh, professor of higher education at Indiana U, will speak on "Enhancing Student Learning: Lessons from the Literature for UMM" Feb. 7 at 1 p.m. in Oyate Hall. Kuh's visit is made possible by a joint professional development proposal of the civil service and bargaining unit staff and the faculty and P&A staff.

UMM is among 10 of the nation's public colleges and universities that have created a new consortium, the Council of Public Liberal Arts Colleges, to enhance the education of undergraduates in state-funded institutions of higher education. Other founding members are the College of Charleston, Evergreen State College, Keene State College, Mary Washington College, Northeast Missouri State U, Ramapo College of New Jersey, U of Maine at Farmington, St. Mary's College of Maryland, and U of North Carolina at Asheville.

Black History Month activities this week include a videotape, "Africa at the Crossroads," Feb. 4 at 4:30 p.m. in the Cougar Room, and the movie, *A Different Image*, Feb. 9 at 7 p.m. in Edson auditorium.

TWIN CITIES—"You can beat Morrill Hall" is the slogan for the 1994 energy savings competition sponsored by UBEEP, the U Building Energy Efficiency Project. Occupants of 12 campus buildings will be honored if they can out-save the occupants of Morrill Hall in 3-week competition Feb. 7-25. Buildings competing against Morrill Hall are Appleby Hall, Civil and Mineral Engineering, Physics, Electrical Engineering/Computer Science, Law Building, Folwell Hall, Health Sciences Unit F, Amundson Hall, Kolthoff Hall, Coffey Hall, Alderman Hall, Borlaug Hall, and Food Science and Nutrition. For information call Mary Vogel at (612) 626-7417 or John Wold at 625-1248.

Lawrence Weaver, dean of the College of Pharmacy from 1966 to 1984, is serving the U again as interim dean. He succeeds Robert Cipolle, who has been interim dean since 1992. Deputy VP Richard Elzay called Weaver one of the U's "finest citizens" and said "we are deeply indebted to him for his willingness to add this major assignment to his very busy and productive life at a time when we need him most."

Contract with Medicine Lake Lines to provide bus service to campus and on campus will end June 30, 1995. Decisions about the future must be made by about July 1, 1994. Memo to deans and directors from assistant VP Paul Tschida gives more information and asks for comments from anyone who is interested.

Lecture and events: "Quantum Turns and Overturns: The Positivism of Niels Bohr" by Arthur Fine, Feb. 4, 3:30 p.m., 210 Physics, refreshments at 3:15 p.m. in 216 Physics. Guthrie Theatre's company director, Sari Ketter, directs C.P. Taylor's *And a Nightingale Sang*, Feb. 4-13, at U Theatre, Rarig Center; call (612) 624-2345 for ticket information. "Joint Work, Work from Minnesota's Arts in Corrections Program," an exhibition of work by inmates and their artist teachers, at the Katherine Nash Gallery, Feb. 8-24, opening reception Feb. 11, 6-8:30 p.m. Jazz great and alto saxophone master Jackie McLean plays the Northrop Jazz Series with his sextet and guest artist Rene McLean Feb. 10, 8 p.m., Ted Mann Concert Hall; discounts for faculty and staff, call 624-2345.

Announcements: Campus resource book, *1994-95 Gopher Guide*, is being compiled; call (612) 626-2324 for information on having your office listed. College of Education Alumni Society seeks nominations from educators by Feb. 14 for the Gordon M. Mork Outstanding Educator Award and the Larry Wilson Award (for an educator in a nonschool setting); call Carmela Kranz, 624-2323, for applications. Undergraduate internships are available at the Super-computer Institute, with student application deadline Feb. 28 for spring and summer 1994 internships; faculty are invited to submit available projects in scientific computing and graphics; call Cathy See Duvall, 624-8859.

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Editor: Maureen Smith (612) 624-2801

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Call University Relations at (612) 624-6868.*

The major drug company that had been negotiating with the U for the purchase of the transplant drug ALG has withdrawn its proposal. "We have suffered a setback," President Hasselmo said, because sale to an outside company seemed to be the best solution. VP Erickson said the U will continue to pursue all options. Estimated cost of keeping the ALG program going from last July through March is \$2.5 million. Hasselmo and Erickson said the U has an obligation to patients to try to get the drug licensed and on the market.

Regents meet Feb. 10-11. On the agenda: supplemental legislative request, action on dentistry and nursing practice plans, delegation of authority to health system board of governors, report on tuition rates, report from Faculty Consultative Committee (FCC) chair Judy Garrard, new contract for basketball coach Clem Haskins.

President Hasselmo told the FCC Feb. 3 that the central administration is looking at different models for organization, with the goal of improving management capability. Alternative models will be explored in the next few weeks, he said, or decision might be to define responsibilities more clearly within existing structure.

Faculty concerns about the way the 6% salary increase is being distributed were conveyed to Hasselmo. One of the questions: whether deans can keep some of the money for retention cases. Hasselmo said his understanding is that the average increase in each college will be 6%; FCC will discuss specifics with VP Infante Feb. 17. Even with the complexities, Hasselmo said, "I much prefer a 6% salary increase to the simplicity of 0% last year."

Governor Carlson's recommendation on capital bonding "follows quite well the University's priority scheme but goes beyond it," Hasselmo said. Carlson recommended the full \$20 million for renewal, \$15 million (instead of \$20 million) for health and safety, the full \$25 million for the Carlson School of Management building, and a 2-year postponement for the archives center, and added mechanical engineering and architecture projects. Dilemma is that the U does not want to go beyond its bonding capacity. Hasselmo said he intends to hold firm on the debt limit but look for other ways of getting buildings built, for example through private fund-raising.

Supplemental legislative request of \$16 million or \$17 million will be for high-priority items, especially projects related to the student experience, Hasselmo told the FCC.

Conflict of interest policy will go to the Faculty Senate for discussion and action Feb. 17. FCC subcommittee will work with associate VP Mark Brenner on some final changes in the document. FCC praised Brenner and his committee for their work. "This is a document to protect faculty members," Karen Seashore Louis said. If people follow the procedures, Carl Adams said, they will have the whole force of the U supporting them.

Student academic complaint policy will go to the U Senate Feb. 17. Document places strong emphasis on informal resolutions but also includes mechanism for formal resolutions, committee chair Gerhard Weiss told the Senate Consultative Committee (SCC). SCC applauded Weiss and his committee.

Jeanne Lupton, retired dean of General College and former assistant to the president, has agreed to serve on an interim basis as associate to the president. Search committee to find a permanent replacement for Kathleen O'Brien will be chaired by Carl Adams, chair of information and decision sciences. Applications are due Feb. 21. Send letter of application, resume, and names, addresses, and phone numbers of at least 3 references to the search committee at 215 Morrill Hall, or call Kathy Yaeger at (612) 624-5841 for more information.

Open forum on civil service pay plan will be Feb. 10, noon-1 p.m., in Coffman Union Little Theatre. Forum will be an opportunity for civil service staff to meet with representatives of the Civil Service Committee and members of the Office of Human Resources to discuss questions and concerns about 1993-95 salary plan.

Civil Service Committee meets Feb. 17, 12:15 p.m., in 238 Morrill Hall. President Hasselmo will be present for the first portion of the meeting to answer questions from civil service staff and the committee. Meeting is open.

McKnight Land-Grant Professorships for 1994-96 have been awarded to Christopher Cramer, chemistry; David Eide, biochemistry, UMD; David Lilja, electrical engineering; Ellen Longmire, aerospace engineering; John Lowengrub, mathematics; Jay Moon, electrical engineering; Daniel Mooradian, lab medicine; Mark Person, geology; Ann Rougvie, genetics and cell biology; Mark Snyder, civil and mineral engineering; and Joseph Yost, cell biology and neuroanatomy. They will be presented to the regents Feb. 11.

Ballots for representatives to the Minnesota State Retirement System (MSRS) Board went out last week, mailed directly to employee residences. Allen Willie, interim director of audits at the U, has served on the board for several years and is currently vice chair. Civil Service Committee has endorsed his candidacy and encourages employees covered by MSRS to cast their ballots for him. Ballots must be returned in the envelope provided and must be postmarked on or before March 1 to be counted.

University of Minnesota Health System (UMHS) will negotiate the development of a health care delivery partnership with organizations from 3 east central Minnesota communities, according to letters of intent signed Feb. 1. Rush City Area Hospital and Clinic, Pine City's Lakeside Medical Center, and the Mille Lacs Ojibwe band in Hinckley will now begin exclusive discussions with UMHS on details of the partnership.

Equal Employment Opportunity Commission (EEOC) filed a lawsuit Feb. 1 in Federal District Court alleging age discrimination in the layoff of plumbers Harlan Larson (then 59) and Anthony Manthey (then 61) in 1991. General counsel Mark Rotenberg said no discrimination occurred, and the U has been working with the EEOC for several months and "will continue to work with the EEOC in good faith to resolve this as soon as possible."

International travel grants support faculty activity including collaborative research; educational exchanges; seminars, lectures, conferences, exhibits; and participation in international professional conferences outside the U.S. Deadline is Feb. 15 for activities starting April 1-June 30. Call (612) 624-5580, or 624-1002 for China travel.

Senate Committee on Committees seeks nominations by Feb. 25 of faculty, P&A staff, and students to fill 1994-95 vacancies on senate and assembly committees. Call (612) 625-9369 or send e-mail to Senate@mailbox.mail.umn.edu.

Optional Retirement Plan investment performance results (through Dec. 31) will appear on the back page of the *Minnesota Daily* Feb. 10. Information will be sent separately to Crookston, Duluth, and Morris.

CROOKSTON—Prevention of Harassment and Violence workshops will be Feb. 15-16. Attorneys Ellen McVeigh and Pamela Harris will present training sessions for administrators, supervisors, students, and campus community.

DULUTH—Tracey Bailey, National Teacher of the Year from Satellite Beach High School in Brevard County, Fla., will give a presentation Feb. 17 at 2 p.m. in 185 Life Science. He will talk about teaching strategies he has used to interest a diverse group of students in the sciences. David Bradley, author of *The Chaneyville Incident*, will read from his work Feb. 16 at 1 p.m. in 185 Life Science. For information call Joseph Maiolo at (218) 726-8226.

MORRIS—Audiovisual Studios are producing 2 public TV programs to be seen on Pioneer Public Television, Appleton. "Senior Linkage," a program for older Americans and their families and caregivers, airs Thursdays at 8:30 p.m. through April 28. "UMM Academic Challenge," a weekly scholarly quiz show, airs Sundays at 6:30 p.m. Tournament runs 15 weeks and includes 16 teams from high schools in the Pioneer TV viewing area. Feb. 13 teams are MACCRAY (Maynard, Clara City, Raymond) and Hillcrest Lutheran Academy of Fergus Falls.

Philosophy professor Carol Tauer from the College of St. Catherine will address the 18th annual Midwest Philosophy Colloquium Feb. 15. Public address, "Brain Death and Brain Birth: Has Our Concept of Human Life Changed?" will be given at 8 p.m. at the Federated Church, Morris.

TWIN CITIES—Aldrich Bloomquist, Bert Enestvedt, and William Larson are the first recipients of the U's newly established Siehl Prize for Agriculture. Each will receive \$50,000 in recognition of extraordinary contributions to agriculture. Siehl Prize, established by the Institute of Agriculture, Forestry, and Home Economics, will be awarded every 2 years. It fulfills the wishes of Eldon Siehl, a Minnesota farmer, business person, and philanthropist, who wanted a portion of his estate to go to the U Foundation to establish a prize for excellence in agriculture.

Timothy Wirth, undersecretary of state for global affairs, will announce a new U.S. world population and development policy focusing on women's health and protecting the environment at an 8:30 a.m. open forum Feb. 10 in the Cowles Auditorium of the Humphrey Center.

CLA announces a search for associate dean for faculty, a 3-year, 12-month appointment, with percentage of time negotiable, starting on or after June 16. Candidates must be tenured faculty in CLA. Call Cheryl Noble at (612) 624-9839 for information. Complete applications must be received by March 15.

Lectures and programs: Presentations by 3 McKnight summer fellows (Thomas Hedin, Neil Leroux, and Janice Peck), Feb. 10, 3:30-5 p.m., 140 Nolte Center, call (612) 626-1830. Dance Theatre of Harlem, Feb. 11-12, 8 p.m., Northrop Auditorium; faculty-staff discounts, call 624-2345. "The Creative Brain" by Apostolos Georgopoulos, Feb. 13, 2 p.m., Weisman Art Museum. President Hasselmo taking questions and comments on people's experience of community at the U, a What's on Wednesday event, Feb. 16, 1-2:30 p.m., upper concourse, Willey Hall.

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Feb. 16, 1994

Editor: Maureen Smith (612) 624-2801

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Call University Relations at (612) 624-6868.*

Regents approved a \$16.5 million supplemental legislative request for items that would be an early investment in University 2000, including campus environment improvements, classroom technology, library resources, and computerized registration. President Hasselmo said the money is needed and would also be a signal of support.

Important regents' meeting for health sciences included contract agreement with faculty physicians, delegation of authority to University of Minnesota Health System (UMHS) board of governors, and nominations of UMHS board members. "This is a very significant event," said Win Wallin, who has served as an unpaid adviser to lead the transition team. Wallin said some people in health care outside the U have been surprised by how fast the U has been able to come together. "I want to be sure everybody understands what a remarkable achievement this is," President Hasselmo said; he and the regents praised Wallin and the transition team.

Tuition has risen more than inflation for the last decade, analyst Dave Berg reported, and the biggest reason is that the state is paying less. Regent Anderson said the shift coincided with the reduction in state income tax. "It's an embarrassment to me," Anderson said, that his parents' generation imposed taxes on themselves so their children could get an education, and "we've reduced taxes on ourselves and put a tax on the students."

Faculty Consultative Committee, in a statement given by John Adams, urged regents to return to the administration's budget plan, with a 5% tuition increase. Going to 3% would save only \$68 a year for an average student but would mean another \$3 million retrenchment and the loss of 95 jobs, he said; for decades the U has undermined its physical infrastructure, and "we should not make the same mistake with the intellectual infrastructure."

Mission crisis at the federal level is affecting all research universities, VP Petersen told the regents; with the end of the Cold War, the rationale for research funding has become fuzzier. Petersen said the U is in the top 10 nationally in research dollars, production of doctorates, and production of patents but only in the midteens in quality rankings. To highlight exciting research projects, Petersen introduced faculty members David Tilman, Harrison Fraker, and Cheryl Perry and some of their students.

Disturbing data show decline in the number of faculty involved in technology transfer, and "everybody believes that negative publicity...has caused faculty to withdraw in this area," Petersen said. President Hasselmo said he has received "telephone calls from distressed faculty members" asking if they dare take on such projects. "We have to send the strongest possible signal that we...support faculty members who undertake that kind of activity," he said. Several regents voiced their agreement and expressed concern.

Civil service employees at their range maximum and recently promoted or reclassified employees expressed anger at Feb. 10 open forum on the pay plan. More than 75% of all employees will receive 7.25%, but some groups are disadvantaged. Civil Service Committee members said they had the painful task of trying to stay within the 6% cost ceiling and still give most employees increases equal to the 7.25% in AFSCME contract. If everyone had received 6%, committee chair Carol Siegel said, "we felt we would have 3,600 furious people."

Strongest anger was expressed about 3.25% lump sums for employees at the max, when others receive recurring raises of 5.25%. "I may have been outraged before. I'm even more outraged" after reading the rationale, Raleigh Kaminsky said. Siegel said there is a top limit to what a given job is worth to the U, even if "you worked 24 hours a day and you walked on water." Gayle Hendrickson said there is no salary ceiling for P&A staff (including human resources staff who drew up the plan) or for faculty or administrators. "All I can tell you is that we will take that feedback back loud and clear to central administration," assistant VP Roger Forrester said. Plan is unlikely to be changed, he said, but people's opinions will be considered for future plans.

Civil Service Committee seeks preliminary suggestions for questions to be included in a survey for the 1995-97 pay plan, following up on the open forum Feb. 10. If you have questions you would like to see included in a survey, send e-mail to CSC-list@mail.tc.umn.edu or call Deborah Sampson at (612) 625-9104 by Feb. 24.

Charles Louis, a faculty member in the College of Veterinary Medicine, has been named assistant VP for research and associate dean of the Graduate School, with primary responsibility for overseeing the direction, management, and review of several research centers and institutes that report to the VP. Appointment began Feb. 1.

"Journey to Personal Power," a satellite videoconference, will be downlinked to all U campuses Feb. 24, 12:30-4:30 p.m. Conference features Janet Hagberg, nationally known author and consultant. Event is sponsored by Minnesota Extension Service Civil Service Committee, with grant funding from the U Commission on Women. Register by calling the site coordinator for your campus: Minneapolis east bank, Jean Bollig, (612) 625-5749; west bank, Mary O'Keefe, 625-6757; St. Paul, Judy Sunvold, 625-3775; all others and general information, Chery Hays, 624-1241.

University of Minnesota Reuse Program is finally up and running. Available items include desks, chairs, tables, cabinets, shelving, electronics, office supplies, miscellaneous material. All items can be viewed on Gopher. Path is University of Minnesota Campus Information, Department and College Information, Facilities Management, Reuse Program. For more information call Dana at (612) 624-8507.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* on fileservers and AIS Public Access Bulletin Board: "Salary Memo '94-95," "Holiday Schedule for '94-95," "Academic Salary Floors '94-95." Information: (612) 624-9817.

CROOKSTON—UMC is sponsoring 2 booths at the Red River Valley Winter Shows in Crookston.

"Journey to Personal Power" videoconference in Conference Center ABC Feb. 24 at 12:30 p.m., followed by discussion.

DULUTH—"Living with the Enemy," a photographic depiction of domestic violence in America, has been the center of attention at the Tweed Museum of Art. "Art and Politics or Art as Social Change Agent" will be presented in conjunction with the display Feb. 20, 2-4 p.m.

Beginning this spring as a pilot program, staff and faculty will have the opportunity, upon supervisor's approval, to leave work at 3:45 p.m. Monday, Wednesday, and Thursday or Friday with pay and participate in the chancellor-endorsed Healthy Heart Program. Organizers expect the lost work time will be more than balanced with an increase in motivation and productivity.

MORRIS—Kamu Kambui will conduct a workshop, Exploring the African Culture, at 3 p.m. in Minority Resource Center, and give a lecture "Coming from Past to Present, and Where Do We Go from Here?" at 7 p.m. in Edson auditorium, both Feb. 23 as part of Black History Month.

"Journey to Personal Power" videoconference will be Feb. 24 at 12:30 p.m. in Oyate Hall.

TWIN CITIES—The 3M Foundation has given grants of \$1.3 million to the U. Of this, \$1 million is designated for the Carlson School of Management Capital Campaign. "I am very gratified by this extremely generous grant from 3M," President Hasselmo said. "We have a long-standing partnership with 3M, and this gift is a splendid affirmation of our joint effort in bridging the academic and professional worlds."

The world's first endowed chair in swine health has been established at the College of Veterinary Medicine to honor Allen Lemen, who taught swine medicine at the college from 1975 until his death in August 1992.

In first week's rankings in "You can beat Morrill Hall" energy savings contest, Electrical Engineering/Computer Science is in the lead with 44.3% savings ratio. Food Science and Nutrition is a close 2nd at 44%. Morrill Hall lags behind with 7.3%, Law Building is last with 1.8%, all 9 other buildings in the contest show savings of at least 22%.

Undergraduate internships are available at the Supercomputer Institute. Faculty are invited to submit available projects in scientific computing and graphics. Undergraduates are invited to apply for spring and summer 1994 internships. Student application deadline is Feb. 28. Call Cathy See Duvall at (612) 624-8859.

Satellite broadcasts: Videoconference sponsored by Corporation for National and Community Service, with live question-and-answer session for the national audience about how more than \$153 million in grants will be awarded, Feb. 23, noon-2 p.m., 25 Law School. Faculty and staff are invited to a live satellite broadcast of "Classroom Design with Technology in Mind" Feb. 24, noon-2:30 p.m., 140 Nolte Center; call Raleigh Kaminsky, (612) 624-9329.

Lectures and events: "The Economics of Health Care Reform: An Insider's View" by Sherry Glied, Feb. 17, 4:30 p.m., Cowles Auditorium, Humphrey Institute. Public presentation by James Buckley, president of Apple USA, Feb. 22, 11 a.m., Coffman Union Theatre. McKnight summer fellows Andrew Elfenbein, James Hepokoski, and Richard McCormick discussing their work, Feb. 23, 3:30-5 p.m., 140 Nolte Center. Undergraduate Research Fair Feb. 23, 11 a.m.-2 p.m., Ski-U-Mah Lounge, Coffman Union, featuring more than 25 undergraduate research projects. "(Re)Made Landscapes" by George Hargreaves, Feb. 23, 5 p.m., Architecture Building courtyard. Forum on "Transforming a Rape Culture" Feb. 24, 4-6 p.m., Cowles Auditorium, Humphrey Center.

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Feb. 23, 1994

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

Regent Ann Wynia resigned her seat Monday. She said her husband's illness and her running for the U.S. Senate forced her to leave the board. President Hasselmo said, "All of us will miss Ann Wynia's thoughtfulness and effectiveness as a regent" and "owe her thanks and best wishes."

Faculty Senate voted without dissent Feb. 17 for a new conflict of interest policy for faculty and other academic employees. Karen Seashore Louis, a member of the Academic Integrity Committee, said the policy is complex but the only other choice would have been a simple and restrictive policy. Faculty members who comply with the policy can know that their colleagues and the U will stand behind them, she said. Commitment to defend faculty includes legal counsel as well as moral support, said associate VP Mark Brenner.

Cluster planning is "not off to a rip-roaring start," President Hasselmo told U Senate. "I'm a little bit puzzled by that." Suspicion that the hidden goal is collegiate reorganization is unfounded, he said. "We are honestly looking for an intellectual exploration." Michael Kac said faculty may not agree with the way boundaries of clusters were drawn. Hasselmo said the first question for a cluster might be, "Is this the appropriate cluster?" Detailed proposal for University College, probably with a new name, will be brought forward in the next few weeks, Hasselmo said in his update on U 2000.

President Hasselmo talked with the Faculty Consultative Committee (FCC) Feb. 17 about a possible reorganization of central administration, with 2 or 3 TC campus provosts (one for health sciences, and either one for the rest of TC campus or one for Minneapolis and one for St. Paul). Goals would be to flatten and simplify the structure and define responsibilities more clearly, he said. Every dean would report to a provost who reported to the president; currently most deans report to a VP, who reports to the senior VP, who reports to the president. Senior VP for academic affairs would still be the chief academic officer, Hasselmo said. VP Infante is "doing a terrific job," he said, but the job as now structured is "unmanageable." Reorganization is not a design for getting rid of anybody, he said. "We have really excellent people. I want to keep every single one of them here."

Salary plan for academic employees was the main topic when VP Infante met with the FCC. Average salary increase will be 6% in each college; no funds may be withheld for retention offers. Increases will be merit based. Some FCC members said faculty perception is that civil service staff will be getting 7.25% and faculty only 6%. Infante said all groups—faculty and P&A, civil service, and union—will receive increases that average 6%. Civil service raises average 6% because new and recently promoted employees and those at range maximum will not receive 7.25%. About staff at range maximum, Infante said the maximums at the U are higher than in comparable jobs outside. Civil service increases are across the board, so raises are not merit based.

Annual AAUP salary report shows that the U ranks 16th, or exactly in the middle, in quality rankings among the top 31 research universities in the U.S., but mean salary slid from 26th to 28th out of 30 schools reporting; salaries for full and associate professors fell to 30th out of 30. More information in posting in FacultyWrites.

New federal guidelines that will take effect July 1 will force a major change in how faculty charge grants for research-related costs and will have an estimated \$8 million to \$10 million impact on the U budget. Most significant change in OMB Circular A21, "Cost Principles for Educational Institutions," means that administrative and clerical costs can no longer be charged directly except on grants defined as major projects. Committee chaired by Mark Brenner and Marilyn Surbey is assessing impact of the changes and developing guidelines for U researchers. Draft of proposed "Interim Guidelines for Charging Costs Directly to Grants and Contracts" has been put on Gopher for reaction. Path is U of M Campus Information, Department and College Information, Office of Research and Technology Transfer, Policies and Guidelines. Comments should be sent to Brenner at 417 Johnston Hall or by e-mail to brenner@mailbox.mail.umn.edu.

Blandin Foundation has awarded \$1 million to fund the 2nd year of the collaborative Rural Technology Development Program. At a Feb. 17 dinner, Blandin president Paul Olson also reported establishment of SOTA TEC Fund to help connect rural companies with the U and to support the U's continuing research grant programs. Preproposals are due March 11 at ORTTA; see February Research Review or call Erhard Bieber at (612) 625-8826.

Graduate School has learned that half of its Fulbright Scholarship applicants—20 out of 40—are finalists for the 1994-95 awards. (Nationally about one in 3 gets to the finalist stage.) Final decisions will be made in the host countries over the next several months. Applicants include 17 graduate students, 2 undergrads, one medical student. Countries are Australia, Czech Republic, Denmark, Ecuador, Germany (3), Israel, Italy, Japan, Korea, Morocco, Netherlands, New Zealand, Philippines, Poland, Spain, Sweden, Tanzania, and Uganda.

Campus master plans have been initiated at all U campuses to help direct physical development that will reflect the vision of U 2000 and the missions of each campus. The president and the chancellors have appointed master planning committees with representation from faculty, students, staff, and community. Planning will be guided by principles adopted by the regents in June 1993. For more information, call Clinton Hewitt at (612) 625-7355.

New CUFS User Network Board of Directors: Ellory Christianson, Angie Hoffmann-Walter, Becky Hurst, Angie Klidejs, Karen Kroll, Philip Luttmers, Jill Merriam, Diane Molitor, M. Galen O'Connor, Richard Portnoy, Thomas Spivey, Gary Strei, Sue Strudwick, Milly Theis, Joe Weisenberger, and Linda Woock. First meeting was Feb. 8.

CROOKSTON—Chuck Lofy, consultant on organizational change, will be on campus March 3. He will meet with the Chancellor's Cabinet and Transition Team and hold an open session with faculty and staff.

Area 7th and 8th graders will compete Feb. 25 in MATHCOUNTS, the nationwide regional math program.

DULUTH—David Eide, one of 11 recipients of the McKnight Land-Grant Professorship (listed in Feb. 9 *Brief*) is the first from the UMD School of Medicine and only the second from UMD to receive the U-wide honor. He is assistant professor of biochemistry and molecular biology.

Events: Minnesota Ballet will perform *Coppelia* in the Marshall Performing Arts Center Feb. 24-26 at 8 p.m. and Feb. 27 at 3 p.m.; for tickets call (218) 722-2314. Tweed Museum of Art will show a 30-minute video presentation, "Kindred Spirits Contemporary African-American Artists," at noon throughout February, excluding Mondays, free and open to the public as part of the celebration of Black History Month; for more information call (218) 726-8222.

MORRIS—Performing Arts Series presents the St. Paul Chamber Orchestra Feb. 24 at 8:15 p.m. in Edson auditorium. For ticket information call Student Activities at (612) 589-6080.

Lectures: "In Support of Human Rights" by Marjory Byler, Feb. 28, 7:30 p.m., Edson auditorium (part of the Lecture Series and Human Rights Awareness Week). "Gender Equity" by Chris Voelz, director of women's intercollegiate athletics on the TC campus, March 1, 4 p.m., Oyate Hall (sponsored by UMM Commission on Women).

TWIN CITIES—Grad Fest '94, a fair for graduating students with "No hassle for your tassel" as the theme, will be April 6-7 in Coffman Union Great Hall. Students will be able to pick up their caps and gowns, order commencement announcements, get information on graduate school, attend job-hunting seminars, and complete financial aid exit interview. Vendors selling everything from graduation portraits to computers will have booths.

Thirteen U buildings achieved an overall 28.6% reduction in energy use during first 2 weeks of "You can beat Morrill Hall" contest. Occupants of Food Science and Nutrition are leading the way with a 46.5% reduction. Last week's leader, Electrical Engineering/Computer Science, slipped into 2nd with 41.6%. Morrill Hall and Law School, although still in next-to-last and last place, both improved over the first week.

Marti Erickson, director of Children, Youth, and Family (CYF) Consortium, met with Vice President Gore and Mrs. Gore at the White House Feb. 10. In the private meeting, they discussed how research on parent-child attachment should inform public policy and how the consortium might support the administration in addressing CYF issues.

Children, Youth, and Family Consortium's electronic Clearinghouse has been chosen by America Online as one of approximately 100 "Featured Data Bases" for its "exemplary presentation of...valuable and interesting information" and because it is "a reliable and well-maintained resource."

Application deadline for American Cancer Society Institutional Research Grants is March 15. Instructions and application forms are available from pediatric oncology, 421 Masonic Cancer Building, (612) 626-1926.

First meeting of Nonacademic Consultative Committee of St. Paul, open to all nonacademic staff, will be March 10, noon, 101 Coffey Hall. For information call chair Ruth Sanborn at (612) 625-4211.

Speakers: "What Did the Dinosaurs Eat? Evolution of Early Land Plants" by Patricia Gensel (Kermit Olson Memorial Lecture), March 1, 3:30 p.m., 110 Green Hall. Novelist Brenda Webster reading from her work, March 4, noon, William Shepherd Room, Weisman Art Museum. Former U.S. Senator and poet Eugene McCarthy, March 4, 12:15 p.m., east wing, Campus Club; call (612) 625-9696 (Campus Club members) or 625-6470 for reservations.

Vol. XXIV No. 9

March 2, 1994

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

Largest bequest ever made to the U will go to the College of Pharmacy in the form of a \$13.5 million gift from the estate of Mildred Peters. She and her husband, Bill, a 1910 pharmacy graduate, were owners of Lowry Hill Drug Store in Minneapolis from 1915 to 1948. Bill died in 1979, and Mildred last December.

"We are extremely grateful to receive such an extraordinary gift from such a good friend of the college as Mildred Peters," said acting dean Lawrence Weaver. Plans for the gift include a permanent student scholarship fund and enhancement of 4 faculty chair endowments.

Number of administrative positions at the U increased from 135 in 1983-84 to 143 in 1992-93. Fact sheet says that the increase in associate and assistant vice president positions "is mostly due to administrators being assigned new titles to more accurately reflect their responsibilities."

Like other U employees, administrators received no raises in 2 of the last 3 years, the fact sheet says. In 1992-93, the last year administrators received raises, they received an average salary increase of 6.05%. When administrators are hired, their salary levels reflect the marketplace at other research land-grant universities. Salary increases are based on merit. Big Ten salary comparisons for central officers and some deans show that U administrative salaries in 1992-93 ranged from 89% of Big Ten mean for chief academic officer to 141% of mean for management dean. President's salary was 96% of mean for chief executive officer.

Faculty salary study compares 1992-93 faculty salaries at the TC campus with faculty salaries at 25 other public universities with doctoral campuses, including all Big Ten schools except Northwestern. Study shows that U faculty salaries were 0.4% below the mean of the 25 schools and 2.1% below the Big Ten mean.

The last raise faculty received was in 1992-93, when they averaged a 5.52% increase. Faculty salaries vary widely across disciplines. When faculty are hired, their salaries reflect the marketplace in their academic discipline. Salary increases are based on merit; annual performance evaluations determine salary increases.

Separate salary study released by the TC chapter of the American Association of University Professors (AAUP) compares faculty salaries at 30 of the top 31 research universities in the U.S.; one school did not report data. In this study, salaries for full professors fell to \$15,650 below the mean, salaries for associate professors \$8,000 below the mean, and salaries for assistant professors \$4,000 below the mean. Counting the top 13 public universities only, salaries were \$5,900 below the mean for full professors, \$3,300 below the mean for associate professors, and \$700 below the mean for assistant professors. Report was issued by geology professor Robert Sloan and is available on FacultyWrites, the electronic forum for faculty.

Not enough financial aid is going to students in Minnesota who need it most, the State Financial Aid Task Force concluded in a report issued Feb. 1. The 1993 legislature authorized the 12-person task force "to study and make recommendations on Minnesota's system of financial aid." Recommendations: a 20% increase in the maximum awards going to students with no expected contributions from their families, making aid available to part-time students on a prorated basis, and making state grants available in the summer and beyond 180 credits.

President Hasselmo, chancellors of the other public higher education systems, and president of the Minnesota Private College Council issued a joint statement endorsing the recommendations. "Our state simply cannot afford to lose the talents of students whose only barrier to higher education is their economic status," they said.

External review of the Minnesota Supercomputer Center, Inc. (MSCI), conducted by KKPMG Peat Marwick Management Consultants, confirmed that MSCI provides supercomputer access to faculty at consistently lower costs than are charged to MSCI's commercial customers and at costs that compare favorably with those charged to faculty by other supercomputing centers. The U's investment in MSCI does not subsidize commercial customers.

Twin Cities vehicle inspection program aimed at reducing pollution in the metro area is falling far short of expectations, a study by U researchers shows. By studying emissions at 3 congested TC locations, mechanical engineering professor David Kittelson and doctoral candidate Huel Scherrer found that carbon monoxide levels decreased at the same rate for the first 2 years after inspection began as they did for the 5 years before the inspections. Predicted 25% to 30% improvement failed to materialize.

CROOKSTON—Mixed Blood Theatre Company of Minneapolis will perform "Daughters of Africa: History of African American Women" at the first Monday Evening International Series March 7. Ethnic dinner at 6 p.m., followed by the program at 7 p.m. Dinner tickets are \$6. To reserve a place, call extension 8586.

Fair Management short course will be March 9, 8 a.m., in Kiehle auditorium, sponsored by St. Paul campus.

DULUTH—Ken Foxworth will begin his 154-mile "Run for Excellence" from the State Capitol with a kickoff ceremony March 7 at 10 a.m. Foxworth is running from St. Paul to Duluth for minority and disabled student scholarships at UMD. Governor Carlson, President Hasselmo, and Chancellor Ianni will be at the capitol as he begins his run. To make a pledge, call (218) 726-7989.

Diane Skomars has been named director of external relations effective March 1. A graduate of UMD, she has been a development officer at UMD since August. Before that she was at Stevens College in Columbia, Missouri, where she served as executive assistant to the president, alumni director, and dean of students.

George Vachtsevanos, 3M McKnight Distinguished Professor of Technology Development from the Georgia Institute of Technology, will teach An Introduction to Intelligent Systems spring quarter at UMD. Call the computer engineering department at (218) 726-6147 for more information.

MORRIS—Human Rights Awareness Week continues through March 6, with lecture on "A Response to Torture—for the Victims and for Ourselves" March 3 at 6:30 p.m. at Morris Federated Church, candle vigil March 4 at 7 p.m.

Performances: Carl Orff's *Carmina Burana* by Chamber Choir, Orchestra, and Dance Ensemble, March 3, 8:15 p.m., Humanities Fine Arts recital hall. Actress and director Alicia Quintano will perform "Escape from Fosdick," a monologue on identity, family issues, food, and self-esteem, March 7, 7 p.m., Humanities Fine Arts recital hall.

TWIN CITIES—Eleven buildings will be honored for conserving more energy than Morrill Hall in 3-week UBEEP contest. In rank order, they are: Food Science and Nutrition, Electrical Engineering/Computer Science, Health Sciences Unit F, Appleby, Civil and Mineral Engineering, Physics, Kolthoff, Coffey, Borlaug, Folwell, and Alderman. Morrill, Appleby, Borlaug, and Law improved their saving percentages each week.

Honeywell, Inc., has pledged \$700,000 in equipment to the Carlson School of Management capital campaign. Total raised so far is \$13.7 million toward the goal of \$20 million in private funding.

Applications and nominations are invited for Medical School dean; deadline is March 31. Write to search committee chair, Ashley Haase, c/o Susan Jackson, Box 293 Mayo, or call (612) 624-4442.

For information about a Ford Foundation grant for curriculum development in citizenship and public ethics, call James Farr at (612) 624-4144 or Tim Sheldon at 625-0142. First seminar will be this spring.

Lectures and conferences: "Research with the Chronologically Gifted," on gerontological research, March 4, Radisson Metrodome; call (612) 626-5236. "An Unsung Legacy: Preserving Finnish American Music History" by Paul Niemisto, March 10, 5 p.m., Immigration History Research Center; call 627-4208. Colloquium on "How One Research-Oriented University Tackled the Teaching Reward Challenge," by LaVerne Barrett from U of Nebraska-Lincoln; e-mail Linda Blake at blake@mailbox.mail.umn.edu or call her at 626-7730 if you plan to attend. "Beethoven and Medical Practice in 19th-Century Vienna" by Hymie Gordon, March 10, 8 p.m., Radisson Metrodome, grand ballroom. World renowned environmentalist Vandana Shiva will speak March 11 at noon at the Weisman Art Museum on "Ecofeminism" and at 3 p.m. in Northstar auditorium, St. Paul Student Center, on "Biodiversity, Biotechnology, and the Third World." "Access and Outcomes for the Elderly Under Managed Care" by Sheldon Retchin, March 11, 2:30 p.m., 2-520 Moos Tower.

Performances: Principal dancers of New York City Ballet present 2 evenings of ballet masterworks of George Balanchine, March 8-9, 8 p.m., Northrop Auditorium, call (612) 624-2345 for tickets, discounts for faculty/staff. U Theatre presents Italian playwright Dacia Maraini's *The Dreams of Clytemnestra*, March 7-11, 8 p.m., Rarig Center, tickets \$3.50, call 625-7505.

Meetings: Nonacademic Consultative Committee of St. Paul, March 9 (not March 10), noon, 101 Coffey Hall. Student Employment Committee, March 14, 2-4 p.m., Nolte library.

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Vol. XXIV No. 10
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Editor: Maureen Smith (612) 624-2801

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Strategic financial plan for University 2000 will be on the agenda when the regents meet this week. Other topics: reports on faculty and civil service salary and compensation issues, action on student employee salary plan, report on financial aid, review of new policy on conflict of interest, and possible action on ALG program.

Financial strategies for U 2000 were the topic at Finance and Planning Committee meeting Feb. 28 and Faculty Consultative Committee (FCC) meeting March 3. Associate VP Richard Pfitzenreuter presented the committees with preliminary numbers to show financial projections for 1994-2000 and implications for U 2000. Money for U 2000 would come from increases in state funding and tuition and from internal realignment.

Current situation includes big expenditures already scheduled for new facilities and steam plant debt. Realignment of spending would come both from academic programs and administrative efficiencies (for example, taking some buildings off line), Pfitzenreuter said. Budget hearings with colleges are uncovering more difficulties, he told the FCC. "It is remarkable to see the extent to which budgets are 85% to 90% salaries."

Budget projections are discouraging and lead one to think that "no matter what strategy you have, it can't work," Ken Heller said. Irwin Rubenstein said one possibility is a smaller U. If legislators are not willing to fund the U at the level needed, Judy Garrard said, they should not complain if the U is forced to close units. Need to convince the legislature about funding for the U is clear, someone said at the Finance and Planning meeting, but there is no hope of convincing the legislature to increase state funding if the regents cannot be convinced to increase tuition by 5%. Entire plan is dead, someone else said, if regents stick to 3% tuition increase.

At the Finance and Planning meeting, one member said that some money should be earmarked for instructional innovations aimed at those students from the top 25% of their class whom the U does not recruit and does not treat well once they're here. The U doesn't do research and development on its own product, another committee member said. Implicit in the 5.5% projected increases in tuition, someone else said, is the assumption that the U must become more competitive with other institutions in terms of quality or the students will not come.

Faculty salaries were the other major topic at FCC meeting. Compensation task force chaired by Mike Bognanno has been charged with studying the issues and making recommendations, starting with the "macro" question of how to increase the overall salary pool to a more appropriate level. "Micro" questions of how to divide up whatever money is available are separate but also important, FCC members agreed.

Peer review is needed as an alternative to the current situation in which faculty get big raises only when they get offers from outside the U, Karen Seashore Louis said. John Adams proposed drawing a distinction between the compensation attached to tenure and other amounts that could be negotiated for taking on additional duties (and that would end when the duties ended).

Better transition is needed for retired faculty, FCC members agreed. Carl Adams said the Senate Committee on Faculty Affairs has drawn up an informal report recommending a policy to keep retired faculty connected to the U by providing office or lab space, secretarial support, postage, and even travel if appropriate.

Michael McDonald, associate professor of chemical engineering and research associate at Natural Resources Research Institute at UMD, has been named director of the Minnesota Sea Grant College Program, a \$1.2 million annual statewide research and extension program that focuses on issues affecting Lake Superior and Minnesota's water resources. Moving the sea grant director's office to Duluth marks the beginning of a new chapter for sea grant in Minnesota, VP Petersen said, and is part of a U commitment to enhance water research.

Multimedia support center to train faculty and staff in the use of interactive media and information technology will open this fall, associate VP Don Riley announced. Center will help faculty develop innovative applications for teaching and research. The U is one of 22 institutions opening such centers as charter members of the New Media Centers Program, a national partnership of higher education and high-tech industry. Participating companies, including Apple Computer, Kodak, and SuperMac Technology, will offer preferential pricing and work closely with the institutions to create model technologies.

University 2000: A Road Map to the 21st Century has been published as a summary brochure for audiences who do not want the longer and more detailed materials that are available on the U 2000 plan. Limited supply available in U Relations, 6 Morrill Hall, (612) 624-6868.

CROOKSTON—UMC hockey team won the National Junior College Athletic Association championship this past weekend, and coach Scott Oliver was named coach of the year.

"Aftermath of the War in the Gulf" will be the topic for the International Series presentation March 14. UMC student Jamal Ahmed Osman, from Kuwait, will talk about the challenge facing his country. Ethnic dinner is at 6 p.m., followed by program. To make a reservation, call ext. 8586.

Open forum on the UMC 2002 Future of Intercollegiate Athletics document: March 17, noon, Conference Center AB.

DULUTH—Rec Sports is hosting an open house March 14, 3:30-4 p.m., in connection with the start of the faculty/staff Healthy Heart program. Open house will include refreshments and tours of the facility, with employees on hand to explain the Healthy Heart program. For more information call (218) 726-7128.

Tickets for the U.S. premiere of the Swedish opera *Solitar* are available by calling the Royal Swedish Opera office at (218) 726-6914. Prices are \$18.50, \$22.50, \$25, and \$35.

Angela Davis, internationally known for her work for racial equality and women's rights, will speak March 19 at 8 p.m. in the Marshall Performing Arts Center. Her lecture, "Building Bridges: Coalition Strategies into the 21st Century," part of Women's History Month, is free and open to the public.

MORRIS—University Chorus and soloists will perform Haydn's *Nelson Mass* March 10 at 8:15 p.m. in Humanities Fine Arts recital hall.

"Nursing Homes Are Not for Everyone" is the topic of "Senior Linkage," produced in UMM audiovisual studios and broadcast March 10 at 8:30 p.m. on Pioneer Public Television.

TWIN CITIES—Disability Services office has established the nation's first program to prepare students with disabilities from around the country for leadership roles. Based on the TC campus, Project LEEDS (Leadership Education To Empower Disabled Students) will help participants develop leadership skills such as organizing student cultural centers, serving as student government representatives, and working in federal, state, and local government. Leadership training curriculum will be used during a week-long workshop on campus this summer. For information call Gene Chelberg at (612) 626-0961 or Betty Aune at 624-6884.

Nancy Schellhorn, doctoral student in entomology, has been selected as one of 45 semifinalists, out of 250 nominees, in national competition for Luce Foundation professional internship in Asia.

Carol Bellamy, new Peace Corps director, will be on campus March 10 to sign an agreement for a new master's internationalist program in forestry and present awards; Vocational and Technical Education atrium, 1:30-2:45 p.m.

Men's athletics is hosting NCAA men's swimming and diving championships March 24-26 at Aquatic Center. Gophers, ranked 12th, will compete against best male collegiate swimmers in the nation. Tickets: (612) 624-8080.

Weisman Art Museum has closed a portion of the galleries to prepare for exhibit opening April 1. *Art as Activist: Revolutionary Posters from Central and Eastern Europe* runs through May 22. For information call (612) 625-9494.

Hosts are needed for international students during 3-day orientation on St. Paul campus March 20-23. Hosts are asked to provide room and board for 3 nights and transportation to and from St. Paul campus; schedule is compatible with U work schedule. If interested, call Sue Rains-Johnson at (612) 624-2732.

Lectures and seminars: Nancy Walters, administrator for Minnesota's Eisenhower math and science program, talking about funding priorities and procedures for K-12 outreach programs, March 11, 2:30-4 p.m., 229 Nolte Center. "Physics as Art Form" by Roger Jones, March 13, 2 p.m., Weisman Art Museum. Paul Volcker, former chair of the board of governors of Federal Reserve System, speaking at Carlson School of Management alumni event, March 15, 7 p.m., Ted Mann Concert Hall, tickets \$25, or \$20 for Carlson School alumni and students, call (612) 624-2345. "The Changing Threat to Religious Liberty: Late Reformation and Late 20th Century" by Douglas Laycock (William B. Lockhart Lecture), March 14, 12:15 p.m., 25 Law Building. Midwest Regional Raptor Management Symposium, March 17-18, Raptor Center, call 624-9790. Workshop with Albert Ellis, the founder of rational-emotive therapy and "grandfather" of cognitive behavior therapy, March 28, 8 a.m.-4 p.m., Radisson Hotel Metrodome, cost \$79, or \$29 for graduate students, registration deadline March 16, call 624-3874.



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March 16, 1994
Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

Regents voted Friday to close down the ALG program, after no company came forward with an offer to purchase rights to the antirejection drug. Negotiations between the U and a major drug company fell through last month. The drug has not been sold since August 1992, and estimates are that it would take 4 years and \$8 million-\$10 million to complete testing and bring the drug to market; by then, it is not clear that there would be buyers.

Dr. Arthur Matas, clinical director of the ALG program, said the decision must be "more than a business decision" because ALG is "a life-saving drug." Regent Neel cited studies showing that other drugs are now just as effective or more effective. Since February 1993 the U has spent about \$5 million to keep the program alive and the drug moving toward FDA approval. Closing the program will leave 23 employees without jobs.

VP Erickson, who recommended shutting down the program, said the problem was one of the most difficult he has ever dealt with. In light of the scarcity of dollars and the uncertainty that ALG could be marketed successfully, he said, he could not justify continuing the investment. He said the U will make the technology available on a nonexclusive basis to anyone who wants it.

Faculty and staff compensation issues were presented to the regents in reports from administrator Dave Berg and consultant Rod Kelsey. "Our intention with regard to faculty and staff compensation is to be competitive," President Hasselmo said. "The fundamental resource of the University is its faculty and staff." The U competes for faculty in the national and international market; comparison group for staff is more local.

Faculty purchasing power is now 92.5% of what it was in 1974, Berg told the regents, and it has been slipping in the last couple of years. In 1988 9-month salaries at the U were 0.5% below the other Big Ten publics excluding Penn State, and by 1994 the U had dropped to 1.7% below the other schools.

One big question is which comparison group to choose, Berg said. Legislature likes the Big Ten, but studies show that schools in the rust belt have not advanced in faculty salaries nearly as much as those in the deep south and the southwest. In a study of the top 30 research universities as judged by *Change* magazine, the U ranks 25th of 30, and among the publics 9th of 13, in overall compensation. Full professors at the U rank dead last.

Private tuition revenue increases in the past 20 years have been devoted largely to increasing faculty salaries, Berg said, and in 1993 private campus salaries were 20.9% above the U. Private salary levels have outrun public salaries by "what I'm not afraid to characterize as an alarming degree," he said. If the trend continues, he said, "we are going to have 2 higher education systems in the U.S., one significantly better than the other."

Salaries for union employees at the U are 104% compared to jobs in the public and private sectors, and civil service salaries are 96%, Kelsey said. Most comparisons are not exactly apples to apples, so anything from 95% to 105% is considered to be within the "corridor of competitiveness." In the public sector pay arena in general, he said, competitiveness falls off for people at the highest salary levels and is more even in the middle ranges.

Vacation-holiday-sick-leave benefits at the U are better than other parts of the public sector and much better than the private sector, Kelsey said. Time off amounts to 15.4% of base pay at the U, compared to 14.6% in the rest of the public sector and 12.7% in the private sector. Other benefits are close to the overall average.

Report on student financial aid says that although good comparison information is not available, the U's scholarship and fellowship resources are probably less than those at most peer institutions, and campus employment opportunities are probably greater. Educating the public about the importance of saving for higher education should be one goal, the report says; students rely on loans because their families did not save.

Faculty and staff who participated in a health care reimbursement account or a dependent care reimbursement account in 1993 and have balances remaining in those accounts are reminded of the March 31, 1994, deadline to submit claims for eligible expenses incurred during 1993. Any balances remaining after March 31 will be forfeited.

CROOKSTON—"France: Liberte, Egalite, Fraternite" will be the topic of program March 21, beginning with ethnic dinner at 6 p.m. Speakers are Jerry Nagel, director of the Red River Trade Corridor at UMC, and Virgil Benoit, French professor at the U of North Dakota. To make a reservation, call ext. 8586.

"Welcome Home to Crookston," a video developed by several groups in Crookston, features a section on UMC.

DULUTH—Ken Foxworth was greeted by a victory celebration in Duluth Monday after completing the UMD Run for Excellence. He ran from St. Paul to Duluth for minority and disabled student scholarships at UMD.

Dr. Byron Crouse, former assistant director of the Duluth Family Practice Residency Program, has been named chair of the Department of Family Medicine at the UMD School of Medicine.

UMD's Health Services has been awarded the certificate of accreditation by the Accreditation Association for Ambulatory Health Care, Inc., having met nationally recognized standards for quality health care.

Kirby Student Leadership Workshop presents "The American Indian Student" March 22, 4-5:30 p.m., in 333 Kirby. American Indian Resource Center staff will present the workshop on cultural barriers.

MORRIS—German professor Liselotte Gumpel has been nominated as a candidate for election to the Modern Language Association (MLA) Delegate Assembly. Delegates, elected for a 3-year term, determine the policies of the MLA and consider the general situation of the humanities in higher education.

Head men's basketball coach Perry Ford was named coach of the year in the Northern Sun Intercollegiate Conference for guiding the Cougars to their first conference title in 16 years and best record in UMM history, 25-5.

TWIN CITIES—Men's and women's basketball teams were both selected for NCAA tournaments. Women play Notre Dame today (March 16) in South Bend, Indiana. Men, with a favorable 6th seed in West Regional, will play Southern Illinois Friday in Sacramento, California. Alumni association plans pep rallies in both cities. For charter information and pep rally details, call 1-800-UM-ALUM. Public service announcements by coaches Linda Hill-McDonald and Clem Haskins ask supporters across the state to wear maroon and gold on game days.

Civil service preretirement seminar will be offered by Employee Benefits April 5 and 12 on the Minneapolis campus, with afternoon sessions 2-4 p.m., evening sessions 5-7 p.m. Topics April 5 will be MSRS, Social Security, and Medicare. Topics April 12 will be health insurance continuation, life insurance, and optional retirement plan. Plan to attend both weeks. To register call (612) 624-9090 and press option 4. Spouses or significant others are welcome.

Contribution of Facilities Management pipefitters and plumbers in maintaining facilities and infrastructure on campus is the feature story in this month's issue of the *UA Journal*, the magazine of the national trade union with which TC plumbers and pipefitter locals are affiliated. Article is accompanied by 9 pages of photos.

"Disabled and Proud: The 1993 Gathering of College Student Leaders with Disabilities," has been selected for a 1993 Creative Programming Award from the National University Continuing Education Association Division of Conferences and Institutes. Sharon Vegoe was program director.

Compleat Scholar, Extension Classes, is offering a new course in the spring, *Understanding Lethal Conflicts: When Nationalities and Neighbors Turn Murderous*. Class, taught by David Cooperman, will be on 4 Monday evenings, April 11-May 2, 6-8 p.m. For registration information call (612) 624-8880.

"Constructing a Dialogue: Current Work on America(s)," 4th annual American Studies Graduate Student Conference, April 1-2 on campus. Keynote speakers: Henry Giroux Friday and Winona LaDuke Saturday. Conference registration will be \$5 upon arrival; keynote addresses free to the public. More information: (612) 624-4190.

Postmodern choreographer Bebe Miller presents her new dance on the phenomenon of memory, *Nothing Can Happen Only Once*, March 19 at 8 p.m. at Northrop. For tickets, with faculty-staff discounts, call (612) 624-2345.

St. Paul Student Center will be open during the March 25 floating holiday, 8 a.m.-midnight. Books Underground will be open 8:30 a.m.-5 p.m., Terrace Cafe 10:30 a.m.-2:30 p.m., Outdoor Store 10 a.m.-5 p.m., Games Room 11:30 a.m.-midnight, and Union Station 9 a.m.-2:30 p.m.

Minnesota Landscape Arboretum is offering several programs for children ages 5-12 this summer. Registration is now open for the 1994 children's garden and for a new series of summer day camps featuring the green world of plants. To receive a summer program brochure, call (612) 443-2460, ext. 772.

Girls' and Women's Ice Hockey Camp will be offered this summer by Sports Club Program in Department of Recreational Sports. Hockey camps are one week each, 7 a.m.-2 p.m., in Mariucci Arena. Sessions include on-ice instruction, classroom instruction, and hockey-specific aerobics. June 13-17 and July 25-29 for girls 8-14, June 20-24 and Aug. 1-5 for ages 15-adult. Call Renee Anderson at (612) 625-6017.

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March 23, 1994

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

Legislative strategy for 1995-97 was one topic when President Hasselmo met with the Faculty Consultative Committee (FCC) March 17. Funding in the 1995 session will be central to the success of U 2000, Hasselmo said, and because he has observed that legislators' eyes glaze over when a case is based on general statements, he is considering building a case around specific examples. People in the U would have to understand, he said, that only a few units could be chosen as the examples and the intent would be to benefit the U as a whole.

Most FCC members responded positively, but some expressed concern that the examples would be units with identifiable constituencies and economic benefits that would be easy to sell. "How do you ever sell the arts and letters?" Jim Gremmels asked. Ken Heller spoke of the U "disease" of "strong centers on the periphery and in the midst a core that's decaying rapidly." Hasselmo agreed and said the legislative case might include an argument for the English department (for example) as the heart of the U.

Alarming national trend for private universities to outdistance public universities in faculty salaries and thus quality was outlined for the FCC by Dave Berg, assistant to the president. "We are headed for something very different than we've had in the past or than any of us want," he said. Tuition has increased in both public and private schools, he said, but in the publics the money has gone to make up for loss of legislative funding.

Problem is national and needs national attention, he said, but his initial impression is that it is even worse in Minnesota, where populist legislators and regents oppose tuition increases. Money for salaries has to come from somewhere, he said. "We don't have anybody who can perform the miracle of the loaves and fishes."

Not all disciplines are in the same situation, Berg said; for example, Law School salaries are 7.6% above the national average, but this is probably justified by the school's excellence. Duluth faculty are worse off than TC faculty, and Morris faculty even worse, when compared to their own appropriate comparison groups.

Identifying the comparison group for faculty salaries will be one of the tasks of the compensation task force, chair Mike Bognanno told the FCC. Another issue will be looking at salary augmentation for administrators. In some cases the augmentation ends when the assignment ends; in other cases it is folded into the base. President Hasselmo said another issue is the maldistribution of salaries within the U. Irwin Rubenstein said one problem within the current system is how to reward solid performers who are not stars.

Capitol bonding bill from the House committee includes \$114 million for the U, including funds for 2 items not in the U's request for this year: the Architecture renovation and the Duluth Medical School addition. Bill also removes the requirement that higher education systems provide a third of the debt service. Hasselmo told the FCC that the Senate bill "may look quite different."

U.S. Army has notified the U that the renewal of its 5-year contract with the U for the Army High Performance Computing Research Center will be subject to a national competitive bidding process. "To be sure, we would have preferred a simple renewal of the contract," President Hasselmo said in his March report to the regents, but he expressed confidence that "the strength of our program and the changes already made to increase the interactions among Army labs and academic researchers at Minnesota and other universities will allow us to present a competitive and ultimately successful bid."

National Science Foundation (NSF), coincidentally, has raised concerns about the renewal of its 5-year grant for the Geometry Center. Site visit by NSF challenged the center to improve its outreach activities. Hasselmo told the regents that IT dean Francis Kulacki and the new director of the center, Richard McGehee, have aggressively addressed the NSF suggestions and are looking forward to a successful follow-up visit in late May.

Bush Sabbatical Supplement Selection Committee received 45 proposals and will grant supplements to 18 faculty for 1994-95. From the TC campus: E. Calvin Alexander, Elizabeth Belfiore, Judith Berman, Barry Feld, Glenn Furnier, Judith Garrard, Larry McKay, Toni McNaron, Haesun Park, Richard Rudolph, Robert Silberman, David John Wallace, Ann Waltner, Susan Wick. From Duluth: Eve Browning Cole, Randall Hicks, Penelope Morton, Graham Tobin. Recipients will receive \$15,000 salary supplement or 30% of B-base salary, whichever is greater.

Civil Service Committee meets March 24, 12:15 p.m., in 238 Morrill Hall. Elizabeth Grundner will be at the meeting to discuss selection of civil service floating holidays. Meeting is open to all.

Alan Willie, the U representative on the Minnesota State Retirement System (MSRS) board, spoke to the Civil Service Committee in January on his research on how Minnesota's state retirement benefits compare with those in other states. Ratio of pension amount to final salary is about .41 in Minnesota, compared to an average of around .50. Minnesota ranks 26th out of 30 comparable plans. Increase of the multiplier used to calculate the benefit, from 1.5% to 1.6%, would increase the ratio to about .46; MSRS is working toward this goal.

Opportunities exist for civil service staff to participate as active members on a number of U committees. Call Karen Stutelberg at (612) 626-2866 if you are interested.

CROOKSTON—"A Look into Japan Today" will be presented at International Dinner Series March 28 by UMC students Amano Yoshiki, Toshikazu Hiraga, Tsuyoshi Nakohori, and Hisashi Shinoda. Ethnic dinner is at 6 p.m., followed by program at 7 p.m. To make a reservation call ext. 8586.

Drama *Noises Off* will be performed through March 27 at 7 p.m. in Kiehle auditorium. Show is directed by student Nathan Benesh, working under the Undergraduate Research Opportunities Program. Tickets may be purchased at the door for \$4 for adults and \$2 for children under 12.

DULUTH—Kishonthy Jenó, visiting professor of art from Eszterhazy College in Hungary, will present a lecture on "Modern Hungarian Art" March 28 at 9 a.m. in 314 Humanities.

Forum on recruitment, retention, and graduation of minority graduate students will be March 24, 3-5:30 p.m., in the UMD Campus Club, with speakers from the TC and Duluth campuses.

TanaReid, a creative jazz quintet, will perform in concert March 28 at 8 p.m. in 90 Bohannon Hall. Tickets are \$3 for adults, \$2 for students and seniors at the door. In addition, the group will conduct a free jazz clinic, 3-4:15 p.m., in Marshall Performing Arts Center.

MORRIS—Communication, stress and time management, and diversity are topics of 7 Staff Development Seminars to be presented spring quarter, sponsored by the United Staff Association and the Office of the Vice Chancellor for Finance with grant support from the U's professional development funds.

Ivonne Tjoe Fat, educational coordinator for the Minority Student Program, has been appointed to the Supreme Court of Minnesota Board of Continuing Legal Education by Justice Alan Page.

Concert Choir, directed by Kenneth Hodgson, is performing in 7 states on East Coast concert tour through March 29.

TWIN CITIES—Law School has been awarded \$125,000 from the W. M. Keck Foundation of Los Angeles to expand the judicial ethics component of the Judicial Trial Skills Training Program and to implement judicial skills and ethics training programs throughout the U.S., using the Minnesota program as a model.

On the U holiday March 25, route 13 campus buses and 52 commuter buses will not run. All 4 bookstores will be open: East Bank 8:30 a.m.-6 p.m.; West Bank, Health Sciences, and St. Paul 8:30 a.m.-5 p.m.

Public forums on the future of the route 13 campus bus service and route 52 commuter bus service will be April 5, 320 Coffman Union, and April 6, St. Paul Student Center theater, both 11 a.m.-1 p.m. Bids will be going to potential providers this summer, and user comments will be considered in decision-making process.

SAVE steering committee solicits cost-saving ideas. Implementable ideas are eligible for \$25 and \$50 awards. Forms are available at bursar's offices, Coffman information desk, and Housing Services, or call (612) 626-0477.

Institute of International Studies and Programs offers Intercultural Encounters Conference April 16, 9 a.m.-5:30 p.m., at St. Paul Student Center. Theme is "Collecting Cultural Visions: Building on Our Stories." Collaborative keynote presentation will be given by David Mura and Alexis Pate. Cost is \$4 for whole conference, \$2 for keynote only. Call (612) 625-2010.

Choreographer Paul Taylor and his dance company will feature the newly created *Company B* with recordings by the Andrews Sisters March 24, 8 p.m., Northrop Auditorium; call (612) 624-2345 for tickets, faculty/staff discounts.

Lecture: "Fraternal AND National: U.S. Ethnic Benefit Societies and World War II" by William Beyer, April 6, 5 p.m., Immigration History Research Center, 826 Berry Street, St. Paul, call (612) 627-4208 by April 4.

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Editor: Maureen Smith (612) 624-2801

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Morse-Alumni Award recipients for outstanding contributions to higher education: William Brustein, sociology, CLA; James Farr, political science, CLA; Leslie Hansen, animal science, Agriculture; Linda Hilsen, education and human service professions, UMD; Laura Coffin Koch, General College; Alex Lubet, music, CLA; Marvin Marshak, physics and astronomy, IT; Roger Miller, geography, CLA; Christopher Paola, geology and geophysics, IT; Thomas Scanlan, rhetoric, Agriculture (all TC campus except where noted).

Market analysis of pay and benefits for civil service staff at the U shows that total benefits are comparable to those in the public and private sectors: vacation and sick leave benefits are higher at the U, medical benefits equal, retirement benefits somewhat lower. On an average salary of \$24,564, total cash benefits and dollar equivalents for time off are \$8,687 at the U (35.4% of base), \$8,698 in the public sector (35.4%), and \$8,756 in the private sector (35.6%). Study was conducted by consultants, the DCA Stanton Group.

Salary comparability varies from job to job. Some examples of how U salary averages (both union and nonunion positions) compare with the combined public and private sectors: building and grounds worker 109% of market, senior secretary 87%, senior lab technician 77%, office specialist 91%, account specialist 109%, junior scientist 68%, principal secretary 112%, assistant scientist 84%, executive secretary 114%, overall average 98%.

Faculty legislative liaison Morris Kleiner met in a closed session with the Faculty Consultative Committee (FCC) March 17 to discuss legislative strategy; he noted that he works closely with Craig Swan, president of the University of Minnesota Faculty Association. Legislative issues and faculty salaries were also discussed in the open portion of the meeting (and some of the discussion was reported in last week's *Brief*).

Faculty salaries have not kept up with inflation, administrator Dave Berg said. Taking 1974 as the base year, by 1982 salaries had dipped to 82% of the base, they reached 96% of the base in 1991, and have now dropped back to 92.5% of the base year. Impact varies by rank and term of appointment; 9-month assistant professors have slipped only 1% below the base year while 12-month assistant professors have slipped 20%.

In comparison with Big Ten publics (excluding Penn State), the U has slipped slightly, both in cash salary and total compensation. Berg said legislators are not likely to think this is a big deal, but what they might listen to is the fact that Iowa has passed Minnesota by. If the legislature and the regents would permit the U to raise tuition by 50% for resident students, Minnesota could be like Michigan, he said, but the populist legislature would oppose posted tuition rates that high. Argument may now be more with the regents, an FCC member said.

One argument legislators make about salaries, someone said, is that there are hundreds of applicants for every U faculty position. Why not take number 5 instead of number 1? It can't be argued that number 5 isn't any good. The U is already doing that, someone else said; it can't get the number 1 candidates now, which suggests it isn't competing at the level it should be.

President Hasselmo met with the FCC and discussed the status of possible reorganization of central administration. Goal is not reorganization itself but an increase in management effectiveness, he said. The U may not be operating as effectively as possible because of diffused accountability and responsibility, because of a decision-making process that is not as clear as it should be, and because of a lack of clarity on when consultation should occur and with whom. He said he is considering the provost system to deal with the problems created when campus/system and staff/line responsibilities are mixed.

Organization would include as much decentralization as possible; provosts would have the final say on promotion and tenure. Central administration would be responsible for institutional policy and management of infrastructure systems. Hasselmo said he hopes to have a model to propose by late spring.

Gail Klatt, senior audit manager for Norwest Corp., has been named director of the department of internal audits at the U. She will assume the position April 18 pending approval by the regents. "Gail Klatt brings an exemplary professional background" to the U, said Regent Hogan, chair of the board's audit committee. "Gail will be a great asset as we continue the University's reform agenda," said VP Erickson.

Mailings from the Quality Improvement Initiative offer information on the initiative, training and enrichment opportunities, team and project funds. To receive them, send your name, campus address, phone, fax, and e-mail numbers to Judith Gaston, 1313 5th St. S.E., #108, Minneapolis, MN 55414, fax to (612) 627-4280, or e-mail to gasto001@maroon.tc.umn.edu.

CROOKSTON—International/Multicultural Club students will prepare their annual International Dinner April 9. Dining room is usually packed for this event. Tickets are \$7.50 each.

Events: Chancellor Sargeant will hold an open forum March 31, noon-1 p.m., in Conference Center ABC. Barry Melcher, employee benefits representative, will be at UMC April 29, 8:30 a.m.-4 p.m., to answer questions.

DULUTH—UMD chapter of the national service organization Gamma Sigma Sigma will raffle off 2 tickets to Paris to benefit the Harry Oden Scholarship Fund, created from money raised by Ken Foxworth's Run for Excellence. Fund has raised about \$43,000. Ticket sales begin March 27 at \$3 each. Call (218) 726-7110.

Telephone registration begins at UMD April 14 for a trial period with a select group of students in fine arts. UMD is the first U campus to try the touch-tone procedure, which was strongly recommended by Chancellor Ianni. Officials hope to implement the system campuswide in the fall for winter quarter registration.

Performers from the Royal Swedish Opera arrived in Duluth March 27-28 for the U.S. premiere of *Solitar* at UMD April 8-9. Tickets are still on sale for \$18.50, \$22.50, \$25, and \$35. Call (218) 726-6914.

MORRIS—Creative Study Institute for students currently in grades 7-12 will be June 13-24. Codirectors are Dennis Rettke, superintendent of schools in Morris, and Tom Turner, associate professor of Spanish. Institute has been renamed the Henjum Institute for Creative Study to recognize the contributions of retired professor Arnold Henjum. For more information contact Continuing Education and Summer Session, UMM.

Ivonne Tjoe Fat, in conjunction with the International Student Association, is coordinating a project on "Breaking Cultural Walls" with the St. Mary's Elementary School in Morris. Program began March 9 with Reem Slaieh, who did a presentation on Israel. Next presentation will be on South Korea, Japan, and Suriname.

"Patriotism, Propaganda, and the Arts: Posters of World War I America" is an exhibit of 45 World War I posters and a selection of World War I artifacts on exhibit through April 18 in Humanities Fine Arts gallery. Hours are 9 a.m.-8 p.m. Monday-Friday and 1-4 p.m. Sundays.

TWIN CITIES—More than 300 Masons in formal dress, including plumed hats and jeweled vests, followed bagpipers, flagbearers, and the Shrine Marching Band to the future site of the University of Minnesota Cancer Center-Masonic Center Research Building for the dedication of the building's cornerstone March 26. Masons of Minnesota have contributed almost \$17 million to the U for cancer research since 1956.

Gopher hockey Final Four pep rally will be tomorrow (March 31) at 5:30 p.m. in Rice Park in St. Paul. Gophers meet Boston University at 7 p.m. at the St. Paul Civic Center.

People's Law Project, a student organization of the Law School, will hold informal seminars during April to inform the public of their rights and responsibilities in 3 areas. First seminar, on landlord/tenant relations, will be April 5, noon, in Coffman Union. Other topics: employment law, credit debt.

Weisman Art Museum offers 2 "Art Sandwiched In" series, free to U staff and students: African-American Art: From Colonial to Contemporary, Tuesdays, April 5-May 3, 12:15-12:35 p.m. From Frank Lloyd Wright to Frank Gehry: A Century of Modern Architecture, Wednesdays, April 6-May 11, at the same time.

Grad Fest '94, in Coffman Union Great Hall April 6-7, will be a one-stop opportunity for graduating students to pick up caps and gowns, order commencement announcements, get information on graduate school, attend job-hunting seminars, complete the financial aid exit interview, and more.

Connie Levi, president of Greater Minneapolis Chamber of Commerce, will speak at noon April 5 in Campus Club east wing as part of the U Women's Club's Conversations with Women Leaders series. Open to all; served lunch \$7.95. Call Mary Lou Hill at (612) 374-4218, Marilee Ward at 374-9392, or Clara Kanun at 724-4715 to reserve.

List of U Film & Video holdings is now available through LUMINA or Gopher. For more information or to schedule titles for your use, call (612) 627-4270.

Lecture and conference: Conference on Children in the Shadows: The Fate of Children in Neglecting Families, April 15, 8 a.m.-4:30 p.m., Cowles Auditorium, Humphrey Center, \$75, registration deadline April 8, call Chris Carlstrom at (612) 625-1520. "The Not-So-Secret Life of Braided Streams" by Chris Paola, at presentation of 1994 Alvin G. Anderson Award, April 7, 3:30 p.m. (coffee at 3 p.m.), St. Anthony Falls Hydraulic Laboratory.

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Editor: Maureen Smith (612) 624-2801

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Budget plan for 1994-95 is on the agenda for the regents this week. Strategic investment pool of \$8.5 million includes items in each of 5 strategic directions in U 2000; more than half of the total (53%) would go toward a user-friendly U community. Plan includes reallocation but does not call for any academic unit to be closed.

Plan calls for an overall tuition increase of 4.2%, or 1.2% above the 3% in resource allocation guidelines; all of the 1.2% would go for specific quality increases that are spelled out. Guaranteed tuition plan on the TC campus will be offered as a pilot program. Students would pay a tuition rate higher than the current rate but guaranteed for 5 years. Rebate would be given to any student who finished in 4 years.

University College report and report on critical measures and benchmarks for U 2000 are also on regents' agenda. U College proposal has evolved since it was introduced, in response to feedback from stakeholders. Name is still open for discussion. Plan now calls for more integration of day and evening programs.

Open forum April 26, 7-8:30 p.m., in 238 Morrill Hall, will give people a chance to address the regents on the 1994-95 proposed budget and related issues. If you wish to speak, write or call the Regents' Office, 220 Morrill Hall, Minneapolis, MN 55455, (612) 625-6300 with your name, address, telephone number, topic you wish to address, group you represent (if any), and relationship to the U. Each speaker will be limited to 5 minutes.

Regent Candidate Advisory Council met yesterday (April 5) to interview 11 candidates for the slot vacated when Ann Wynia resigned; plan was to select 2-4 finalists. New regent will be selected later this month in a joint session of the Minnesota House and Senate; joint session for this purpose, established in the territorial charter of 1851, is the only time the House and Senate meet together to take action. Candidates interviewed yesterday were Diane Ahrens, Gerald Christenson, Roy Garza, Joyce Hsiao, John Kendall, Hyon Kim, David Metzen, Matthew Oh, John Turner, Elsa Vega-Perez, and Billie Young.

University Senate, Faculty Senate, and TC Campus Assembly meetings scheduled for April 14 have been cancelled; items scheduled for consideration April 14 will be carried forward to May 19 meetings. Student Senate will meet April 14 as scheduled, in 25 Law Building, 12:15-1:30 p.m.

Legislative session is going well, and the U's request for \$16.5 million for U 2000 has been "very well received," VP Infante told the Faculty Consultative Committee (FCC) March 31, but the problem is that there is "not very much money on the table." House bill includes \$3 million, he said, and the Senate bill is likely to include more.

Budget meetings with collegiate units are uncovering some problems that had not been expected, Infante said, including, "frankly, some debts"; he mentioned problems in the Medical School and at the Morris campus. Each problem has arisen for a different set of reasons, he said, and the cases will be handled individually, but units will be accountable. "We will make loans at 6% to be paid with all deliberate speed," he said.

Infante said he also spent 15-20 hours recently reading dossiers for promotion and tenure, and the U has "enormous reason for pride" in "the quality of people we are attracting."

Finalists may be chosen soon in 3 key searches, Infante said: provost for health sciences, VP for external relations, and associate to the president. Irwin Rubenstein said he has heard concerns about whether the U can offer a competitive salary for the provost for health sciences; some other schools pay \$350,000 or \$400,000. Opinions on the FCC were mixed on whether to pay a salary that is in line with the market but out of line with other salaries at the U. Judy Garrard said faculty and some staff members are paid below the market, and if the market is followed for administrative salaries there should be "an equal commitment to making sure that faculty salaries are marketplace-competitive."

Faculty research seed grants of \$3,000-\$4,000 are available for projects in any field that have implications for the later stages of human life. Graduate student award of \$500 is available for research on aging. Deadline is May 9 for both. Call All-U Council on Aging in the Center for Urban and Regional Affairs at (612) 625-9099 for guidelines.

CROOKSTON—Red River Trade Corridor is hosting a meeting and regional strategy session April 7, noon-4 p.m., in the Conference Center. This first strategy session will bring together people from a variety of business, community, education, and economic development sectors to discuss how telecommunications and information technologies can have an impact on the economic future of the Red River region.

“Open Your Heart to the World” is the theme for the International Dinner April 9 at 6 p.m. in Brown Dining Room. UMC International and Multicultural Club students plan, prepare, and serve the meal. Tickets are \$7.50 and may be purchased from the business office.

Bob Johnson, a VP with the State University System and formerly at Southwest State, will visit campus April 11. He will meet with faculty and staff at 10 a.m. in Conference Center AB to discuss projects for grant funding.

DULUTH—Joseph DiSalvo, head of the Department of Medical and Molecular Physiology at the UMD School of Medicine, won a 4-year, \$800,000 grant from the National Institutes of Health for his research on “Physiology of Signal Transduction in Smooth Muscle.”

Holocaust Commemoration will be at UMD April 12 at 2 p.m. with Gerda Haas presenting “A Tribute to the Victims of the Holocaust by a Survivor.”

MORRIS—UMM has been reclassified from Liberal Arts II to Baccalaureate (Liberal Arts) I in the upcoming *A Classification of Higher Education* published by the Carnegie Foundation for the Advancement of Teaching. Classification recognizes that most of the undergraduate degrees are in the traditional liberal arts disciplines, that admissions policies are selective, and that the student body comes from many states.

Listing of UMM public events is now available via computer on Internet Gopher, updated weekly. For questions call Student Activities at (612) 589-6080 or U Relations at 589-6050.

Jazz Fest features guest artists Dorothy Donegan, piano, and Bobby Watson, alto saxophone. Performances with the UMM Jazz Ensembles are 7:30 p.m. April 8 and 9 in Edson auditorium.

TWIN CITIES—U of M Health System (UMHS) and the Mesaba Clinic of Hibbing will negotiate the development of a health care delivery alliance. Mesaba has been affiliated with UMHS since 1987, with UMHS physicians providing specialty services at Mesaba. Proposed alliance would expand the affiliation to provide more specialty services when requested by Mesaba and increase the U’s teaching and clinical research activities at the clinic.

Lanny Schmidt, professor of chemical engineering and materials science, has been named to the National Academy of Engineering, one of the highest professional distinctions given to an engineer.

Smoking-cessation classes will be at N-325 Boynton Health Service April 14, May 12, June 9, 12:15-1:15 p.m.; call (612) 624-6619 for more information.

Lectures: “Smoke and Mirrors: The Collision of Comet Shoemaker-Levy with Jupiter” by astronomer Phillip Nicholson, April 7, 7:30 p.m., 150 Physics, \$3 for Bell Museum members, \$5 for nonmembers, call (612) 624-7083. “The Changing Nature of Work and Implications for Individuals and Organizations in a Global Society” by economist and futurist Hazel Henderson, April 13, 3-5 p.m., Earle Brown Center, free, call 624-1736 or 624-6827. “Changing Status of Surgical Oncology” by LaSalle Leffall (Gilbertsen Lecture), April 18, 4 p.m., 11-157 Phillips-Wangensteen Building. Writer and educator Herb Kohl talking about his work, April 20, 12:15 p.m., east wing, Campus Club, call 625-9696 (members of the Campus Club and guests) or 625-6470 (others).

Seminars and conferences: Quality Improvement Initiative workshop by Susan Damme on the work of organization development specialist Chris Argyris, April 7, 8:15-10 a.m., 140 Nolte Center; to register, send e-mail to Judith Gaston at gasto001@maroon.tc.umn.edu or call 627-4277 with your name, department, and phone number. Final McKnight Presentation in the Arts and Humanities, with Frederick Asher, Julie Bargmann, and Leon Satkowski, April 19, 3-4:30 p.m., 207a Jones Hall. “Thinking, Writing, Teaching, and Creating Social Justice,” a conference on the future of feminist inquiry and relationship between feminist theory and practice, April 22-24, West Bank Union Auditorium; fee of \$15 must be paid by April 15, Friday evening dinner is \$10, call Nancy Grubb at (612) 625-6358.

Cultural events: Free programs about the art and architecture of Albania, including a demonstration of Albanian icon restoration by Eduard Soppi, from the National Institute of Cultural Monuments in Albania, April 12-15, noon-2 p.m., Dolly Fiterman Riverview Gallery, Weisman Art Museum. International symposium exploring the art and architecture of Albania, April 15-17, Weisman Art Museum, with keynote address by Machiel Kiel April 14 in the Cowles Auditorium, Humphrey Center; for registration information call (612) 625-3850. Miami City Ballet, led by Edward Villela, April 12-13, 8 p.m., Northrop Auditorium; call 624-2345.

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20/94

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Call University Relations at (612) 624-6868.*

Recommended budget plan for fiscal year 1995 was presented to the regents April 7. Overall budget is up 4% from the current year, associate VP Richard Pfutzenreuter said; increase of \$26 million will go mostly (\$20 million) for salary increases. At the same time, reductions of \$10.3 million represent 2% of the base budget.

Because 85% or 90% of the budgets in some units is tied up in salaries and fringe benefits, Pfutzenreuter said, cuts will inevitably have "people impacts." No count has been taken yet of how many positions will be lost, he said, and it is not known how many cuts can be taken care of through attrition instead of layoffs. "The cost of what we're doing is labor-intensive," Regent Neel said. "The sad part is it's mostly people."

Investments that line up with University 2000 priorities will total \$8.4 million. Requests for the strategic investment pool added up to more than \$70 million, and the vast majority of them were well thought out, Pfutzenreuter and VP Infante said. "There simply wasn't enough money," Pfutzenreuter said. "I really would like to have funded \$30 million," Infante said.

Some regents asked if the tuition increase could be held at 3%, instead of 4.2%, and then the difference of \$1.6 million not invested. Infante said \$1.6 million would be a significant portion of the strategic investment pool. "In our judgment we feel the University would be worse off," he said.

Regents are inviting comment on the budget; copy available on request by calling (612) 625-6300. Besides speaking at the forum April 26 (see last week's *Brief*), people may write to the Regents' Office, 220 Morrill Hall, fax their views to 624-3318, or send e-mail to muesing@mailbox.mail.umn.edu.

Critical measures and benchmarks are being developed to evaluate and demonstrate performance, associate VP Robert Kvavik told the regents, and the exercise has turned out to be "incredibly complex." With all of the internal need and external demand for measures, "we can spend 80% to 90% of our time measuring and not doing anything if we're not careful," he said. Goal is to find a small number of manageable measures. In the area of undergraduate education, Infante gave a few examples of outcomes that could be measured: performance of U students on Graduate Record Exam, surveys of employer satisfaction, ability of students to find jobs.

University College (UC) will be geared toward serving students with different needs and will have the tactical ability to be sensitive to the educational needs in the community, President Hasselmo said. Colleges will be given responsibility for offering classes at all times of the day, week, and year. VP Allen said the proposal has evolved since it was first introduced; the idea now is to improve access to existing degrees or packages of courses. Admission and performance standards would be the same for UC and day school students, and on the TC campus a single registration system would be established. UC is now envisioned as a systemwide.

Regent Hogan said UC sounded like "a grand and magnified CEE." Hasselmo said it will represent "a change in philosophy and mind set and attitude." CEE Dean Miller said there will be many similarities, but there will be a more strategic relationship with the colleges. "It's not the 6th day of creation. It's evolution," he said.

Name change is still under consideration. "About 2 months ago I was certain that we needed to change the name," Allen said. "Today I am not certain." He said University College is the best term he knows of that goes across all campuses, and the name would have some meaning outside the U. One problem would be deciding what to do about the current UC, which has a good reputation, he said.

President Hasselmo updated the regents on the status of the U's legislative requests for supplemental funding and for buildings. Senate bill includes \$15.5 million of the \$16.5 million in the supplemental budget request; House bill calls for \$3.1 million. Differences will be resolved in conference committee.

Neil Bakkenist, 50, retired assistant VP for finance and operations, died of complications from heart surgery April 6. "His death is a significant loss for those of us who knew him personally and cherished his friendship," President Hasselmo said. "We are grateful for his life and work among us."

Civil Service Committee meets April 21, 12:15 p.m., 120 Coffey Hall, St. Paul. Committee will begin reviewing civil service rules toward the eventual next revision and will be discussing goals of and plans for a compensation issues survey of civil service staff. Meeting is open to all members of the U community and to the public.

Professional academic and administrative (P&A) staff will be honored at an awards and recognition program April 28, 1:30-4 p.m., Earle Brown Center, St. Paul. James Buckman, codirector of the Carlson School of Management's Quality Leadership Center, will give keynote address. P&A staff with 10 years or more of service to the U and winners of the 1994 Academic Staff Service Awards will be recognized. All P&A staff are welcome.

CROOKSTON—RSVP is hosting an open house April 21 to salute UMC for its continued support; Conference Center AB, 2-4 p.m.

DULUTH—Traditional values and teachings of the Ojibwe culture will be presented at "Gik Inu Amah Di Dah" ("Let's Teach Each Other") April 19, 1-3:30 p.m., Tweed lecture gallery.

Chancellor Ianni will host his spring quarter open forum April 14, 3:30-5 p.m., in Kirby Ballroom B. Topics include the student computer access fee (modification of which is under consideration) and the 1994-95 budget.

Members of UMD Students Engaged in Rewarding Volunteer Experiences (SERVE) will receive the Governor's Youth Service Recognition Award April 19 in the Twin Cities. SERVE is a student-run volunteer organization that links UMD students with volunteer opportunities in the community.

Head of the Lakes Jazz Festival is April 15-16. High school jazz ensembles from throughout the state will perform during the day, followed by professional jazz artists at 8 p.m. in Marshall Performing Arts Center. Guest performers are the Western Jazz Quartet and drummer Billy Hart. Tickets are \$5 for adults, \$4 for seniors, \$3 for students.

MORRIS—John Martin Fischer, professor of psychology at the U of California, Riverside, will address the 18th annual Midwest Philosophy Colloquium on the topic "Why Immortality Is Not So Bad." Opening seminar will be at 2:30 p.m. in Behmler Hall conference room, public address at 8 p.m. at Assumption Church in Morris, both April 19. Discussion of both presentations will be April 20 at 10 a.m. in Behmler Hall conference room.

Women's Leadership Development Conference will be April 23. This year's theme is "Extending Our Roots." Keynote speaker is Beverly Cnare Dusso, executive director of the Harriet Tubman Women's Shelters in Minnesota.

TWIN CITIES—Fund-raising campaign for new and renovated sports facilities has raised \$5.9 million, more than \$400,000 over its goal, according to a report delivered to the regents by the men's and women's athletics departments and the U Foundation. Campaign was led by cochairs Kathleen Ridder and Stanley Hubbard.

Ground was broken for a \$62.7 million Basic Sciences/Biomedical Engineering Building April 7 at the corner of Church Street and Washington Avenue S.E., Minneapolis.

Eville Gorham, Regents' Professor of Ecology, Evolution, and Behavior, has been named to the American Academy of Arts and Sciences.

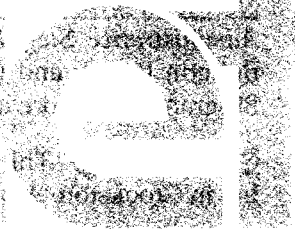
During the week of March 28, there were more than 117,500 transactions on the Student Access System, a record-high usage. The system, on the same Administrative Information Services Public Information menu as LUMINA, can be used from many locations on campus, including the computer labs, and from home by modem. Students can check their grades and GPA, course availability for day courses, and status of financial aid applications. By winter quarter 1995 most TC campus students will be able to register using the system.

Annual intrasquad game for the men's football Gophers will be April 23 at 3 p.m. at the Metrodome. All fans will receive a free poster commemorating the homecoming victory last year over the Rose Bowl champion Wisconsin Badgers. Call (612) 625-4879 for information on how to get free tickets.

Lab Fest '94, a scientific product show of more than 70 scientific vendors and U departments, is April 20, 10 a.m.-4 p.m., at Radisson Hotel Metrodome. Call (612) 624-8024 for more information.

Lectures and workshop: Guy Stanton Ford Memorial Lecture by Richard Dawkins, an evolutionary biologist from Oxford, April 19, 12:15 p.m., North Star Ballroom, St. Paul Student Center. "The Prospects of Preventing the Early Academic Failure of At-Risk Youth" by Charles Greenwood, April 22, 2-3:30 p.m., Cowles Auditorium, Humphrey Center. "Modeling Organizational Conversions Among Rural Hospitals" by Jeffrey Alexander, April 22, 2:30-4 p.m., 2-520 Moos Tower. Workshop on Bringing International Faculty, Staff, and Scholars to Your Department, April 26, 8:30-11:30 a.m., Dale Shephard Room, Campus Club, call Becky Reyer at (612) 626-7452.

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Vol. XXIV No. 16

April 20, 1994

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

Next year's budget needs to send the right signals, President Hasselmo said at meeting with Faculty Consultative Committee (FCC) April 14. One of his frustrations, he said, is that with "a backlog of problems dragging us down" and structural deficits in some colleges, not all of the money in the strategic investment pool can go toward moving forward. Mike Bognanno said FCC members understand the problems and "I would be surprised if any of us were surprised," but explanations are important for those in the larger community. John Adams suggested showing a clearer distinction in the budget between catch-up items and new initiatives.

Biennial request for 1995-97 will be "extraordinarily important," Hasselmo said; if that request doesn't result in resources for U2000, the U will have missed an opportunity. He said he is encouraged that both the Senate and the House have decided on some funding for the U's supplemental request in the 1994 session.

No decision has been made yet on whether to move to responsibility center management (every tub on its own bottom), Hasselmo said; the idea is still being evaluated, and administrators will be coming back to the governance committees for further discussion in the next several months. One strength of the U is its integration across colleges, he said, but colleges and departments must take direct ownership of the students they serve.

Terminology of responsibility center management is starting to be used, Hasselmo said, and he was surprised to see it in the budget document. Idea makes many people uneasy, Toni McNaron said, and "it would be helpful to everybody's ulcer not to call it responsibility center management" when the decision has not been made.

Changing vision for University College was another topic at FCC meeting with Hasselmo. Carl Adams said he thought the early vision was powerful, and he is disappointed now not to see "something quite revolutionary and radical." CEE can concentrate on marketing and service, he said; the academic units ought to be responsible for delivering courses. Hasselmo said that is a central part of the plan. VP Allen and CEE Dean Miller will be invited to meet with FCC for more discussion.

Partnerships are being formed with community colleges to offer applied degrees, Hasselmo said. Two programs that are being developed are in emergency medical services and construction management.

Aggressive new national effort to recruit minority students into graduate schools was a topic at the recent meeting he attended of the National Association of State Universities and Land-Grant Colleges board, Hasselmo told the FCC. General Electric has given a substantial grant to set up a computer link with historically black colleges; the U is part of the pilot program. Initial commitment is for at least 10 fellowships a year. "I'm very encouraged by this," Hasselmo said. FCC discussion showed strong faculty interest. John Adams said the real problem is to reach talented kids in the 7th and 8th grades; Geoff Maruyama said the College of Education has programs for 4th, 5th, and 6th grades.

Budget process and recommendations were the topics when Senate Committee on Finance and Planning met with VP Erickson and associate VP Richard Pfutzenreuter April 12. One committee member asked whether budget hearings with the units resulted in any changes in the "budget challenges" that were issued and, if not, what the purpose of the hearings was. Pfutzenreuter said that, in general, reductions were not reduced except where units could add to their enrollment and retain 70% of the increased tuition revenue.

"No one objects to the administration learning a great deal, but the cost of the effort to the units is enormous," someone said as reported in the minutes. People had a steep learning curve, even about their own units, as a result of the hearings, Erickson said, and they are starting to think more programmatically. It will be important for budget analysts to work with financial officers of each college to frame the questions, he said.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* are now available on the files server, the AIS Public Access Bulletin Board, and Gopher: "Faculty Mortgage Program," "Academic Employee Tuition Benefit," "TA English Program." For more information call (612) 624-9817.

CROOKSTON—Third annual Crookston Birthday Party and auction will be April 25 at 6 p.m. in the Northland Inn in Crookston. A portion of the proceeds will be used for UMC scholarships. Tickets are \$20.

UMC Bookstore will hold Earth Day sale April 22, with discounts on UMC clothing and earth day books.

DULUTH—Latin American Awareness Week is April 25-29, topped by the annual Fiesta April 30 beginning at 6 p.m. in Kirby ballroom. Tickets are \$12 for adults, \$6 for children. Call (218) 726-8444 for more information.

UMD Theatre presents its production of William Shakespeare's *The Winter's Tale* April 21-24 and 27-30, 8 p.m., in Marshall Performing Arts Center. Reserved seat tickets are \$4 to \$10; call (218) 726-8561.

MORRIS—Barbara McGinnis, librarian and faculty member at UMM since 1969, has been given an award by the Minnesota Chapter of Women in Higher Education in recognition of her significant contributions to women in higher education in Minnesota. Dinner to honor her will be April 28 at the Hennepin Technical Center in Eden Prairie.

Minnesota Public Interest Research Group will sponsor Earth Week activities through April 24. Events include video marathon, Jam on the Mall, Campus Cleanup Day, and a hike at Glacial Lakes State Park.

"Family: Traditional vs. Nontraditional" is the theme of World Touch Cultural Heritage Week April 23-29.

TWIN CITIES—Minnesota ranks 10th in standings for the Sears Directors' Cup, a multisport national championship in which the performances of men's and women's teams from more than 300 institutions are compared. Rankings are based on championship results in 22 NCAA Division I sports, including men's football, women's volleyball, basketball, swimming, and track and field. Minnesota moved into 10th place with a strong winter sports season.

Former U.S. Defense Secretary Les Aspin will be the next Distinguished Carlson Lecturer April 28 at 12:15 p.m. in Northrop Auditorium. Title of his talk will be "National Security: Politics, Press, and Personalities." Speech is free and open to the public, but tickets are required. They are available at Coffman Union information desk, 130 Humphrey Center, and St. Paul Student Center's Union Station. Limit is 2 tickets per request.

Major road work will begin this fall and continue through fall 1996 on the I-94/University Interchange/Dartmouth Ave. (Mississippi River) Bridge due to deteriorating road conditions, substandard infrastructure, and a higher than normal accident rate. U representatives have been working with the Minnesota Department of Transportation in planning alternative routes and parking and transportation options around campus.

Minnesota Student Association (MSA) invites nominations of faculty and staff for the Gordon L. Starr Award for their contributions to student life. To receive a nomination form, call MSA at (612) 625-9992. Deadline is May 3.

Reuse Program has distributed 58 tons of office and laboratory furniture, equipment, parts, and supplies since April 1993. Items are free to U departments and can be viewed at the Como Recycling Facility, 3009 Como Ave., 8-11 a.m. and 11:30 a.m.-2:30 p.m. Items are also listed on Gopher; path is U of M Campus Information, Department and College Information, Facilities Management, Reuse Program. For more information call (612) 624-8507 or 625-8084.

Lectures and workshop: Brigadier General Gerald Galloway, head of the President's Committee on Flood Plain Management Alternatives speaks at Minnesota Water '94 April 22 at Minneapolis Convention Center; call Martin Moen at (612) 625-6243. Workshop on Bringing International Faculty, Staff, and Scholars to Your Department, April 26, 8:30-11:30 a.m., has been moved to the Mississippi Room in Coffman Union; call Becky Reyer at 626-7452. "Regaining Academic Integrity in the American University" by James Wilson (Minnesota Association of Scholars banquet), April 26, 6 p.m., Campus Club; call 624-5205. "A Russian in Love: Russian Love Lyrics of the Nineteenth Century" by Anatoly Liberman, April 25, 4:30 p.m., 140 Nolte Center.

Events: Student Arts and Crafts Sale, a benefit for the Katherine Nash Gallery, May 21, 9 a.m.-5 p.m., front lawn of Art Building. Celebration of the Week of the Young Child, Shirley Moore Lab School and Institute of Child Development, through April 22. *Baby, Baby!*, a musical performance by the Mixed Blood Theater, presented by School of Nursing, April 25, 12:30-2:30 p.m., Weisman Art Museum; for tickets call Sharon Vegoe at (612) 624-3150. Communicators Forum annual conference, "Creative Vacation," May 3, 9 a.m.-4:30 p.m., Earle Brown Center; preregister by April 25, call Kathleen Stoner at 624-9616 or Patricia Kight at 626-8139. Stop the Violence Walkathon, sponsored by the Sexual Violence Program, April 27, beginning at River Flats parking lot at 11:30 a.m. Northrop Auditorium and Walker Art Center present Philip Glass performing a solo acoustic piano concert April 27, Ted Mann Concert Hall; call 624-2345 for tickets.

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Editor: Maureen Smith (612) 624-2801

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Call University Relations at (612) 624-6868.*

House and Senate conference committee agreed Friday on \$9.1 million for U2000. Bill was approved by both the House and the Senate Monday. It is not known whether Governor Carlson will sign the bill.

Hyon Kim of St. Anthony, founder and president of Juno Medical & Trade, Inc., has been elected to the Board of Regents by a vote of the legislature. She will represent the 4th Congressional District, replacing Ann Wynia, who resigned in February. The first Asian American to serve on the board, Kim is a native of South Korea who moved to the U.S. in 1970 and became a citizen in 1974.

Regents' open forum to hear opinions on the proposed 1994-95 budget was yesterday evening (April 26), after *Brief* was printed. Forum followed sessions with faculty leaders at 4:30 p.m., civil service representatives at 5:15 p.m., and professional and administrative staff leaders at 5:45 p.m. Budget, which was presented to the board at its meeting earlier this month, will be voted on in May.

Tuition revenues would increase just over 4% under the proposed budget, with about 1% earmarked for quality improvements such as enhanced advising, new classroom equipment, and more student aid. Budget includes a 6% salary increase, nonsalary budget increases of 3%, an \$8.5 million investment pool for implementing U2000, and \$10 million in internal cuts and reallocations.

Tuition increases vary, from \$105 a year for TC campus lower division students to \$167 for Morris students to \$1,295 for pharmacy doctoral students. Under a pilot project, 250 freshmen will be offered a new guaranteed tuition plan, in which students would pay a higher rate—\$90 per credit instead of \$70.77—in return for assurance that the rate will not increase for 5 years.

Strategic investment pool (SIP) in the 1994-95 budget includes \$3 million (out of \$8.5 million) for Facilities Management (FM). Fact sheet from FM shows how funds would be allocated: \$940,000 for additional planners and operations supervisors, \$1.8 million for expanding maintenance service, \$225,000 for strengthening project delivery and planning process. FM also asked for \$2.3 million to increase the custodial staff by about 50, but the funding was not granted. "FM will consider this a top priority in next year's budget process," the fact sheet says.

Student participation in U2000 discussions is urged in April 11 letter from President Hasselmo to deans, directors, and department heads. Campuses and collegiate units have been asked, in their U2000 planning instructions, to involve a diverse group of their students, faculty, and staff in the planning process; support units have received similar instructions, though the groups expected to be involved may vary.

Letter from Hasselmo also suggests that units hold public forums to discuss U2000, perhaps cosponsored with student college boards. Key administrators are available to speak. Student forums will be included in the spring schedule of U2000 discussions, and the list will be updated and published periodically in the *Minnesota Daily*.

Recipients of the John Tate Award for Excellence in Undergraduate Advising for 1994 are Jacquelyn Henning, CEE Counseling; Christopher Paola, geology and geophysics; Amy Winkel, biological sciences student services; and Val Woodward, genetics and cell biology. Awards will be presented by VP Hopkins May 5, 2 p.m., Humphrey Center, Minneapolis. Following the presentation, the 8th annual advising address, "The Creative Leader in Your Own Life," will be given by Jerry Allan from the Minneapolis College of Art and Design.

Human Resources recently mailed copies to administrators of the new collective bargaining agreement with AFSCME local 3800 and 3801 representing clerical employees at the U, but there were rounding errors in July 1 salary rates published on pp. 116-133 of the contract. New schedule of rates is being mailed to all contract recipients. Call Linda Inman at (612) 627-1802 if you don't receive copies or have questions.

Direct deposit of nonpayroll reimbursements will soon be available. Employees enrolled in the program will be eligible to receive payments for flexible benefits, travel, and miscellaneous reimbursements via direct deposit. Announcements will be mailed in April, enrollment will begin in May, and program will begin in July.

Minnesota Elderhostel brochure for 1994, featuring 95 programs throughout the state from April through September, is now available. The U will offer 14 weeks of Elderhostel, a residential educational opportunity for adults 60 and older, in Duluth, Crookston, and the Twin Cities. Call (612) 624-7004 to be placed on the mailing list.

CROOKSTON—Spring Recognition Banquet honoring scholarship recipients and donors will be May 4, with social at 5:30 p.m., dinner at 6:30 p.m., in Conference Center. VP Erickson will speak. Athletic Awards Banquet May 10 will honor outstanding athletes, beginning at 5:30 p.m. in Conference Center. Brian Norman of Pine Bend and Mia Yliniemi of Frazee were named Man and Woman of the Year at the annual Spring Awards Ceremony and reception.

DULUTH—TC chapter of UMD Alumni Association is sponsoring a picnic before the Twins-Yankees game May 17. Call Lucy Kragness at (218) 726-8829 if you are interested.

Events: Latin American Awareness Week concludes April 30 with a fiesta at 6 p.m. in Kirby Ballroom, \$12 for adults, \$6 for children; call (218) 726-8444. UMD Theatre presents *A Winter's Tale* April 27-30, 8 p.m., Marshall Performing Arts Center, tickets \$4-\$10; call 726-8561. Farewell reception for Cheng-Khee Chee May 4, 1-4 p.m., Tweed Museum of Art. The Mystical Far East of Southeast Asia, an evening of food and entertainment, May 7, 5:30 p.m., in Kirby ballroom, tickets \$10 for adults, \$5 for students and children; call Koua Vang at 726-6335.

MORRIS—"Family: Traditional vs. Nontraditional" is theme of World Touch Cultural Heritage Week events through April 29. Final event is a performance by Brenda Wong Aoki April 29 at 8:15 p.m. in Edson auditorium.

Former Native American Student Association has changed its name to Circle of Nations Indian Association. Name change reflects the variety of American Indian nations represented at UMM.

"Ice Cream and Lollipops: Children's Art from the Community" is at Humanities Fine Arts gallery through April.

TWIN CITIES—Dance Program was invited to perform at the National American College Dance Festival at the Kennedy Center in Washington, D.C., April 28-May 1. Group of 6 students performed the percussive dance piece *Berserks*, choreographed by adjunct faculty member Joe Chvala, at the regional festival in Michigan March 10-12, and was chosen as one of 3 schools to represent the region at nationals.

Best-selling author Harvey Mackay will be the keynote speaker at the alumni association's 90th anniversary celebration May 10 in the Gibson-Nagurski Football Complex beginning with a social hour at 5:30 p.m. Tickets \$35 for members, \$5 for students, \$40 for others. Call (612) 624-2323 or 1-800-UM-ALUMS.

Applications and nominations are invited for a faculty representative for the Department of Men's Intercollegiate Athletics. Deadline is May 13. Faculty representative will be appointed by the president for a term of 6 years, beginning July 1. Send statement of interest and curriculum vitae to James Jernberg, Chair, Search Committee for Faculty Representative, 428 Morrill Hall. For information call Vickie Courtney at (612) 625-4805.

Minnesota Department of Transportation detour maps of the I-94 construction project beginning this summer are available in 6 Morrill Hall beginning Thursday.

Parking Services announces expansion of reciprocal parking effective May 1. New facilities include Mayo and Coffman garages and hospital ramp. Patrons must pull a ticket when using the hospital ramp and sign it with their name and keycard number. Faculty and staff keycard holders can use facilities Monday-Thursday 4:30 p.m.-7:30 a.m., weekends Friday 4:30 p.m.-Monday 7:30 a.m., and all U holidays. Patrons must enter before 5 a.m. and exit before 7:30 a.m. (Monday-Friday).

Lectures and seminars: "Avoiding Complications of Functional Endoscopic Sinus Surgery" by David Kennedy (Joseph Bettingen Lecture in Otolaryngology), April 29, 5:30 p.m., Hubert Humphrey Room, Radisson Metrodome Hotel. "Moving Toward a National Learning Infrastructure," Institute for Academic Technology live satellite broadcast, April 28, noon-2 p.m., Coffman Union theater. Book seminar series on "Teaching for Diversity," every Thursday in May, 12:15-1:45 p.m., 315 Coffman Union; call (612) 627-4330. "The Future of Long-Term Care" by Bruce Vladeck (Phillip Newberg Memorial Lecture), May 2, 3-4:30 p.m., Mayo Memorial Auditorium. "Enhancing Quality Staff in Changing Times," symposium for paraprofessionals and support staff sponsored by U Libraries, May 3, 7:45 a.m.-4:30 p.m., Radisson Metrodome Hotel, open to others for \$25; call Lori Cramer at 624-5517 or e-mail to L-CRAM@vm1.spcs.umn.edu. "The Honest Scientist's Guide to DNA Evidence" by Richard Lempert, May 5, 12:15 p.m., 385 Law Building. "Doing Right by Our Kids: A Case Study in the Perils of Policymaking for Children" by Judge Patricia Wald (Gisela Konopka Lecture), May 5, 3:30 p.m., Coffman Union theater.

Vol. XXIV No. 18

May 4, 1994

Editor: Maureen Smith (612) 624-2801

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Call University Relations at (612) 624-6868.*



Legislative prospects were the main topic when VP Infante met with the Faculty Consultative Committee (FCC) April 26. Legislature is expected to complete its work this week. House bonding bill is "extremely small," Infante said, and items in the House and Senate bills are so different that "it's going to be a difficult conference." House bill totals \$38 million, Senate bill \$69 million. (Combination of the 2 lists would be reason to smile, Infante said, but if conferees went with only the items that appear on both lists it would be bad news.)

Supplemental funding of \$9.1 million for U2000 was passed by both houses and "in that arena I feel very satisfied," Infante said. Chances did not appear strong initially, but "we made some reasonable and rational arguments." Fate of the bill "is no longer in our hands," he said; it is not known if Governor Carlson will sign it.

Infante thanked FCC members for their statements at the regents' forum in support of the proposed budget. "All of us are trying to pull in the same direction," he said. The big question is whether the regents will agree to a 4.2% tuition increase or will cut it to 3%. Civil service, P&A, and faculty leaders "all came in recommending the same package," Judy Garrard said. "We didn't plan this." Graduate students, fearing the loss of TA positions, spoke for the administration's original recommendation of a 5% tuition increase.

Anne Petersen, VP for research and dean of the Graduate School, said she is honored by President Clinton's nomination of her as the new National Science Foundation deputy director, and she told the FCC that if confirmed by the Senate she will take the job. "We're very proud of you," Judy Garrard said. Karen Seashore Louis said Petersen moved the Graduate School in a new direction and asked how the U can preserve what she started; she mentioned more serious self-evaluation of graduate programs and institutional support for innovation in graduate education. Petersen said her focus before she leaves will be to work on continuing those things that are good for the U, not because they are hers but because they are important.

Academic planning has been lacking so far in the planning process and decisions have been made in Morrill Hall, Irwin Rubenstein said. Petersen said she agreed. Fears about planning have been expressed by faculty representing some of the best programs in the U, she said. "People are only afraid of the down side. They don't see the up side. If we're not talking about that side of it, we're going to lose the game." Ken Heller said one problem is that "when you put everything on the table, everybody feels threatened," but in fact "everything isn't on the table" and that should be made clear.

Geography professor John Adams will be chair of the FCC next year, and Carl Adams of information and decision sciences will be vice chair. Carl Adams, who has sat with the FCC this year as chair of the Senate Committee on Faculty Affairs, was elected as a voting member. Michael Steffes of laboratory medicine and pathology was also elected to a term on the FCC. Judy Garrard and Toni McNaron will be on leave next year. Roberta Humphreys of astronomy has agreed to take Garrard's place; the other seat will be filled by Gerhard Weiss of German for fall quarter and Sara Evans of history for winter and spring.

Virginia Gray of political science will be the new chair of the Finance and Planning Committee, replacing Irwin Rubenstein. Ken Heller will continue as chair of the Committee on Educational Policy.

Stopping the tenure clock for a faculty member who is a care giver has been recommended by the Senate Committee on Faculty Affairs (SCFA) and was endorsed by the FCC for placement on the Senate docket, pending approval by the Judicial Committee. Mary Dempsey, chair of the tenure subcommittee of SCFA, met with the FCC to discuss the proposal. Care giving would be added to the amendment approved last year for stopping the tenure clock for new parents. Care giving could be for blood relative, marital partner or domestic partner registered with the U, or adopted or foster child.

Employee opinion survey among civil service staff shows some progress since 1991. Job satisfaction has improved from 67% to 83%, favorable responses about supervision increased from 56% to 75%. Salaries remain a critical problem, with favorable responses of only 10%, compared to 7% in 1991. Only 54% believe new employees receive necessary training, down from 58% in 1991. Favorable responses about the U as an employer have increased, but from only 21% in 1991 to 27% now. Administration is working with the Civil Service Committee to review the issues.

International travel grants funded by the Institute of International Studies and Programs, China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities Fund may be applied for through a common application. Deadline is May 16 for activities beginning July 1-Sept. 30. Call (612) 624-5580, or 624-1002 for China travel. Guidelines and application forms are now also available on Gopher.

CROOKSTON—UMC's judging team won the overall sweepstakes for the 2nd consecutive year at the National Association of Colleges Teaching Agriculture competition. UMC placed first overall, competing against more than 20 colleges from across the nation. Competition was at Eastern Oklahoma State U in Wilberton.

Events May 20: Commencement at 2 p.m. on the campus mall (Lysaker Gymnasium in case of rain), with Regent Keffeler as speaker and Regent Sahlstrom bringing greetings from the board. Faculty-Staff Recognition Dinner at the Northland Inn, with social at 5:30 p.m., dinner at 6:30 p.m., followed by program.

DULUTH—Ground-breaking for the \$11.4 million Campus Center will be May 6 at 3 p.m. Center will bring together several student service areas and provide a focal point for students and visitors, housing the Achievement Center, Continuing Education and Extension, Career Services, mathematics and statistics, and a state-of-the-art classroom learning center. Located in the center of campus, the skylighted facility will be mostly underground.

Thomas Bacig, professor of interdisciplinary studies, has won the Jean G. Blehart Distinguished Teaching Award for 1994. Chemistry professor Robert Carlson received honorable mention.

Participants in the UMD Run for Excellence for Minority and Disabled Student Scholarships wrapped up the campaign by naming the scholarship for Harry Oden, a pioneering 1964 alumnus and first African American to graduate from UMD. Scholarship fund is at \$61,000. Gamma Sigma Gamma fund-raising Paris raffle tickets, donated by Northwest Airlines, were won by Mike Myre, employee of KDLH-TV.

MORRIS—International Programs Committee has awarded grants to 8 faculty to internationalize their curriculum: James Carlson, music; Christopher Cole, biology; Pieranna Garavaso, Lory Lemke, and Ishtiyaque Haji, philosophy; Jooinn Lee, political science; Solomon Gashaw, sociology; and Engin Sungur, mathematics.

Annual Faculty-Staff Recognition Dinner will be May 5 at 7 p.m. in Oyate Hall. Event recognizes recent retirees in addition to all faculty and staff with 5-year interval anniversaries.

TWIN CITIES—Eville Gorham, Regents' Professor of Ecology, was elected to the National Academy of Sciences April 26. Election to the academy is considered one of the highest honors for an American scientist or engineer. With election of 60 new members, the current active academy membership stands at 1,710.

Effective May 9, Lot 90 on the corner of 19th Avenue and 3rd Street S. will be permanently closed. Construction will begin for a new ramp. Customers are encouraged to use Lot 93 or the West Bank Ramp. Also, the entrance on the east side of the Coffman Union Garage will be closed for construction of the Basic Science/Biomedical Engineering Building. Contract patrons must enter and exit the garage from the west end; use caution as traffic will now be 2-way. Keycard system will control access. Passage to the garage from Church Street will not be available.

Announcements: Fall quarter 1994 Magic Number lists and directions for use are being delivered to academic units this week; instructors can use the magic number system in place of registration override forms; call 625-1800 for information. New Regents' Scholarship application form is now available in departments and collegiate units; departments will authorize credits rather than individual courses, and applications should no longer be routed through Office of Human Resources; call 627-4376. Nonacademic Consultative Committee of St. Paul meets May 11, noon-2 p.m., 101 Coffey Hall. During May and June, faculty and graduate students will be surveyed to determine who conducts or is interested in conducting research on the health and well-being of girls and women; call 625-3660.

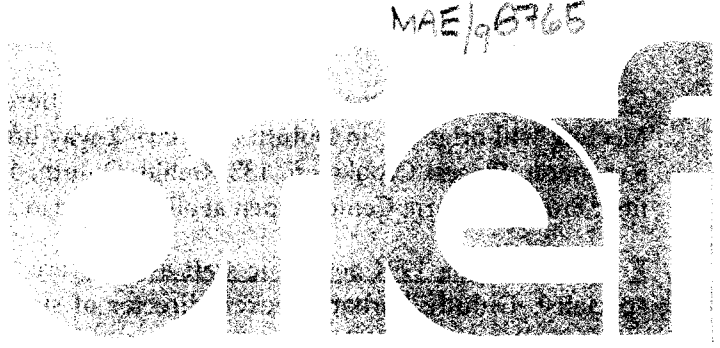
Conferences and workshops: Honeywell Sweat Symposium, "The Rising Eagle—A Shift in the U.S.-Japan Competitive Position," May 10, 1-5 p.m., 150 Physics, free, (612) 624-5747. Xenophobia in Germany, May 11-14, opening session May 11 at 8 p.m. in Coffman Union theater, open and free to the public; call 625-3850. "Looking Ahead: Writing In(tensively) the Disciplines," May 12-13; call 626-7579. Changing Gender Roles, May 13, 10 a.m.-noon and 2-4 p.m., 320 Coffman Union; call 624-6333. An Electronic Texts workshop sponsored by U Libraries June 6; call Lori Cramer at 624-5517 for registration form and a fuller description.

Vol. XXIV No. 19

May 11, 1994

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*



Budget plan, capital plan, and academic plan will all go to the regents for action this week. Administration is asking for an average tuition increase of 4.2%. Increases vary greatly by unit; for lower division students on the TC campus, the increase would be 3.7%. Board will be given a count of the positions to be lost due to budget cuts (both layoffs and unfilled positions); associate VP Richard Pfutzenreuter said total will be "in excess of 150."

Legislative session ended with a bonding bill that includes \$68.7 million for the U. President Hasselmo said he is "very grateful to the legislature, both houses, both parties," and to Governor Carlson for his support. But Hasselmo expressed great disappointment with Carlson's veto of the supplemental funding bill that would have given the U \$9.1 million for U2000. The losers were the U's 50,000 students, he said. Next year will be the legislature's budget year. Bonding bill includes \$15 million for health and life safety items, \$9 million for facility renewal, \$25 million for Carlson School of Management, \$2.7 million for library archives, \$13 million for mechanical engineering, and \$4 million for UMD School of Medicine.

Melvin George, who will retire as president of St. Olaf College June 30, will become VP for institutional relations, pending regents' approval. Because of prior commitments to his family and the National Science Foundation (NSF), George will work half time at the U from July 1 to Oct. 1, when he will begin full time. During the summer, he will assist the NSF in a new study of the state of undergraduate science education in the U.S.

"I'd planned to stop and smell the proverbial roses after leaving St. Olaf, but the roses are going to have to wait," George said; he said he wants to help strengthen the U for the year 2000. President Hasselmo said George's "distinguished career as a faculty member and academic leader in major land-grant institutions as well as his presidency of one of the nation's finest liberal arts colleges have prepared him well for this position."

Mario (Mike) Bognanno, industrial relations professor and director of the Carlson School's Industrial Relations Center, has been appointed associate to President Hasselmo. He succeeds Kathy O'Brien, who left to join Minneapolis mayor Sharon Sayles Belton's administration. As the president's top assistant, Bognanno will carry chief-of-staff responsibilities. Appointment is effective June 16.

Hasselmo said he is "very pleased that we've been able to attract a person with such broad experience as faculty member, academic administrator, and leader in faculty governance." Bognanno said he welcomes the opportunity to work with Hasselmo "to assure the people of Minnesota that their University remains one of the nation's leading land-grant institutions well into the 21st century."

Institutional critical measures were the topic when administrative staff members Darwin Hendel and Jane Whiteside met with the Faculty Consultative Committee (FCC) May 5. List of 21 measures has been drawn up (some specific, such as graduation rate, and others indicating areas to be included) and, with more refinement, will go to the regents for information in June and action in July.

Administrative reviews are at the heart of many of the U's problems, Deon Stuthman, chair of the Support Services Committee and a former FCC chair, told the FCC. Stuthman was invited to talk about issues of user-friendliness but decided to address a problem that he sees as fundamental: the fact that people are fearful of giving honest comments when administrators are reviewed. People are told that (for legal reasons) unsigned letters will be thrown away, and all letters will be forwarded on request to the administrator being reviewed. "It's clear that for some reason somebody doesn't want that review to be as rigorous as it could be," he said.

Reviews of the president could be a model, Stuthman said; people are invited in a group to discuss strengths and weaknesses; members of the group may be identified, but their names are not linked to specific comments.

Civil Service Committee is trying something different for its meeting this month: a multicampus video meeting. Meeting will originate in Duluth and have 2-way links to Crookston, Morris, and the Twin Cities. Time: May 19, 9 a.m.-noon. Places: Crookston, 133 Kiehle; Duluth, 133 Library; Morris, 7 Humanities Fine Arts; Twin Cities, 5th floor Studio C, Rarig Center. Open at all locations to all members of U community and the public.

Recipients of the 1994 academic staff awards are Terry Anderson, program director and continuing education specialist, Duluth; Barbara Becker, director of student academic support services, CLA; Marjorie Cowmeadow, associate dean, GC; Earl Nolting, director of the counseling department, CEE; and Jane Phillips, coordinator of instructional laboratories, CBS. Recipients were announced April 28 at the academic professional and administrative staff recognition and achievement program.

Optional Retirement Plan investment performance results (through March 31) will appear on back page of *Minnesota Daily* May 12. Information will be sent separately to Crookston, Duluth, and Morris.

St. Paul Saints tickets reserved by the Civil Service Committee have all been sold, and advance sales are sold out for all games. Due to the overwhelming response for tickets, the committee will increase its block for next year. Minneapolis Loons are starting inaugural season on Siebert Field; for tickets and schedules call (612) 379-7404.

CROOKSTON—The first baccalaureate students will cross the platform during commencement exercises May 20 on the campus mall at 2 p.m. (Lysaker Gymnasium in case of rain), followed by Chancellor's Reception.

As part of the "Golden Gopher March Across Minnesota," head football coach Jim Wacker and athletic director McKinley Boston will be at UMC May 18 for a breakfast meeting at 7 a.m. in Brown Dining Room. Tickets are \$3.

DULUTH—UMD's spring forum, A Celebration of Teaching and Learning, will be May 11, 1-4 p.m., in Kirby ballroom. Event highlights teaching and learning at UMD, including video presentations and faculty and students reading from literature or their own works.

Glensheen is holding an antique art auction Aug. 20 and is seeking donations of antiques and collectibles from the turn of the century. Funds will go toward major repairs on the mansion's roof, which has lasted 90 years.

Commencement is May 21, 2 p.m., Duluth Entertainment Convention Center; reception follows in Pioneer Hall.

MORRIS—Bonnie Tipcke, principal secretary in the Minority Student Program, was selected to receive the Mary Martelle Memorial Award. Marvin Scott was named the student recipient. Recipients of Outstanding Staff Awards are Lois Koehntop (AFSCME), Mike Vangstad (civil service), and Lyle Lundebrek (teamsters).

UMM Dance Ensemble presents spring recital, "Fluid Points of View," May 11-12 at 7:30 p.m. in Edson auditorium.

TWIN CITIES—Alfred O.C. Nier, Regents' Professor Emeritus of Physics, was in serious condition at Hennepin County Medical Center last week following a car accident. He suffered a broken neck and is paralyzed.

Parking Services announces rate increases effective July 1, due to inflation, debt-service, and facility improvement costs. Public daily rates will increase from \$1.25 to \$1.50, hourly ramps from 85¢ to \$1/hour, and hourly garages from \$1.50 to \$1.60/hour. Carpool rates will remain 50¢/day. Contract rates will increase Oct. 1; lots will increase to \$27.25, ramps to \$40.50, and garages to \$50.25 per month.

On May 16, several thousand students will begin registering for day classes and printing fee statements at remote locations. Some students will receive their fee statement and course confirmation forms as e-mail messages; in those cases, the printouts will include the e-mail header information. If you have questions, contact Sam Lewis at (612) 625-8098 (s-lewi@vm1.spcs.umn.edu) or Jeff von Munkwitz-Smith at 625-1800 (j-von@mailbox.mail.umn.edu).

Lectures and performance: "Intellectual and Artistic Life in Tajik Society" May 11 and "Sociopolitical Dynamics of Tajik Society" May 20, Iraj Bashiri, 3:30-5 p.m., Fireplace Room, Willey Hall. *Persuasion*, a new play by renowned theater artist Ping Chong, opening May 13 for a 3-week run; call (612) 625-7505. "The Two Sexes: The Developmental Trajectories of Their Social Relationships" by Eleanor Maccoby, May 19, noon-1:30 p.m., Coffman Union theater. "Origins Reconsidered," an illustrated lecture by Richard Leakey, May 21, 8 p.m., Northrop Auditorium, \$12, Bell Museum members \$9, students \$6 with ID; call 624-2345.

Workshops: "Disability Rights and Education," May 16, 6-8 p.m., Coffman Union, Campus Club west wing, free; for information call (612) 624-2602 (voice) or 624-2997 (TTY). Series of professional development workshops for civil service and bargaining unit staff beginning May 18; topics include Assertive Communication, Communicating Supportively, Managing Conflict Effectively, and Thinking Flexibly; call Rebecca Johnson at 625-0391. "Minnesota Gambling: The Research Connection," May 19, Humphrey Center, \$45; call Cynthia Messer at 624-6236.

Vol. XXIV No. 20

May 18, 1994

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*



Regents voted without dissent for the 1994-95 budget that was presented by the administration, including an average tuition increase of 4.2%, money for an average 6% salary increase, and nonsalary inflationary increases of 3%. Level of the tuition increase had been the subject of controversy and extensive discussion.

Student representative Rachel Paulose asked regents to hold the tuition increase to 3%. She said she didn't see anything in a list of quality increases (designated for tuition revenue above a 3% increase) that would dramatically improve the U experience for students. Using tuition hikes to fill budget holes is unfair, she said.

Judy Garrard, speaking for the Faculty Consultative Committee (FCC), asked for a 5% tuition increase to generate money for U2000. The FCC earlier urged the regents to support the administration's budget proposal, she said, but the need is even more urgent in light of Gov. Carlson's veto of U2000 funding. The U is beginning to decline, she said, and the regents need "the courage and the wisdom" to take action to reverse the trend.

Garrard showed a list of the top 30 public universities—a group she called "very good company"—and said the U ranks 30th on that list in professors' salaries. By contrast, she showed another list of public universities that didn't make the top 30. Failure to keep the level of support high enough for the U to remain in the top group would have serious consequences and would be a great loss for the state, she said.

The newest regent, Hyon Kim of St. Anthony, was officially sworn in at the beginning of Friday's committee of the whole meeting. Sen. Sandra Pappas of St. Paul administered the oath.

William Brody, professor and director of radiology and professor of biomedical engineering and electrical and computer engineering at Johns Hopkins University, has been named provost of the U academic health center. He is expected to begin Sept. 1. Brody will report directly to President Hasselmo. Brody said he is "very excited about this opportunity" and will work to ensure that health sciences units "remain preeminent centers of teaching, research, patient care, and service." Brody "will be able to bring strong leadership to the health sciences at Minnesota at a time of much change and many challenges," President Hasselmo said. "We are absolutely thrilled to have found a provost with sterling credentials such as those of William Brody," said Winston Wallin, special adviser to Hasselmo.

Marvalene Hughes, VP for student affairs, has accepted the presidency of California State U at Stanislaus, a 6,000-student campus about an hour's drive south of San Francisco. She will assume the new position Aug. 1. Hughes became VP at the U in 1990. Deciding to leave the U was difficult, Hughes said. "I will always feel that emotional pull back to Minnesota, but I'm going to another gem," she said. President Hasselmo said he is "extremely sorry" to lose Hughes, but "happy that she has been honored with a major career advancement." Hasselmo said, "Cal State-Stanislaus looked in the right place and found a leader."

Barbara Muesing has left her position as executive director of the Board of Regents to accept a job as director of outreach for the Crookston campus. She will begin there in August.

Alfred O.C. Nier, Regents' Professor Emeritus of Physics, died May 16, following a car accident May 4. Nier, 82, was widely regarded as one of the most brilliant scientists ever to work at the U. Memorials preferred to Alfred O.C. Nier Scholarship for Physics, School of Physics and Astronomy, or donor's choice.

University 2000 Status Report No. 4, an update on U2000 progress, has been mailed to deans, directors, and department heads, who are asked to circulate or post it. Status report also is on Internet Gopher (path is Home Gopher Server, U of M Campus Information, University Planning, Strategic Planning News), and was reprinted in May 18 *Minnesota Daily*. For additional copies, contact U Relations at (612) 624-6868.

Mike O'Connor, associate VP for administrative information services and operations development, has resigned from his position to move on to other pursuits. VP Erickson said in a memo that "it is with great regret that I support his decision," and he said O'Connor has agreed to work with him over the next several months "to develop transition plans for the units and initiatives he is responsible for."

Applications for 1995-96 Fulbright Scholar Awards for U.S. Faculty and Professionals are now available at the Institute for International Studies and Programs. Fulbright administering office has also printed guidelines for preparing a successful application. Deadline Aug. 1. Call (612) 624-5580.

Letters are out from the Graduate School to all department heads inviting nominations for the 1995-97 McKnight Land-Grant Professorships. Deadline is in October. Call Graduate School at (612) 625-7579 for more information.

CROOKSTON—New student registration will be May 23-26, beginning at 9 a.m. each morning.

UMC received Certificate of Appreciation from the Minnesota Technical College System for hosting the Crookston Sectional Fire School recently. Tom Feiro, senior lab technician in the agriculture division, coordinated the event.

DULUTH—UMD's 91st commencement speaker May 21 is Janice Brosen, 1980 graduate and associate pastor of Faith Lutheran Church in Yucaipa, Calif. Chancellor's Distinguished Service Awards will go to Gertrude Jacobson, charter member of the University for Seniors, and Professor Cheng-Khee Chee.

Retiring faculty to be recognized at commencement will include George Ahlgren, biology; Stan Aschenbrenner, sociology-anthropology; Jean-Raymond Audet, foreign languages and literatures; Cheng-Khee Chee, library and art; Fawzi Dimian, accounting; Roy Hoover, history; Harry Lease, political science; Richard Morris, history; and Marie Sladky, library.

MORRIS—Recipients of all-campus and divisional awards will be honored May 20 at the 3rd annual Student Honors and Awards Day. Program begins at 4 p.m. in Humanities Fine Arts recital hall, with a reception to follow.

Circle of Nations Indian Association will hold its annual Wacipi (powwow) May 21 in the Physical Education Center gymnasium. Grand Entries will be at 1 and 7 p.m.

TWIN CITIES—Women's studies department will celebrate its 20th anniversary and Center for Advanced Feminist Studies its 10th as an interdisciplinary program for feminist research at the graduate level May 20. Full day of activities will begin at 9 a.m. with a marathon reading by alumni, friends, and faculty at the Weisman Art Museum. Other events: a noon panel discussion, a 4:30 p.m. program at the Humphrey Institute's Cowles Auditorium (with polar explorer Ann Bancroft, Minneapolis Mayor Sharon Sayles Belton, Minnesota Supreme Court Justice Sandra Gardebring, actor-playwright Kim Hines). Call (612) 624-9089.

Rep. Tim Penny (D-Minn.) and former Rep. Vin Weber (R-Minn.) will direct a public policy forum at the Humphrey Institute. They will become Humphrey Institute senior fellows and continue a public policy issues forum started in 1990 by former VP Walter Mondale and directed by former senior fellow Geri Joseph.

Archaeology students are constructing furnaces to produce iron the way they believe it was produced more than 2,500 years ago. Furnaces are located in the rear parking area at 1936 Commonwealth Ave., St. Paul. When in use, they produce flames in brilliant hues of yellow, orange, and red. Good viewing time is after dark, through June 3.

Announcements: Herman Somberg Retrospective Exhibition will be at the Thimmesch Gallery, 25 N. 4th St., #201 (upstairs), in the warehouse district of downtown Minneapolis, 4th at 1st Ave. N., opening night May 20, 5-7 p.m.; gallery phone is (612) 341-9479. Minnesota Landscape Arboretum is looking for musicians and entertainers for membership appreciation ice cream social Aug. 16, 5-8 p.m.; call Jane Johnson at 443-2460, ext. 199. Students who are study-abroad returnees and international students are wanted as Friendship Group Leaders for new international students fall quarter, with training in August; call Barbara at 625-2010. Minnesota Sports Schools for boys and girls ages 9-14 and Gopher Adventures for ages 6-14 will be June 13-Sept. 2; call Jill Anfang at 625-8283 for information. U Toastmasters is looking for new members interested in improving their public speaking skills; meetings are usually Wednesdays, 12:15-1:15 p.m., in 5-224 Phillips Wangensteen Building; call 625-8801.

Lectures and program: "Is the Green Revolution Still Alive?" by T.T. Chang (H.K. Hayes graduate student award program and Hayes Hall dedication), May 24, 2 p.m., 306 Borlaug Hall; call (612) 625-7773. "When To Let Go: Advance Directives for Health Care," May 23, 6:45-9:30 p.m., Earle Brown Center, call 625-2777 to register. "It Boils Down to Semantics: Crime and Middle Class Italian American Activism in the 1950s" by Lee Bernstein, June 1, 5 p.m., Immigration History Research Center; call 627-4208 by May 27.

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Editor: Maureen Smith (612) 624-2801

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MAE/95765
A weekly publication for University of Minnesota campuses

President Hasselmo presented his recommendations on new organizational structure for central administration to the deans May 18 and Faculty Consultative Committee (FCC) May 19. Plan calls for adding 2 provosts on the TC campus, parallel to the new health sciences provost, and dropping 2 VP positions. Provosts and coordinate campus chancellors would have broad authority for curriculum, promotion and tenure, space allocation.

New provosts are tentatively called provost for arts and sciences and professional schools and provost for agriculture, natural resources, and environmental sciences. Although one would be primarily in Minneapolis and one primarily in St. Paul, Hasselmo said, they are not defined geographically.

Academic VP would coordinate systemwide activities and serve as staff to the president. VP Infante is "the first one who proposed the model to me," Hasselmo said. "Jim has been magnificently unselfish on this." Hasselmo said, and FCC members agreed, that the job of VP for academic affairs as currently defined has been "impossible to do, even with the 24-hour days that Jim Infante has worked."

Among areas under VP for academic affairs: research and Graduate School, outreach (including CEE or the new University College), and undergraduate education and student life. Under VP for finance and operations: facilities management, master planning, operations development, and treasurer. Hasselmo said he is still wrestling with whether to have 2 senior VPs (and, for example, a VP for research) or 2 VPs with associate VPs.

Another big question is whether to conduct national searches for the 2 provosts or redefine the job descriptions of incumbents. "We have to deal with that in a humane and thoughtful manner," Hasselmo said. "I have some very good people in central administration" and would like to use incumbents to the greatest extent possible, he said. With important U2000 agenda on the table and some key people already leaving, John Adams said, he would argue for filling the positions with incumbents at least temporarily.

Hasselmo said he is leaving open for now the question of where to put biological sciences. "I'm trying to put a new basic structure in place," he said; study of the right affiliation for biological sciences may take a year or two. Irwin Rubenstein said he likes the separation of system and campus responsibilities. Question for biology is complicated, he says, because it has links to all 3 provost areas.

FCC members asked why Hasselmo decided on 2 provosts besides health sciences. He said the span of authority for a single provost would be too broad, and experience elsewhere has shown that a powerful provost or chancellor of a flagship campus may end up in competition with the president. Some FCC members suggested going one step further and naming one provost for arts and sciences and another for professional schools.

Key selling point for faculty is that the provost or chancellor will be the CEO, and faculty "should feel they are very close to their CEO," Lester Drewes said. His concerns, he said, are how many new positions will be created and how units will compete for funds. Geoff Maruyama said the organization looks streamlined, but provosts will want associate provosts. Carl Adams said some positions can be moved from central administration into provosts' offices. Ken Heller said that "inevitably there will be more people." Toni McNaron said faculty "are not bad people" and "don't necessarily object to change," but they want to know the reasons.

VP Infante met later with the FCC and discussed the strategy for the next biennial request. Two possible approaches, one generic and one lifting up specific examples, both have "considerable danger," he said. Asking for an inflationary increase too often is heard as "give us a little more money and we'll keep doing what we're doing." Focus on compelling examples makes it "very difficult to talk about the core" of the U, where the need is greatest. FCC members seemed to agree with Infante that a mixed strategy would be best.

Deans told him the U community must be mobilized better for lobbying for the U as a whole, Infante said. FCC members said the word needs to get out that the administration welcomes help; people think they have been told to stay away. John Adams said it will be important for anyone who is lobbying to get the story straight.

Random sample of grants will be studied to see if researchers are obeying laws and the U has the right oversight mechanisms in place, Infante told the FCC. "It isn't that we're trying to intrude into people's research," he said, but it is important to see if the U as a community is exercising enough responsibility. "We can't object to studying anything. That's what we do for a living," Ken Heller said, but he said he hopes the goal is not "zero mistakes."

Summer Program Improvement Grants of up to \$3,000 will be available to TC, Duluth, and Morris faculty who wish to improve existing courses or develop new ones for summer session 1995. Application deadline is Oct. 20, 1994. For more information and instructions, contact the Summer Session office at (612) 624-3555.

Internal/Auxiliary Services Directory is currently being distributed to all deans, directors, and department heads. Directory provides a complete listing of all services provided by U departments for departments, faculty, staff, and students. If your department has not received a copy, or requires additional copies, contact Karen Collins of Fleet Services at (612) 625-8589, or e-mail at colli030@maroon.tc.umn.edu.

CROOKSTON—William Peterson of mathematics faculty was named Distinguished Teacher of the Year, and Bob Jeska, grounds crew foreman, received Outstanding Service Award at Faculty/Staff Recognition Dinner.

Summer Session I is May 31–July 1. Classes will be offered in composition, algebra, ethics, speech.

Grant-writing information session with Robert Johnson will be May 25 at 9 a.m. in the White House. Following the open session, Johnson will meet with individuals to help with the grant development process.

DULUTH—Chancellor Lawrence Ianni will step down after serving as UMD's chancellor since 1987. He will return to teaching duties in the 1995-96 academic year, when he will begin teaching in UMD's English department.

Nineteen UMD employees have won Outstanding Service Awards. For special projects: John Ameal, Marilyn Barnstorf Carroll, Ken Foxworth, Dorothy Olson, and Rick Smith. For continuous service: Gene Betts, Dan Buchman, Daniel Burrows, Bonnie Drummond, Barbara Ensberg, Kathryn Hautamaki, James Kolar, Duane Long, Mary Jane Menzel, Christopher Owen, Janet Pribyl, Rod Raymond, James Strohmeier, and Thomas Zogg. Professional Staff Council awards went to Terry Anderson, Malcolm McCutcheon, Kevin Claus, and Laurie Dromeshauser.

MORRIS—Susan Elizabeth Harris has been selected to participate in the Congress-Bundestag Youth Exchange Program for Young Professionals. A German major, she was one of 53 students selected from nearly 400 applicants.

Art professor John Stuart Ingle's works are being featured in a solo show at the Tatistcheff Gallery in New York City through May 27. Currently on display are a number of his still lifes and 2 portraits. In its review of the exhibit, the *New Yorker* describes him as "the consummate American realist."

Pieranna Garavaso, associate professor of philosophy, has been named as Morris campus coordinator for the Commission on Women, effective July 1, replacing Nancy Mooney.

TWIN CITIES—Minnesota Twins star Kirby Puckett and Tonya Puckett will appear on Northrop plaza Friday (May 27) at noon to make an announcement.

In the May 19 election to fill TC faculty/academic professional vacancies on the Senate/Assembly Committee on Committees, Professors Ann Burkhart and Martin Dworkin were elected for 3-year terms (1994–97).

Richard Goldstein, Regents' Professor of Mechanical Engineering, will be awarded an honorary Doctor Scientiarum degree from the Technion, the Israel Institute of Technology, at a ceremony in Haifa June 14. Other recipients of the degree have included Albert Einstein, Niels Bohr, David Ben-Gurion, Yitzhak Rabin, and Chaim Herzog.

Faculty representative and P&A staff representative are needed for 2-year terms on the advisory board serving Coffman Memorial Union and West Bank Union constituents. Terms begin in September, meetings are first Thursday of every month during academic year. Call Clare O'Brien at (612) 625-5170.

Regent Hogan will be keynote speaker at African American Learning Resource Center's annual honors program May 25, 7–9 p.m., Cowles Auditorium, Humphrey Center. Free and open to the public.

Joachim Savelsberg, assistant professor of sociology, was the key European speaker at a May 11 press breakfast on gun control at the National Press Club in Washington, D.C. Participants included Congressman Mike Snyar, president Richard Aborn of Gun Control Inc., and European police chiefs.

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Editor: Maureen Smith (612) 624-2801

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A weekly internal bulletin serving all campuses

Minnesota Twins All-Star outfielder Kirby Puckett and his wife, Tonya, announced Friday that they are giving \$250,000 to the U to create an endowed scholarship fund for students of color. Puckett Scholars Program will award scholarships of \$3,000 annually for up to 5 years for Minnesota students who have financial need and demonstrated potential to succeed at the U. Each scholarship recipient will be assigned a mentor, and bonuses will be awarded annually to those who earn a GPA of 3.0 or above ("batting .300," as President Hasselmo said).

Pucketts' gift will be matched with \$250,000 from an anonymous bequest. In addition, the TC-based Wilsons The Leather Experts will give \$50,000 and has also pledged \$100 for each hit Kirby has this season. (He has averaged 200 per season in his 10-year career.) Goal is to build the endowment to \$1 million, which would permit about 13 students to receive scholarships each year. First 4 scholarships will be awarded for 1994-95.

Biennial Budget Advisory Committee (BBAC) will be appointed to work on the 1995-97 legislative request. Committee will include 3 deans, 3 central officers, 2 faculty members, 2 members from coordinate campuses, a VP, a student, a labor representative, and a departmental administrator. BBAC is not the "Joint Big Decision Committee" discussed by the Finance and Planning Committee and its chair Irwin Rubenstein, Rubenstein said at committee meeting May 24, but it is a trial joint committee to work cooperatively on the biennial request.

Conceptual planning began with a deans' retreat May 16, President Hasselmo said in his report to the regents, and will include another retreat for the deans and the president's cabinet June 21. Assumptions are that the request must be grounded in U2000 and the supplementary requests that the legislature supported in the 1994 session. Second, technical stage will be from July through Oct. 15, the deadline for transmitting the regents' request to the Department of Finance. Draft of the request document will have to be ready for the board's review in September and for extensive internal and external consultation throughout September.

Legislative signals in the 1994 session "pointed to current support of our directions in U2000," Hasselmo said. Results brought mixed encouragement and discouragement, he said, but "it is **next** year that will provide the real test for U2000. Dollar amount for U projects in the bonding bill, \$68.7 million, "is itself a tangible message of support," he said, and on a less tangible level "we should also recognize and appreciate that the legislature's bonding bill process respected our own capital planning and budgeting process, approving only projects that **are** on our list and explicitly complimenting our capital process."

Governor's veto of the \$9.1 million in supplemental funding was "a major disappointment," he said, and "what carries over into future years are unmet needs." Beyond that, he said, is "the undeniable impact on morale," when the U community struggles to honor its share of responsibility, sees the legislature being willing to put dollars behind its support, but then is "left with legislation that 'talks' support, but doesn't 'walk' support."

Major step in implementing the TC campus's new liberal education curriculum has been accomplished, Hasselmo said in report to regents. Diversified core curriculum and designated theme liberal education course requirements will be in place next fall. For fall quarter, 270 courses meet the diversified core requirements; designated theme requirements are met by 245 courses.

Behind the numbers is "a monumental amount of faculty work," Hasselmo said. "It's not high visibility work, but it is curriculum reform that will help shape the undergraduate experience for thousands of students for years into the future." Hasselmo also praised "the extraordinary efforts of the Council on Liberal Education."

Administrative reorganization includes reassigning the Office of Federal Relations from the VP for research to the VP for institutional relations. Move will not change the basic duties performed by Tom Etten, director of federal relations, but it will allow a single "governmental relations" office, Hasselmo said. Donna Peterson is director of state relations and Ann O'Loughlin coordinator of community and collegiate relations.

Employee opinions about working at the U were surveyed in January and February, and results are reported in an 8-page summary. Overall, people's opinions about work at the U have improved significantly since the last survey in 1991. Areas of strength in 1994 (with more than 65% favorable response, less than 20% unfavorable) are job satisfaction, employee involvement, and supervision. Borderline areas (50%-65% favorable, 20%-30% unfavorable) are work-unit management and working conditions. Areas of concern (less than 50% favorable, 20%-30% unfavorable) are training and development, career advancement, and the U as employer. Most critical area (less than 50% favorable, more than 30% unfavorable) is pay and benefits.

Fred Bentley, former director of the Sponsored Projects Office at Stanford, has joined the U as director of research administration, a new position in the Office of Research and Technology Transfer Administration, reporting to associate VP Tony Potami. Position was created to bring the entire process of proposal submission and award management under one person's supervision and is "very important to the University as we deal with increasing demands for service and accountability," said Potami.

June meeting of the Academic Staff Advisory Committee has been rescheduled to June 7, 1-3 p.m., in 238 Morrill Hall. It will include a discussion with President Hasselmo. All are welcome to attend.

Two new CUFS inquiry tables will be implemented by the CUFS Improvement Program today (June 1). New tables, BRDH and BRDL, incorporate features of the existing BRAD table. BRDH also displays beginning and ending carry forward balances. Training materials are being mailed to all CUFS users this week. Call the CUFS HelpLine at (612) 624-1617 for assistance.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* are now available on the fileserver, the AIS Public Access Bulletin Board, and Gopher: "TA English Program Summer/Fall," "External Prof. Commitment," "Summer '94 Graduate Assistantships," "Academic Employee Tuition Benefit."

CROOKSTON—Eleven working groups, a transition committee, and a campus master planning advisory committee were all established this year. They gave updates to the campus community yesterday (May 31).

Official on-line open house for the Northwest Educational Technology System (NETS) is set for June 2 at 1 p.m. in the Interactive Television (ITV) rooms of East Grand Forks Technical College and Moorhead State U. Jeff Sinks from UMC is NETS coordinator.

DULUTH—This spring's commencement included the first Russian student to graduate with a master's degree in English, Sergei Pakhomov. His parents came from Petrozovodsk to attend the ceremony.

Library of Congress exhibition, "The Language of the Land: Journeys into Literary America," will be at UMD's library July 3-Aug. 27. Traveling exhibit is part of the literary heritage of the states project and uses the metaphor of the journey to tour the literary heritage through maps, words of authors, images of characters, and photographs.

MORRIS—Reception to recognize Andy Lopez's transition from director of computing services to full-time professor of computer science will be June 8, 3:30-5:30 p.m. in social science lounge, Camden Hall. Prior to a sabbatical leave from December 1994 to December 1995, he will also serve as acting chair of Division of Science and Mathematics.

Approximately 330 graduates will be awarded bachelor of arts degrees at commencement ceremonies June 10, 4 p.m., on the campus mall. Speakers will be Sandra Gardebring, associate justice of the Minnesota Supreme Court, and Timna Odegaard, student speaker and recipient of the Curtis H. Larson Award. Reception hosted by Chancellor Johnson will follow in Oyate Hall.

TWIN CITIES—Summer at Northrop, presenting more than 20 free, outdoor concerts in front of Northrop Auditorium through August, begins at noon June 14 with the Wolverines Big Band. Bring your lunch; enjoy a visit with friends. Call (612) 624-2345 for a schedule of events.

Archibald Leyasmeyer, English, has been elected chair of the Weisman Art Museum advisory board of directors.

Internationally known photojournalist William Albert Allard received an Outstanding Achievement Award from the Board of Regents at the Journalism Alumni Society annual meeting May 25. The award, the highest given to alumni, recognizes exceptional professional achievement.

Nationally recognized architectural adviser and strategist James Cramer will speak at the College of Architecture and Landscape Architecture's commencement June 11. He will receive the school's Distinguished Service Award in recognition of his architectural vision and efforts to raise the awareness and understanding of design professions.

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June 8, 1994

Editor: Maureen Smith (612) 624-2801

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Plan for restructuring central administration will be presented to the regents for review this week. Also on the agenda: U2000 action plans and critical measures, update on preparation of biennial request, report from legislative auditor on tuition and state grants, report on information technology initiatives, report on student recruitment and admissions, report on automated technology in student affairs.

Lack of clarity in administrative roles is one reason reorganization is needed, President Hasselmo told the Faculty Consultative Committee (FCC); intermingling of system and campus responsibilities for central officers has created confusion, he said, and coordinate campus people have asked how they can get a fair deal. In the new plan, a group of 3 provosts will have line responsibilities for 3 major areas: arts, sciences, and professional schools; agricultural, biological, and environmental sciences; and academic health center. President will continue as chancellor of the TC campus, and heads of the other campuses will continue to be called chancellors.

Senior VP for academic affairs will still be 2nd in command, Hasselmo said, but provosts will report directly to the president without a layer in between. Hasselmo said he has now decided to name 3 VPs under the academic VP: VP for research, VP for undergraduate education and student life, and VP for outreach. Hasselmo said his assumption is that the reorganization will not lead to a net increase in administrative staff, and his hope is that "in the long range we can achieve some economies."

Central officers will decide on budget allocation. An associate VP for planning will be under the senior VP for academic affairs and an associate VP for budgeting and finance under the senior VP for finance. Within the budgets they have been given, provosts and chancellors will have full authority to make decisions. "It's going to mean a major culture change," Hasselmo said about the reorganization, and will require "effective consultation at each level with faculty, staff, and students." Change is needed now, he said, because it is important for U2000. "We have to make tough choices on programmatic priorities," he said, and that can only be done "within manageable areas of related disciplines."

Another organizational model was suggested by John Adams: a provost for arts and sciences (including biology and IT science departments) and a provost for professional schools (including engineering). Adams said that was the structure when he arrived "100 years ago," and he liked having the arts and sciences together. That model was "a serious competitor" for the one he has proposed, Hasselmo said, and may have been his choice "if we had an arts and sciences college intact." But now, he said, IT "seems to have been a success story" with its integration of the sciences and engineering, and it "seemed to me radical surgery to tear that apart."

National searches will be conducted for the 2 new provosts and for the 3 VPs in the academic VP cluster, Hasselmo said. "Incumbents obviously can be candidates." Hasselmo said he hopes the searches can be completed within a few months, and he will strongly urge that internal candidates be given full consideration. "I want to be sure we look very carefully at the leadership cadre we have" inside the U, he said.

Results of recent searches have been encouraging to faculty, Judy Garrard said, because of the strong academic credentials of the people chosen: Mel George, Mike Bognanno, and Bill Brody. Hasselmo said he was surprised faculty would be concerned, in view of the academic credentials of those already in the administration. "Your credibility doesn't last very long," joked VP George, who attended the meeting with Hasselmo.

Attitude of some senior officers toward faculty values has been a concern to the Senate Committee on Faculty Affairs (SCFA), past chair Carl Adams and current chair Dan Feeney told the FCC. Two committees together may work on the issue and suggest to Hasselmo "some form of possible action that might be useful," Adams said.

Cray Research has expressed interest in buying the Supercomputer Center, President Hasselmo told the FCC. VPs Erickson and Petersen and faculty member Dick Goldstein are on the U's negotiating team.

Graduate student Anne Sales, who chaired task force on user-friendliness, reported recommendations to the Senate Consultative Committee. Undergraduate and graduate students, faculty, P&A, civil service, and union employees were all represented on the task force: "a really good group of people," she said. Recommendations are all low-cost items "that are doable and can be seen as clear successes," Sales said. For example, a faculty member on the task force said it can make a big difference when departments find low-cost ways to turn unused rooms into lounge areas.

"A lot of people are feeling very alienated and disenfranchised at the front line," Sales said (and those at the front line include faculty, staff, and students). More visibility for central officers, and more interaction with front-line people, would help, she said. "My feeling is that this is very time-critical now. The top people have to be seen."

Grievance officer Clarence Carter has done "just a superior job," Mike Bognanno said. "The Grievance Advisory Committee is elated with how this policy has been implemented and the effectiveness of the grievance officer."

Salary equity within the U is a serious issue, Shirley Zimmerman said at FCC meeting. Everyone talks about market comparisons, she said, but "the market acts in perverse ways and creates a lot of disparities." Carl Adams, who has taken over from Bognanno in chairing a committee on compensation, called the problem "vexing."

CROOKSTON—William Peterson, associate professor of math, received the Distinguished Teaching Award and Robert Jeska, grounds crew foreman, the Outstanding Service Award at faculty/staff recognition dinner.

UMC's Counseling and Career Center received a grant from the Department of Jobs and Training to implement the national career development guidelines on campus. Don Cavalier, center director, has been directing the project in collaboration with Rita Meyer, vice chancellor for academic affairs.

Artists from across Minnesota and the Dakotas will participate in 15th annual Art in the Park June 18 at UMC. Art work will be on exhibit and available for sale between 9 a.m. and 4 p.m. at the sports complex area on campus.

DULUTH—R. J. Lievano, professor and former dean at A. D. Barney School of Business and Public Administration, U of Hartford, will be dean of the School of Business and Economics, effective July 1, pending regents' approval.

Harold Hillenbrand, professor and head of English at California State U, San Bernardino, has been named dean of the College of Liberal Arts, effective Aug. 1, pending regents' approval.

MORRIS—Henjum Creative Study Institute is June 13-24. High school students study earth science, theater, vocal music, creative writing, introductory and jazz dance, studio art, Spanish, jazz band, psychology, and more.

Project SEE, designed to introduce female, minority, and economically disadvantaged high school seniors to college-level science study, is under way through July 29. Seven-week residential program features science course work with laboratory experiences, individual research projects, workshops in scientific ethics, and career exploration.

TWIN CITIES—Dianne Van Tasell, professor of communication disorders, has been named associate dean for faculty in CLA. Karen Seashore Louis, professor of educational policy and administration, has been named associate dean for academic affairs in College of Education.

Honors: Juan Moreno, June Nobbe, and Mark Powell received Distinguished Service Awards from the Office of VP for Student Affairs. Recipients of IT 1994 Civil Service Outstanding Service Awards are Val Chandler, Nancy Cook, Ron Fremstad, Beverly Hochradel, Christopher Hunt, Stuart Levy, Dale Lindbeck, Marilyn Madsen, Carol Makkyla, Patricia Meyer, Raymond Munro, Tamara Munzner, Kathy Ohler, Nancy Parlin, Lisa Peterson, Paul Peterson, Kathleen Swedell, Valerie Tvrdik, Shirley Ward, and Kurt Wick. Regents honored Mary Hessburg with Regents' Certificate of Outstanding Merit June 3. Parking Services received Merit Award for Excellence in Parking Design for the Intercampus Transitway and Huron Boulevard Parking Facilities, presented by the International and Municipal Parking Congress at its annual international conference in Phoenix.

Lectures: "Cellular Aspects of Chronic Otitis Media" by Richard Chole, June 9, 5:30 p.m., 8-335 Phillips-Wangenstein Building. "Collecting Children's Books: Irvin Kerlan, M.D., as Mentor" by Linda Lapidés, a lecture in celebration of the 45th anniversary of the Kerlan Collection, June 14, 7 p.m., 109 Walter Library.

Crowd-pleasing performers are wanted to show off their talents at the Minnesota Landscape Arboretum's Fall Festival Sept. 24. Call Gayle at (612) 443-2460, ext. 844.

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June 15, 1994

Editor: Richard Broderick (612) 624-7889

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

President Hasselmo presented reorganization plan for the central administration to the regents Thursday. The plan calls for a system of three provosts for the Twin Cities campus reporting directly to the President. In addition to the provost for health sciences, the plan would include provost for arts, sciences, and professional schools and a provost for agricultural, biological, and environmental sciences. The plan also calls for adding a vice president for outreach and an associate vice president for planning.

"With the exception of the vice president for outreach, there is no net increase in administrators," Hasselmo said. "That is one of the targets we set ourselves in reorganizing."

Critical measures for evaluating progress toward 5 objectives of U2000—diversity; expenditure per student; graduation rates; sponsored funding for research, scholarship, artistic activity, and training; and increasing underrepresented groups at U—were presented to the regents Friday. Questioned about measures for the rest of the 18 U2000 objectives, President Hasselmo said, "There is a considerable amount of concern about benchmarks because they will define the institution. That's why it's so important to go through the consultative process."

Tuition increases at public universities between 1978 and 1992 are best explained by changes in state funding for student instruction and not by increased spending by the institutions or because of mismanagement of resources or duplication of services, the legislative auditor's office reported to the regents Thursday. At private colleges and universities, however, increases can best be explained by increased expenditures.

During the 1970s, tuition increases matched inflation, but since then the rate of increases has exceeded the rate of inflation and the rate of increase in family income. In Minnesota, tuition rose during this period across all 6 systems of higher education: the U, community colleges, state universities, public vocational institutions, private vocational institutions, and private colleges and universities. Tuition at the U is higher than at state universities, community colleges, and public vocational institutes, but is less than private vocational institutes and a little more than a third of the tuition and fees at private colleges and institutions, auditor's office reported.

From 1978 to 1992, tuition and fees at the University rose 260% but state funding for student instruction rose by 92%. Meanwhile, the Consumer Price Index rose by 121%. The rate of growth of state funding for noninstructional purposes at the U was more than twice the rate for instruction during that period.

"The tuition increases for all institutions have been greater than the growth rate in per capita income," said John Junker of the auditor's office. "The reasons for growth in the University's tuition are not out of line with what is happening nationwide."

The U conferred 10,725 degrees at 24 commencement ceremonies this academic year, including 657 doctoral degrees and 2,190 master's degrees—120 of which were awarded by UMD—Hasselmo reported to the regents Friday. If the new graduates follow precedent, about 70% will remain in Minnesota. About 800 of the graduates and their families accepted an invitation to a reception in their honor at Eastcliff on Saturday.

Daniel Joseph, professor in aerospace engineering and mechanics, was named Regents' Professor Friday. He is the only U faculty member named to the National Academy of Sciences, the National Academy of Engineering, and the American Academy of Arts and Sciences. "I am particularly appreciative because I love the University of Minnesota and the state of Minnesota," Joseph said.

Parents of U students can receive a free subscription to *University Parent* by writing Marjorie Savage, Communications & Publications, 100 Williamson Hall, 231 Pillsbury Drive S.E., Minneapolis, MN 55455-0213 or by calling (612) 626-9291.

A Business Services training summer brochure has been mailed to area class managers and area managers. It outlines free courses available to U employees about the College and University Financial System (CUFS), handling travel arrangements, completing CUFS forms, or finding answers online about department accounts. For information call (612) 626-1373.

This month's U Civil Service Committee meeting will be June 23 in 300, Morrill Hall, Minneapolis. The meeting is open to all community members and to the public.

CROOKSTON—More than 200 graduates of the Northwest School of Agriculture will gather at UMC for the annual reunion June 24-25. Activities begin with a Friday evening social at the Northland Inn. Saturday's activities include tours, class meetings, class pictures, lunch, annual business meeting, buffet supper, and a dance.

Summer session II begins July 5 and runs through Aug. 5.

DULUTH—Basil "Bill" Sozansky has been appointed the head of the UMD Library effective July 1.

MORRIS—Kathy Heuer and Josh Crabtree are the recipients of the 1993-94 Honor Athlete awards, annually presented to outstanding senior athletes who have achieved a 3.0 GPA or better.

TWIN CITIES—Carol Boyer has been named associate dean for planning and administration, College of Education. She had been serving as assistant dean.

Peter Rapp has been named general director of the University of Minnesota Hospital and Clinic, pending approval of the Health System Board of Governors. Rapp, chief operating officer of Medical College of Virginia Hospitals, is expected to begin his duties Aug. 15.

Grants of up to \$2,000 are available to students enrolled in the conflict management minor. Call or contact the Conflict and Change Center, 133 Humphrey Center, (612) 625-0857 or 625-0362.

The West Bank Union concessions and information area has switched to summer hours: summer session I, 8:30 a.m.-12:30 p.m., Monday-Friday; and summer session II, 9 a.m.-noon, Monday-Friday. The West Bank Union Skyway office reception area summer hours are 11 a.m.-1 p.m., Monday-Friday. For information call (612) 625-7666.

U hosts the 1994 U.S. Handball Association's 44th national tournament June 18-25 at the U Recreation Center, 1906 University Ave. S.E. Call (612) 625-9037.

U community members registering for the 13th annual Kaiser Roll can receive a free U of M T-shirt to wear in the race at any U bookstore July 1-6 or at the Kaiser Roll Packet Pick-Up/Registration, July 6. Registration forms are available at U bookstores, student unions, and the Recreation Center. Information, call Sue Eastman, (612) 624-6868.

Charlie's Aunt, this summer's production by the U of M Showboat Players, runs June 24-Sept. 4 at the Rarig Center. Performance times are 8 p.m. Fridays, 5 and 9 p.m. Saturdays, 2 and 7 p.m. Sundays. Prices are \$9 general admission; \$7 students, seniors, and U faculty and staff; and \$6 for groups of 15 or more. From June 24 to July 3, families of 4 or more can purchase tickets for \$6 apiece. Call (612) 624-2345.



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June 29, 1994

Editor: Richard Broderick (612) 624-7889

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Call University Relations at (612) 624-6868.*

Theresa Neil, assistant vice chancellor for academic administration at UMD and director of UMD's Continuing Education and Extension program, died June 25 following a road accident the previous day. Neil was a passenger on a motorcycle, which collided with a moose. Her husband, D.C. Neil, who was driving the motorcycle, died at the scene of the accident.

Neil earned an undergraduate degree from UMD in 1983 and a master's degree in 1988. A member of UMD's staff for nearly 20 years, she served as the UMD collegiate program leader for Minnesota Extension Service. In 1989, she received the UMD Distinguished Professional Staff Award.

"The entire University community feels a sense of loss at the departure of one of our most beloved and capable colleagues," said UMD Chancellor Lawrence Ianni.

The Theresa Ann Neil Continuing Education Scholarship Fund has been established in her memory.

The Minnesota Supercomputer Center is not charging the U more for its services than it charges its commercial customers, according to a report released June 22 by the legislative auditor's office. The audit was triggered by complaints that fees paid by the U were substantially higher than those of commercial customers and were, in effect, subsidizing those customers.

The auditor found that in all cases but one the U has paid less than the center's commercial customers. The finding confirms those made 2 months ago by a private auditing firm hired by the center. "We are delighted by the report," said vp for finance and operations, Robert Erickson. In fiscal year 1993, the center had revenues of \$22.6 million of which the U paid \$8 million.

Nick Barbatsis, associate vp for student affairs, has been appointed the new U grievance officer. He replaces Clarence Carter, who had been working on a one-year contract. Carter, who returns to his previous position as head of special services in the U's library system, will continue to serve as a half-time consultant in the grievance office.

Barbatsis, who has worked at the U since 1969, served 7 years as head of what is now Student Judicial Affairs. Last fall, he was one of four finalists for the job of grievance officer. Established in September, the grievance office handles complaints for the whole University except for certain categories of grievances pertaining to sexual harassment, racial discrimination, and academic freedom and tenure.

State funds cannot be replaced by money from research grants or the federal government, President Hasselmo told the FCC June 24. Those funds are "leveraged" from the money provided by the state. In approaching the legislature with the biennial request, "We must demonstrate that other funds are not a substitute for state funding. State funding is necessary to bring those other sources of money to us," he said.

A net reduction of state funding, meanwhile, through cuts to the U's base funding or as a result of failure to fund for inflation, will result in "negative leveraging" of other sources of funding. "We may have to make that argument" when the U presents its biennial budget request, Hasselmo said.

Sandra Braasch, an undergraduate majoring in French, aerospace engineering, and mechanical engineering, has received the first Mercury Seven Foundation Deke Slayton Memorial Scholarship. Braasch was awarded \$7,500 for tuition, books, and other expenses for the 1994-95 academic year. Established to honor the memory of U graduate Donald "Deke" Slayton, one of the original seven Mercury astronauts, the scholarship awarded a total of \$112,500 to 15 science and engineering students across the country.

CROOKSTON—A continuous quality initiative leadership team has been formed to involve the UMC campus community in a continuous quality initiative coordinated by vice chancellor Nan Wilhemson.

Faculty and staff now have access to the UMC electronic card catalog and external data bases via home modems.

DULUTH—Stephen C. Hedman has been appointed associate vice chancellor for academic administration at UMD, effective July 16. Hedman, Graduate School associate dean, will serve half time in that position, half time in his new position. A 1963 UMD graduate, Hedman has a doctorate from Stanford University and has been a member of UMD's faculty since 1972.

MORRIS—Jason Schmidt, Austin, has been named a 1994 NAIA Golf All-America Scholar-Athlete, one of 20 selected to this year's team.

A select group of high school juniors who rank in the top 20% of their class will participate in the 1994 Summer Scholars Program, July 10-22.

TWIN CITIES—Seventeen faculty and staff members received awards at the 1993-94 honors and awards ceremony of the College of Human Ecology. They are William Allen, New Teaching Excellence; Denise Guerin, Becky Yust, Mark Umbreit, and Oliver Williams, McFarland Creative Teaching; Joanne Eicher, Madge Hanson, and Joseph Warthesen, Educational Leadership; Evelyn Franklin and Helen Kivnick, Outstanding Contributions to College; Harold Grotevant, Excellence in Research; Delores Ginthner and Jan Goodno, Excellence in Academic Advising; Michelle Gobely, Lorraine Haley, and Kathy Witherow, Civil Service Outstanding Performance; Cindy Salyers, Civil Service Outstanding Service.

Building Bridges with Students and Faculty grants were awarded to 9 faculty, staff, and students in CLA. Recipients will use their grants in the coming year to support activities and projects that foster interaction between students and faculty outside the classroom. Call (612) 624-2101.

Repair work on the East River Road Ramp, levels 1, 2, and 3, will continue through the end of July. Contract patrons should consult signs directing them to parking on alternative levels. Repairs on the east half of the Oak Street Ramp begin July 1. Painting of the Armory Garage begins July 5 and will last approximately 2 weeks. Contract patrons will be relocated to the Fourth Street Ramp.

Effective July 1, parking rates will increase at all public parking facilities. Daily rate lots will increase to \$1.50 per day. Hourly ramps will increase to \$1 per hour; hourly garages will increase to \$1.60 per hour; off-peak ramps to \$2 per day; and off-peak garages to \$3 per day. Carpool rates remain 50¢ per day. Call (612) 626-PARK (7275).

A new financial policy and procedure manual has been distributed to RRC managers and their designees. All financial policies and procedures are available on Gopher via U of M Campus Information-Administration and Financial Policy-Financial Policy. Call (612) 625-0331.

Tours of the 2.8 million specimen U of M Insect Collection are offered every Thursday afternoon and Friday morning, by reservation only. Call (612) 624-3636.

Host an international student or scholar for 3 weeks in your home, Aug. 12-Sept. 2. Call Carol, (612) 625-4138 or Linda (612) 626-6204, at the Minnesota International Center.

The Weisman Art Museum seeks U employees to serve as docents/tour guides this fall. Call (612) 625-9672.

Joel Kramer, publisher of the *Star Tribune*, will speak on "Reorganization at the *Star Tribune*: How's It Going?" at the Carlson School First Tuesday Luncheon, 11:30 a.m.-1 p.m., July 5, Radisson Hotel Metrodome, (612) 626-9634.

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July 13, 1994

Editor: Maureen Smith (612) 624-2801

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A weekly internal bulletin serving all campuses

Restructuring plan for central administration was presented to the regents Friday, with some changes from the earlier proposal. Because of the changes, the plan was presented again for discussion, with action scheduled for September. Dividing up the areas of responsibility for the provosts on the TC campus has been the thorniest problem, President Hasselmo said, and the revised plan has a new alignment.

Current plan, like the earlier one, calls for 3 provosts, including the provost for the academic health center. One provost would be for arts, sciences, and engineering and one for professional studies. Major units reporting to the arts and sciences provost would be Biological Sciences, General College, IT, and CLA. Major units reporting to the professional studies provost would be Architecture and Landscape Architecture, Carlson School, Education, Humphrey Institute, Agriculture, Natural Resources, Human Ecology, Agricultural Experiment Station, and Minnesota Extension Service. Primary reason for the change, he said, was to ensure that the provosts had manageable spans of responsibility and their units were comparable in size.

Regent Neel asked if the plan will increase or reduce bureaucracy. President Hasselmo said he is keeping a tally sheet, and the provost positions are not new but replace VPs. One administrative position would be new, he said, a VP for outreach. Overall, he said, one layer of administration is removed. Current hierarchy could be summed up this way: regents, president, senior VP, VP, dean, faculty member. Under the reorganization it would be regents, president, provost, dean, faculty member.

Regent Keffeler said she likes the idea of a VP for outreach and likes having veterinary medicine with the academic health center and biological sciences with arts and sciences, but she questions putting professional schools with the Institute of Agriculture, Forestry, and Home Economics. Hasselmo said that once he became convinced that veterinary medicine belonged with health sciences and biological sciences with arts and sciences, his earlier proposal was undermined in his own mind; he did not want a provost unit that would be significantly smaller than the others in terms of faculty, students, and budget. Keffeler said she would not be troubled if a provost unit had just the Institute of Agriculture, Forestry, and Home Economics.

Legislative strategy was another big topic. Finance department instructions call for a \$908 million base, \$16 million lower than current funding level, associate VP Richard Pfitzenreuter said. Instructions do allow for proposing new initiatives, and a supplement for salary increases is possible.

VP Infante said the U must look seriously at what biennial funding of \$908 million would mean. "Are we going to put on the table some very serious things that we are no longer going to do? Is there another Waseca?"

Strong campaign is planned to gain public support, President Hasselmo said; the biennial request will be at its core, but it will also "more broadly put U2000 before the state of Minnesota." VP George, who will lead the campaign, said planning has begun and "I am excited." Regents pledged their commitment. "All we can do, and it's a lot, is get the issue as clearly and dramatically as possible in front of the legislature," Regent Perlman said. Regent Keffeler said the regents will work to "make as compelling and specific a statement as possible."

Private practice income of U physicians was reported for the past year, for the first time. "It is no small feat that we have been able to achieve the reforms that we have," Regent Keffeler said, and "the content of the report is reassuring." Physicians on the faculty are paid at a reasonable rate, by and large, she said.

Earnings of about 400 Medical School faculty include 52 at more than \$250,000 a year. Top 5 are John Najarian (\$589,710) and Ralph Bolman (\$548,422) of surgery, Ensor Transfeldt (\$472,639) and James Ogilvie (\$454,579) of orthopedic surgery, and William Thompson (\$423,676) of radiology. Salaries in 13 of the school's 18 departments are below average compared to similar schools, and 139 faculty members earned less than \$100,000.



President's annual performance assessment is in many ways also an assessment of the performance of the institution, Regent Keffeler said, and this year's report shows that "really significant progress has been made" toward each of 4 objectives identified last year: developing a strategic plan, strengthening the management infrastructure, improving the budgeting processes, developing an external relations program. Some objectives will be carried into the coming year, with a 5th one added, an evaluation of personnel policies, processes, and practices. "I want to indicate publicly that you have the full support of this board," Keffeler told President Hasselmo.

Steven Bosacker, chief of staff to U.S. Rep. Tim Penny of southeastern Minnesota, has been hired as executive director and corporate secretary to the Board of Regents, effective Aug. 1. A native of Waseca, Bosacker succeeds Barbara Muesing, who recently was named director of outreach for the Crookston campus.

CROOKSTON—Outstanding Alumni brunch July 15 will honor 3 graduates: Dean Aakre '75 from Hawley, Robin Bouta '79 from Eden Prairie, and DaNell Johnson Jamieson '84 from Aurora, Illinois.

Events: Big kickoff event for UMC Team Backers, the new athletic association, is July 15, with social at 6 p.m., pig roast at 7 p.m., program at 8 p.m., and dance at 9 p.m. UMC/Northwest School of Agriculture Community Golf Classic at Minakwa Country Club in Crookston July 16 at 9:30 a.m. Event raises money for UMC scholarships.

Elderhostel is at UMC July 17-23 with all 3 classes about computers. Coordinator is Bruce Brorson.

DULUTH—Split Rock Arts Program began July 10 and runs weekly through Aug. 20. Weekly artist open houses are at 4 p.m. Tuesdays, Tweed Museum lecture gallery. Call (218) 726-6829 (Duluth) or (612) 624-6800 (program office).

UMD Sports Fitness Camps for youth began July 11. For the next 2 weeks, kids ages 6-12 will improve fitness levels, learn leadership and team-building skills, and more. Call (218) 726-7128.

MORRIS—English professor Nat Hart is director of the new Faculty Center for Learning and Teaching. Establishment of the center is included in a 3-year renewal grant from the Bush Foundation, which will also fund continuation of the Faculty Enrichment Project.

Events: Minneapolis Musical Theatre Troupe will perform *Rodgers and Hammerstein: The Sound of Their Music* July 14-15 at 7:30 p.m. in Recital Hall as part of Summer Arts 1994. West Central School of Agriculture reunion will be in the Student Center July 16. UMM will host TRAM (The Ride Across Minnesota), nearly 2,000 bicyclists in a fund-raising effort for the Multiple Sclerosis Society July 25-26. Participants will be housed or will camp on campus. Events will include campus and area tours. Area vendors will provide food booths.

TWIN CITIES—Regents got their first look Thursday at plans for the new \$45 million Carlson School of Management building. Architects reviewed design goals and floor plans and unveiled a scale model and artist renderings of the building, scheduled to open in summer 1997. With its entrance at 19th Ave. and 4th St., the building will be a gateway to the West Bank.

Recipients of 1994 McKnight Research Awards are Lydia Artymiw, music; Anatoly Liberman, German; Russell Menard, history; and Valerie Miner, English. Awards are for 3 years and carry a \$3,000 stipend for each year.

Four high-achieving minority students have been named the first Puckett Scholars and were honored at the Twins game June 24. They are Reedus Berry, an African American from Patrick Henry High School who plans to major in engineering; Kathryn Bracho, a Mexican American from Mound Westonka High School who plans to major in journalism; Jaime Sargent, a Minnesota Chippewa from Edison High School who plans to major in human ecology, and LaReisha Suggs, an African American from Champlin Park High School who plans to major in psychology.

About 700 undergraduate students of color from across the country will attend the Committee on Institutional Cooperation Summer Research Opportunity Conference at the U July 22-24. Students are participating in 8-10 week summer research programs that focus on increasing access to higher education for students of color nationally.

The U finished 14th in the inaugural Sears Directors Cup. Competition recognizes the finest all-around athletic programs in the nation.

Traffic and parking news: Bridge work on I-94 in Minneapolis began July 9, starting with the Riverside Ave. bridge; work on the 25th Ave. bridge will be next. Motorists are advised to use alternate routes or allow extra time. Repairs began in the Oak St. Ramp July 11 and will continue for about 2 weeks. Follow temporary signs for notification of area closures, or call Parking Services at (612) 625-6566 if you need additional assistance.

Announcements: Raptor Center still has openings in July 17-23 and Aug. 7-13 camps for children ages 10-14 (cost \$350 for nonmembers); call (612) 624-4745. Phil Clausen offers tours of U Insect Collection, every Thursday afternoon and Friday morning this summer, by reservation only; call 624-3636.



Vol. XXIV No. 27

July 27, 1994

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

The U responded Friday (July 22) to Dr. John Najarian's June 22 federal court injunction lawsuit, calling it a "tactic...to avoid dealing with the serious problems related to his work at the University." Response came in the U's formal answer to Najarian's request to have the U.S. District Court halt the U's academic misconduct and tenure proceedings relating to his role in the U's production of the anti-rejection drug ALG. Hearing is scheduled for this Friday (July 29) before Judge David S. Doty in Minneapolis.

The U argues that an injunction at this point would interfere with a number of its internal investigations, including one involving lack of informed consent of patients and another involving alleged misuse of federal grant funds and MALG funds in the Department of Surgery. Since last September, the U has received several federal grand jury subpoenas seeking documents relating to millions of dollars of federal research grant funds administered by the surgery department while Najarian was chair, according to the brief.

Federal judge ruled for the U July 8 and against Dr. James Halikas, who had sought an injunction to bar dissemination of the results of an internal investigation and a retraction of information that had already been disclosed. U.S. District Judge James Rosenbaum denied the request, citing the U's "great—and protectable—interest in assuring the integrity and humanity of its research investigations."

Improving undergraduate education has been "a fundamental priority of the University since 1985," President Hasselmo said in his July report to the regents. "When it comes to improving undergraduate education, University 2000 is neither starting from scratch nor changing course." He added: "We are dealing with a climate change, whereby undergraduate education is becoming a more important and integral part of the Twin Cities campus." Hasselmo pointed to the Undergraduate Research Opportunities Program (UROP) as one "great success story." The Undergraduate Initiative has made it possible to expand UROP from 300 students and \$300,000 in awards in 1992-93 to 400 students and \$420,000 in awards next year.

Some gains Hasselmo cited: 77.6% of new TC freshmen have met all the strengthened preparation requirements, compared to 17% in 1986. Students of color represented 13% of last fall's TC campus undergraduate enrollment and 18.6% of new freshmen. Five-year, system-wide graduation rates have increased from 30% to 39%.

Classes are getting smaller; on the TC campus, the average lower division class has 27 students, down 25% since 1986. Last fall's largest class had 657 students, compared to 1,069 in 1986. Large classes are also getting better, benefiting nearly all TC freshmen and sophomores. Over the last 3 years, \$1,450,000 has been invested in improvements to 13 large courses with registrations of more than 7,000 per quarter.

Legislative Auditor's Financial Audit and Program Evaluation of the Minnesota Supercomputer Center "have both confirmed that the University is, indeed, getting its money's worth and is improving both the accountability and the working relationships" between the U and the center, President Hasselmo said. "We all appreciate the care with which Mr. Nobles and his staff conducted their two studies" and the cooperation given by the center and the U Foundation.

Rules on research animal purchases have been strengthened to help ensure that lost or stolen pets are not mistakenly purchased for research purposes. Policy now stipulates that the U will not buy from dealers who obtain animals from private individuals or hobby breeders.

National conference on family policy, hosted by VP Al Gore and his wife, Tipper, was in Nashville, Tennessee, July 11, with the U's Children, Youth, and Family Consortium and the Tennessee Department of Human Services. Consortium, a national model for bringing diverse resources to bear on family concerns, has caught the active attention of VP and Mrs. Gore. Topic of the conference was Family Re-Union III: The Role of Men in Children's Lives. Consortium director Martha Erickson gave the conference's opening remarks.

Quality Initiative has moved to the Office of Human Resources, effective July 1. Judith Gaston, program director for quality, is at 1313 5th St. S.E., Suite 300, Minneapolis, (612) 627-4277, e-mail gasto001@maroon.tc.umn.edu.

Direct deposit of nonpayroll reimbursements was successfully implemented this month. Employees may now receive payments for flexible benefits, travel, and miscellaneous expense reimbursements via direct deposit to the same bank account in which their payroll check is deposited. Employees who still wish to elect the optional direct deposit choices may do so by completing an *Authorization for Direct Deposit Service* form (B.A. Form 402), available from their department payroll administrator.

Employees who are covering their eligible dependent children on their medical and dental insurance plans are reminded that children can be covered up to age 25 if they are full-time students at an accredited educational institution. Dependent children are covered through the summer if they return to school full time in the fall. If the dependent child is not returning to school in the fall, coverage ends with the last day of the pay period in which the child last attended school. Continuation of group coverage can be applied for no later than 60 days after the loss of student status. Continuation of coverage information and forms can be obtained from Employee Benefits.

Outstanding Civil Service Award recipients in the Minnesota Extension Service (MES) are Judy Carver (Clearwater County), Karen Otto (Scott County), Barb Overlien (Hennepin County), Cheryl Hays and Judy Sunvold (Educational Development System), and Nancee Hatfield and Julie Medbery (Director's Office). Award was instituted in 1989 for staff members who have made outstanding contributions to MES and the people of Minnesota. Each recipient was awarded a \$700 lump sum bonus.

CROOKSTON—Future Search Conference will be Aug. 3-4 with Steve Brigham of the American Association of Higher Education and Monica Manning of the NOVA Group. Goal of the conference, Building Polytechnic Partnerships for the Year 2000, is to create a future, rather than just react to change. Invitations have been extended to approximately 85 leaders from business and industry, UMC students, neighboring higher educational institutions faculty, and faculty and staff from UMC and the TC campus.

Continuous Quality Improvement Training for administrators, supervisors, and CQI Leadership Team will be Aug. 2. Monica Manning and Kathleen Scherek of the NOVA Group will provide training.

Sustainable Agriculture Conference will be July 29-30 in the Agriculture Research Center Auditorium.

DULUTH—Terry Anderson has been appointed acting director of Continuing Education and Extension at UMD.

Citizens advisory committee of Glensheen will sponsor "The Auction at Glensheen" Aug. 20, with proceeds going to replace the mansion roof. Auction at 7 p.m. will be preceded by a preview 4:30-6:30 p.m., including entertainment and buffet. For details call (218) 724-1107.

MORRIS—Third session of freshman summer registration will be Aug. 1-2. UMM will be represented with a display booth at the Stevens County Fair Aug. 11-14.

TWIN CITIES—Norman Chervany, Carlson School of Management professor, has been named the new faculty representative for men's intercollegiate athletics. He replaces Law School dean Robert Stein, who held the appointment since 1982. As faculty representative, Chervany's principal duty is to represent the U at meetings of all athletic governing organizations of which the U is a member. Women's intercollegiate athletics faculty representative is Mariah Snyder.

Parking Services has received the Merit Award for Excellence in Parking Design and Innovation from the Institutional and Municipal Parking Congress for the intercampus transitway and related parking facilities.

Department of Environmental Health and Safety has received the National Safety Council's Award of Recognition for a Unique and Innovative Program for its After Hours Emergency Response Pager System, which assures timely response to hazardous materials emergencies.

Violence Prevention Seminar, a seminar on models and strategies for preventing violence within schools and communities, will be Aug. 18-19 at the Earle Brown Center, St. Paul. CEU credits are offered. Call Gordon Amundson at (612) 625-3504 or Kristin Geenen at 626-0546.

Office of the Bursar (cashiers, student loan collections, and student accounts receivable) will be closed 8 a.m.-2 p.m. Aug. 2 and 11. Offices will be open 1-3:30 p.m. on these 2 days.

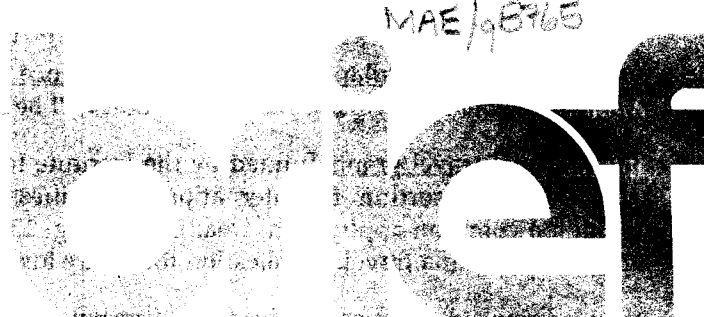
Division of Epidemiology is seeking healthy volunteers, ages 21-68, for a feeding study of dietary fats and fiber. Participants will have all meals provided free for three 7-week periods. Weekday breakfasts and dinners must be eaten at Moos Tower. Payment will be provided upon study completion. Call DELTA at (612) 626-8572.

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Aug. 10, 1994

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
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Regents' annual retreat will be Friday and Saturday, Aug. 19-20, in Virginia, MN. Call the regents' office at (612) 625-6300 for more information.

Jack Imholte, history professor and former chancellor at the Morris campus, has been named acting VP for student affairs. He succeeds Marvalene Hughes, who resigned to become president of California State U at Stanislaw. Imholte's name will be formally put before the regents at their Sept. 8 meeting. He will assume his new post Sept. 16 and has agreed to stay until a national search can be conducted to fill the post permanently.

During Imholte's 20-year tenure as chancellor at Morris, the campus became recognized as one of the premier public liberal arts institutions in the country. It still is rated as among the best of its size in the *U.S. News and World Report* rankings. "Jack Imholte has a broad understanding of student needs and concerns as well as educational policy initiatives," VP Infante said in making the appointment. "These are the very qualifications needed to move us forward during this period of transition and administrative reorganization."

Robert Stein, Law School dean, has been named executive director of the American Bar Association (ABA). He will assume the post on a half-time basis this October and expects to leave the deanship by the end of the year. Stein will have overall management responsibility for staff operations at the ABA headquarters in Chicago and its Washington, D.C., office. He will oversee a staff of more than 700 and a budget exceeding \$100 million.

Stein, the first William S. Pattee Professor of Law and a nationally known authority in estate planning and trusts, joined the Law School faculty in 1964 and served as VP for administration and planning until assuming the deanship in 1979. "I am excited by the challenge and opportunity presented by this position to address issues relating to the administration of justice in our country," he said. "At the same time, I have very mixed emotions as I contemplate leaving the Law School, which has been part of my life for more than 30 years."

Initiative for Excellence in Undergraduate Education, a long-term commitment made by President Hasselmo in 1990 to reinvigorate the education of undergraduate students at the U, is now part of U2000, the U's plan for the 21st century. Some of the investments and successes (in addition to those reported in the *July 27 Brief*) follow:

The U has invested more than \$9 million to enhance the undergraduate experience on the TC campus; in addition, CLA, II, and CBS have directed resources toward improving undergraduate education through the Reallocation and Restructuring Plan. The Office of Admissions has been reorganized, making recruitment more effective, and student applications have increased 22% in the last 2 years.

For the first time in 30 years, freshmen entering the TC campus this fall will have a common set of liberal education requirements, rather than college-specific requirements. They will take courses in physical and biological sciences, history and social sciences, arts and humanities, and mathematical thinking (and all of these courses will have a writing component appropriate to the subject), and also courses on cultural diversity, international perspectives, the environment, and citizenship and public ethics. A comprehensive composition and writing requirement will go into effect fall 1995.

Civil Service Committee will meet Aug. 25, 12:15-4:30 p.m., in 300 Morrill Hall, open to everyone. Committee represents to the administration civil service staff on all campuses who are not hospital employees or members of bargaining units. Committee promotes discussion and resolution of issues addressing the well-being of and fairness toward civil service staff within an environment free of harassment, bigotry, and discrimination, in order to help the U accomplish its primary missions of education, research, and public service.

Civil service staff are needed to serve on several U, senate, and assembly committees. Positions are available to civil service employees (not hospital or bargaining unit) on all campuses. Contact Civil Service Committee chair Carol Siegel at (612) 626-9662 for information on which committees still have vacancies.

Optional retirement plan investment performance results (through June 30) will appear on the back page of the *Minnesota Daily* Friday, Aug. 12. Information will be sent separately to Crookston, Duluth, and Morris campuses.

International travel grants funded by the Institute for International Studies and Programs, China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities Fund may be applied for through a common application. Deadline is Aug. 15 for activities beginning Oct. 1-Dec. 31. Call (612) 624-5580, or 624-1002 for China travel. Application forms are available on Gopher under International Studies and Programs.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Administrative Staff Policies and Procedures Manual* are now available on the files server, the AIS Public Access Bulletin Board, and Gopher: "TA English Program Fall," "Faculty Mortgage Program," "Phased and Terminal Leave Policies/Formats," "FICA Withholding on Graduate Assistantship Appointments," "FICA Application to Student Employment and Student/Professional Training Classes for Second Summer Session 1994," "Loan Policy." Information: (612) 624-9817.

CROOKSTON—UMC will sponsor a float in Crookston Ox Cart Days Torch Light Parade Saturday, Aug. 20. Parade theme is "Salute to the Arts." Float will feature UMC's music department. Torch Light Scholarship Run registration begins at 5:30 p.m. at Polk County courthouse; races start at 6:30 p.m. Proceeds go to UMC scholarships.

DULUTH—Ground-breaking ceremony was held Aug. 3 for a new U campus apartment complex including 56 four-student units. The \$4.45 million structure is by Johnson-Wilson Builders of Duluth, set for completion in fall 1995.

Dozens of UMD volunteers helped paint the town—homes of the low-income, disabled, and elderly—in Duluth's annual Paint-a-Thon Aug. 6. Event is sponsored by the Corporate Volunteer Council of Duluth.

MORRIS—Former Gopher standout Emily Ahlquist has been named head volleyball coach. Other new faces in Cougar athletics are Stephen Barrows, defensive coordinator in football and head track coach; Todd Neuharth, head athletic trainer; Marvin Sanders, sports information director and assistant football coach; and Michael Shane, assistant football coach. Football and volleyball players report Aug. 21-22.

TWIN CITIES—U.S. Rep. Tim Penny will join the Center for International Food and Agricultural Policy in the Department of Agricultural and Applied Economics when he retires from Congress in December. His appointment will be on a part-time basis and will be in addition to his previously announced position at the Humphrey Institute.

Lower income adults and children will be among the beneficiaries of a new consortium created by the Law School, William Mitchell College of Law, and the Minnesota Justice Foundation to train law students in voluntary legal work. Public Interest Law Consortium has been selected to receive a \$185,000, 3-year federal grant under President Clinton's Learn and Serve America program.

Community services on computer: FatherNet, a computer-accessible clearinghouse about men's involvement in children's lives, has been launched by Children, Youth, and Family Consortium to disseminate research findings, policy developments, and expert opinion; it is an outgrowth of a national conference last month moderated by VP Gore and cosponsored by the consortium. American Indian studies department has established a free information dissemination service for individuals, agencies, institutions, and organizations concerned with Indian affairs in the Upper Midwest. MINN-IND uses e-mail technology to distribute information and commentary. For information, contact acting department head David Born, 102 Scott Hall, (612) 624-2556, dborn@maroon.tc.umn.edu.

Disability Services and Project LEEDS (Leadership Education to Empower Disabled Students) hosted the first-ever National Summer Institute on Disability and Leadership last week (Aug. 1-7).

Upcoming conferences: "Building Families: Ethical and Policy Issues in Adoption," Nov. 13-14, Hotel Sofitel, Minneapolis; for more information call the Center for Biomedical Ethics at (612) 626-9756 or fax 626-9786. Multidisciplinary conference on current research on women and gender in science May 12-14, 1995, with a call for papers by Sept. 10. Question is "What do research on women and science and research on science and gender have to do with each other?" Proposals must include 2 copies of a 2-page abstract and a short curriculum vitae. For more information contact Lori Graven, Professional Development and Conference Services, 216 Nolte Center, phone 625-9023, fax 626-1632, lgraven@maroon.tc.umn.edu.

Parking news: Only specially authorized vehicles may now park in Lot C28; all C28 contract holders who were transferred to the Washington Ave. Ramp should now be parking in the ramp, and citations are being issued for all illegal permits. Various U parking lots will be used by State Fair patrons Aug. 25-Sept. 5. Parking Services suggests that customers consider other options such as carpooling, biking, or busing to campus during the State Fair. Call Parking Services at (612) 625-6566 or 626-PARK with questions.

Campus Mail reminds everyone to use complete addresses (name, department, room number, official building abbreviation). Incomplete address will usually delay a piece of mail several days.

Vol. XXIV No. 29

Aug. 24, 1994

Editor: Maureen Smith (612) 624-2801

*This publication is available in alternative formats upon request.
Call University Relations at (612) 624-6868.*

Legislative strategy was the main topic at regents' retreat Aug. 19-20 with President Hasselmo and several administrators. Regents agreed to designing a thoughtful, realistic, and persuasive case for investing in the U in a partnership involving the state, students, business and industry, and the citizens of Minnesota. Final biennial request will go to the board in September. Regents also affirmed their strong support for U2000 investments.

Faculty Consultative Committee (FCC) unanimously approved a statement endorsing President Hasselmo's reorganization plan for central administration as "an excellent first step that addresses some serious deficiencies in the current organizational structure." Statement continues: "We look forward to an extensive continuing consultation that fleshes out the details. The University would be well served if it moved promptly to fill the positions indicated in the new organization." FCC meeting was Aug. 8.

Reorganization plan will go to the regents for action in September; until then, no searches can begin. FCC agreed that the reorganization should be an item of information and discussion at the first fall Faculty Senate meeting, so that faculty will be consulted and can "put their oar in" if they wish. FCC chair John Adams will chair an advisory group to work in parallel with the administration to look at the fine details of the structure and also look at the interface between the governance system and the new administrative structure.

Reorganization plan calls for 2 new provosts on the TC campus, one for arts, sciences, and engineering, and one for professional studies (including agriculture). President Hasselmo told the FCC that defining the areas for the provosts was one of the thorniest issues he has had to deal with. Engineering could be seen as an anomaly, he said, but he did not wish to split IT. Hundreds of linkages are important and cannot be expressed in the structure, he said. He said it is reasonable to expect that one of the new provosts will be on the St. Paul campus.

Plan represents a significant change in the academic affairs vice presidency, with much of the money now flowing through it to be directed through the provosts instead. One of his principles, Hasselmo said, is that decisions should be made at the lowest possible level, and this will require cultural changes. Habits will have to be broken, an FCC member said, and VPs will have to tell people to go elsewhere for answers (a big change).

Question of phasing out the Graduate School is left open. Some believe it is not needed; others believe it is so badly needed that the dean's position should be separated from the research VP. Task force can address these issues; Hasselmo said his assumption is that the 2 positions will continue and will be held by one person.

U.S. District Court Judge David Doty denied a request by Dr. John Najarian, former chair of the surgery department, for an injunction against the U. Najarian filed the request June 28, claiming a violation of due process and asking the court to halt the U's efforts to terminate his tenure. In a ruling Aug. 11, the court held that the U "has a strong interest in investigating alleged wrongdoing by its tenured faculty members" and that an injunction by a federal court staying the U's administrative proceedings "would impermissibly interfere with and undermine the important state interest in providing public education."

"Judge Doty's decision is a full vindication of the University's policies, procedures, and decision in this case," said general counsel Mark Rotenberg. "We cannot and will not let the prominence of any individual obstruct this investigation and our search for all the facts." President Hasselmo removed Najarian as chief of surgery in February 1993 and in May 1993 began an internal investigation of the MALG program and alleged improprieties by Najarian. Najarian sought to block the U's internal investigation, contending that he would not participate without sacrificing his right against self-incrimination, in light of a federal grand jury investigation.

Drexel University in Philadelphia bestowed an honorary degree on Jean Keffeler, Board of Regents chair, at a ceremony June 19. Citation included these words: "For her demonstrated insights into the demands of the contemporary economic environment, for her skills in helping organizations embrace and capitalize on change, and for her leadership on behalf of a great institution of higher learning in our nation, Drexel University is pleased to recognize Jean Burhardt Keffeler, conferring upon her the degree Doctor of Pedagogy, honoris causa."

Fringe benefit rates for 1994-95 have been set at 23% for academic classifications, 29.8% for civil service and union-represented staff and undergraduate students, and 43.7% for graduate students. Rates are the same as those included in budget instructions in April. Big item for graduate students (27.9%) is for tuition benefits.

American Cancer Society (ACS) announces the availability of individual Institutional Research Grants to provide seed money for promising new projects or novel ideas by junior faculty investigators. Amount of the individual awards has been increased to \$15,000 in direct costs. Applicants must be assistant professors or instructors who are engaged in cancer-related research, have not received a previous ACS Institutional Research Grant, and do not have a current competitive national research grant. Application deadline is Oct. 1. Instructions and application forms are available from pediatric oncology, 421 Masonic Cancer Building, Minneapolis (612) 626-1926.

Faculty recipients of 1994-95 seed research grants in aging are Shiela Corcoran-Perry (nursing), Stephen Shuman (health ecology, dentistry), Mary Beth O'Connell (pharmacy practice), and Robert Zink (Bell Museum). Graduate student recipients are Anne Davis Basting (theater arts), Karen Feldt (nursing), Lori Jervis (anthropology), and Pauline Maki Kahn (psychology). Awards were announced in July by the All-U Council on Aging in the Center for Urban and Regional Affairs. For more information call (612) 625-9099.

CROOKSTON—Campuswide welcome breakfast and program will be Sept. 1, 7:30-10:30 a.m. Robert Sevier, VP for research and marketing at Stamats Communications, will speak on "Image Is Everything: Strategies for Measuring, Changing, and Maintaining Your Institution's Image."

Outreach Seminar will be Aug. 30, 8-9 a.m., in the Conference Center. Bonnie Braun, associate dean for outreach in the College of Human Ecology, will discuss outreach at the U.

New Student Orientation will be Sept. 6-7, with classes beginning Sept. 8.

Technology update workshops for faculty and staff are set for Aug. 29-31. Besides basic updating skills, sessions will focus on new UMC multimedia/networked classrooms, course demonstration in International Business Management, Technology 2002 and Composition, computer-assisted testing software, and feedback software from Discourse.

DULUTH—First day of fall classes is Sept. 6. This fall the Tweed Museum of Art, along with fine arts, music, and theater, will welcome back students with free museum tours, pizza and barbecue, and theater and musical performances Sept. 13-15.

Jean Till has been named development officer in U Relations. Till, who earned her MBA from UMD, will focus on strengthening UMD's relationships with the business community.

MORRIS—Fall faculty workshop will be Sept. 12-13 at Peter's Resort in Glenwood. Kathe Taylor, senior policy associate of the Washington State Higher Education Coordinating Board and interim associate director of the Washington Center for Improving the Quality of Undergraduate Education, will talk on "Students of the '90s: The Dilemma of Difference."

TWIN CITIES—Project Open Access, a major collaborative effort by the U, Augsburg College, and the Minneapolis Public Schools to create new mathematics curricula in metro area schools, has been awarded a \$767,000 grant from the National Science Foundation. Performing Arts Archives of U Libraries is among the beneficiaries of a \$963,000 grant from the National Endowment for the Humanities to improve access to dance research materials.

The U booth at the Minnesota State Fair is again in the Education Building, near the Snelling Ave. entrance. Booth will include items from the 1927 Botany Building time capsule, regular visits from Goldy Gopher, faculty volunteers from the College of Agriculture answering questions, and opportunities to "surf the Gopher-net" and travel worldwide via computer with experts from the microcomputing labs.

EdFest, an open house for adult and part-time students sponsored by CEE, will be Sept. 8, 5-8 p.m., in Nolte Center. Parking is free in Nolte Garage after 4:30 p.m. Staff will be on hand to discuss evening credit classes, correspondence courses, noncredit courses and workshops, other learning opportunities. For a detailed message call (612) 626-1633.

Artistic director Stephen Kance has announced the 1994-95 season of plays and performances for U Theatre, beginning with *The Tavern* by George M. Cohan, directed by Charles Nolte, Oct. 28-30, Nov. 2-6 and 11-12. Season tickets for 10 plays range from \$32 to \$45. For a complete schedule or ticket information, call (612) 624-2345.

U Women's Health Center is sponsoring a 7-night western Caribbean health and fitness cruise Jan. 29-Feb. 5, 1995, on Royal Caribbean's *Majesty of the Seas*. Proceeds will benefit women's health research at the U. Informational cruise night will be Sept. 8 at 6 p.m. at the Radisson Metrodome. Cost of the cruise starts at \$1,473 per person. For more information call Kim at Carlson Travel Network at (800) 825-9190 or (612) 379-8421.

Vol. XXIV No. 30

Sept. 7, 1994

Editor: Maureen Smith (612) 624-2801

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Two big items on the agenda for the regents are restructuring of central administration (for action) and biennial budget request (for review). Other items: review of U2000 critical measures, report by VP George on advancing the U2000 partnerships, update on steam plant, action on collective bargaining agreement with UMD faculty.

Reorganization plan is the same as was presented to the regents in July, with 3 provosts on the TC campus: provost for the academic health center (William Brody, who took office this month); provost for arts, sciences, and engineering; and provost for professional studies. New VP for outreach position would also be established.

Units reporting to health center provost: Dentistry, Duluth School of Medicine, Medical School, Nursing, Pharmacy, Public Health, UM Health System, Veterinary Medicine. Reporting to arts and sciences provost: Biological Sciences, GC, IT, CLA. Reporting to professional studies provost: Agriculture, Agricultural Experiment Station, Architecture and Landscape Architecture, Carlson School of Management, Education, Human Ecology, Humphrey Institute, Law School, Minnesota Extension Service, Natural Resources.

Arts and sciences cluster represents the arts and sciences core of the U and "attempts to restore, in a new format, the unity once represented by the College of Science, Literature, and Arts (SLA)," President Hasselmo said in a letter to the regents. Links will be needed between engineering in IT and the professional studies cluster, he said; similar links may be appropriate for professional programs in CLA (for example, journalism).

One reason for establishing the professional studies cluster is to "place new focus on the importance of applied research and the development of professional competence," Hasselmo said. Establishment of this provost and a VP for outreach should "help us truly develop our land-grant mission in outreach for the 21st century." Provost's office will be on the St. Paul campus.

Biennial Budget Partnership Proposal to be presented to the regents calls for biennial investments and financial needs of \$137.5 million to be financed by a \$77.7 million increase in state appropriations, a tuition increase to average 5.5% for each of the 2 years to yield a biennial increase of \$30.3 million, \$1.5 million of other revenue increases, and reallocations to decrease internal costs by \$28 million over the biennium.

Department of Finance has asked for a biennial appropriation of \$908 million for the U, a net decrease of \$16.2 million from the current funding level. Under the plan presented to the regents, the budget would still include \$137.5 million for financial needs and investments. With no new money from the state (and in fact a decrease), the increased funding would come from 12% tuition increases for an increase of \$67.6 million, other revenues of \$8.7 million, and an internal reallocation to decrease costs by \$61.2 million.

One-time funding of \$2 million is available from central reserves for departments that will lose federal funding because of A-21 budget reductions on research grants. Details in Aug. 22 memo to deans and department heads from Mark Brenner, acting VP for research, and Richard Pfitzenreuter, associate VP for budget and finance.

Civil Service Committee will have 5 vacancies, 3 for 3-year terms and 2 for 2-year terms, beginning next month. To apply, contact search committee chair, c/o Office of Equal Opportunity, 419 Morrill Hall, (612) 624-9547. Members leaving the committee are James Gregory, Linda Molenda, Deborah Sampson, Karen Stutelberg, and Pamela Wilson. Continuing members are Larry Etkin, Dana Peitso, Carol Siegel, and Susan Weinberg.

All nonbargaining unit, nonhospital civil service employees who have held appointments of at least 50% time for at least 2 years are eligible; clerical employees whose classifications have not been assigned to the AFSCME bargaining unit are eligible. Applicants must be able to attend at least two 3-4 hour meetings a month and serve on 8-10 classification appeals panels a year.

Hill Visiting Professor nominations for 1995-96 are due Oct. 17 in the Graduate School, 325 Johnston Hall, Minneapolis. Procedures are in April 27 memo from Hill Advisory Committee. For copies call (612) 625-4858.

CROOKSTON—New students will be part of an All-Campus Jigsaw Puzzle today (Sept. 7), 2-3 p.m. Students put puzzle pieces together as they go from office to office to learn locations of various offices and services on campus.

DULUTH—The Hispanic/Chicano/Latino Celebration is Sept. 21-Oct. 20 and includes films, musical performances, and presentations. Tweed Museum of Art presents Tweed in Bloom Sept. 23-25.

Three professors in the College of Science and Engineering were elected to national leadership positions in their disciplines at the National Conference of the Council of Undergraduate Research, held recently at Bates College, Lewiston, Maine: Joe Gallian, chair, math; Ron Caple, chair, chemistry; and Conrad Firling, secretary, biology.

MORRIS—Legislative Committee on Waste Management will hold a workshop Sept. 14 in Oyate Hall. Topic will be "Vision 2015: Planning for Minnesota's Waste Management Future."

Annual faculty-staff community picnic will be Sept. 16 at the West Central Experiment Station. Picnic will climax a week-long series of faculty/staff meetings and new faculty workshops.

TWIN CITIES—Lanny Schmidt, professor of chemical engineering and materials science, will be inducted into the National Academy of Engineering Oct. 5 "for the application of principles of surface science to the design of new catalytic cycles and the molecular understanding of catalytic reaction engineering."

U Laundry Services, a self-supporting unit that receives no state funding, will close permanently Sept. 30. Labor costs, which are more than 66% of total expenses, were high, with hourly wages \$3-\$4 higher than competing laundries and fringe benefits more than double. Teamster employees were scheduled to vote March 9, 1994, on whether to accept a cost-reduction plan that included wage concessions, but Teamster representatives decided to disallow the vote. Employees are about 28 Teamsters, 2 managers, 2 AFSCME members, and 6 part-time student employees. Nearly 90% of the laundry's business was from U Hospital, which has now chosen an outside vendor (Lake Superior Laundry Services from Superior, Wis.), with estimated savings of more than \$433,000 annually.

David Johnson, educational psychology professor, and Richard Weinberg, Institute of Child Development director, have been awarded the College of Education's Emma M. Birkmaier Professorship in Educational Leadership. Each will receive \$25,000 annually for 3 years to support his research.

Education professor John Manning will participate in a worldwide teleconference celebrating International Literacy Day Sept. 8. He will join U.S. undersecretary of education Marshall Smith in Washington, D.C., for a segment on "Literacy in Classrooms Around the World."

Eastbound ramp to I-94 from the U will be closed the week of Sept. 12.

Raptor Center's annual trip to Duluth's Hawk Ridge to view the migration of hawks, falcons, eagles, and other birds is scheduled for Sept. 10, 7 a.m.-6 p.m., cost \$50 for nonmembers; call (612) 624-4745. Gov. Carlson has proclaimed the week of Sept. 18-24 to be Raptor Center 20th Anniversary Recognition Week. Center was founded within the College of Veterinary Medicine by Gary Duke and Patrick Redig, who is now director of the center. Events include Raptor Fest '94 at the Lafayette Club in Minnetonka Sept. 22 and the fall bird release Sept. 24 at Hyland Lake Park Reserve in Bloomington.

Participants are needed for 2 studies. Division of Epidemiology is seeking healthy volunteers, 21-68, for a study of dietary fats and fiber. Participants will have all meals provided free for three 7-week periods. Weekday breakfasts and dinners must be eaten at Moos Tower. Payment will be provided upon study completion. Call (612) 626-8572. Department of Family Practice and Community Health is conducting a study using niacin to reduce cholesterol. If your total cholesterol is above 250, or your LDL is above 160, you may be eligible. Call 627-4946.

Events: Campus Kick-Off Days Sept. 22-Oct. 1, beginning with Paint the Bridge Sept. 22-23 on the Washington Ave. Bridge, an event to beautify the bridge with designs created and painted by members of the entire campus community. "Managing the Customer Satisfaction Process," Sept. 22, Earle Brown Center, \$20, call (612) 625-6689. Party at the Rainforest Cafe at the Mall of America Oct. 1 to benefit the Bell Museum of Natural History, call Doris Rubenstein at 624-4716 for more information.

Reuse Program now has a Materials Wanted listing on Gopher. If your department is looking for equipment, furniture, or supplies, you can list your needs. Departments that have usable items and want to avoid disposal and transportation costs can list Materials Available. Call (612) 624-8507 or send e-mail to reuse@gold.tc.umn.edu for more information. Gopher path is U of M Campus Information, Department and College Information, Facilities Management, Reuse.

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Editor: Maureen Smith (612) 624-2801

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Call University Relations at (612) 624-6868.*

A weekly internal bulletin serving all campuses
Big discussion at regents' meeting last week was on Biennial Budget Partnership Proposal, which is up for approval in October. Optimistic proposal calls for a \$77.7 million increase in state appropriations, a 5.5% tuition increase each year, and internal reallocation of \$28 million over the biennium. Pessimistic scenario, with no new money from the state, includes 12% tuition increases and an internal reallocation of \$61.2 million.

Regent Keffeler said partnership terminology captures the change in thinking that needs to happen on a state level. "We cannot be the only institution looking at whether we have too many campuses. We cannot be the only state agency looking at laying off employees. We cannot be the only one reallocating when reallocation is another word for 'cut.'" But she asked Hasselmo to be "far more specific" about what will close if the pessimistic scenario comes to pass. Regent Perlman agreed, saying "we can't get people's attention with abstractions."

President Hasselmo said he is reluctant to name units that might close, because "if we name names and then the closings don't go through, we send shock waves through the constituencies that support those colleges that will last for years to come. We've seen that in the past."

VP George outlined plans for U2000 Partnership Initiative to gather broad support for the U and U2000. He said the message must be simple, and "the farther we get from Morrill Hall, the less jargon we can use." Major messages: The U is a vital institution, the long-term solution for Minnesota. External changes and new expectations for services and accountability pose new and difficult challenges; the U has responded with the clear focus of U2000, whose goal is to preserve the status of one of the nation's premier research/land-grant universities while improving undergraduate education and becoming more user-friendly. Achieving U2000 requires hard choices by the U and support from state and citizens. "This place is important for each of us to own."

Restructuring of central administration was approved with one dissenting vote, from Regent Rosha. He said he was concerned about the placement of the Institute of Agriculture, Forestry, and Home Economics (IAFHE) under the provost for professional studies. Rosha said there is much concern in the agricultural community and "I will not be the University's apologist on this."

President Hasselmo said the cluster makes sense because the deans of the professional schools, including Agriculture, Natural Resources, and Human Ecology, have been meeting for some time, and they are all focused on applied research and professional activities. Cluster will strengthen ties that have been growing in recent years anyway between IAFHE and the other professional schools, he said.

Regents passed a resolution authorizing the administration to negotiate a sale of the Supercomputer Center to Cray Research. VP Erickson is to report to the board in October on the status of the transaction.

Derivatives deal that lost \$13 million was explained by associate VP Roger Paschke. He said the U has now restructured its investment portfolio away from the use of derivatives and is limiting the amount of assets with any one money manager. Loss must be put in perspective, Paschke said: each year the U manages \$2.5 billion in assets, of which less than 7% is in "alternative investments" such as the derivative account.

Management of funds is his responsibility, Paschke said, and "I feel terrible" about the loss. But track record shows one of the best managed public university endowments in the U.S. Even with the big reported loss, fiscal year 1994 results were up 2.5%. Over the past 10 years, the fund is up 14.5%, compared to national average of 12%. "It's valued at \$30 million more than it would be if we had just kept pace with peer institutions." VP Erickson said: "By any measure, our performance has been exemplary. Occasionally we get nicked."

Future of Northrop Auditorium was the subject of a report from advisory committee chaired by former VP David Lilly. Recommendations include addition of a concession in the main floor foyer and a balcony-level bistro with a high-quality menu of light foods for patrons who want to arrive early for events or eat something more than hors d'oeuvres during intermission, and improved east and west side entrances.



Northrop's 3rd level would be converted into a new regents meeting room and administrative offices. Marching band would move from Northrop into "suitable facilities," enabling improvements to Northrop to make it more user-friendly. Northrop programs and uses would be refocused to restore its role as a symbol of educational and cultural outreach and not have all the programming dictated by events that can "fill the house" and make money.

Washington Avenue footbridges on the TC campus are in "very bad shape," assistant VP Paul Tschida told a regents' committee. Before the start of fall quarter, the east bridge (the one with stairs) will be closed and the west bridge (handicap accessible) will be narrowed from 10 to 6 feet because of the danger that it could not hold the weight of all the people who might cross it if it remains 10-feet wide. "It's frustrating, but we feel there is no alternative because of the safety concerns," Tschida said. Tentative plans call for the west bridge to be repaired next summer; east bridge will not be reopened. Complete rebuilding of the bridges would not make sense at this time because of the uncertainty over the use of Washington Ave. for a light-rail corridor, Tschida said.

New information and referral data base will soon provide easy access via Gopher to all kinds of information and resources of interest to gay, lesbian, bisexual, and transgender communities. For more information call the Gay, Lesbian, Bisexual, Transgender Programs Office at (612) 625-6042 (voice/TT) or e-mail to gibt@maroon.tc.umn.edu.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* are on the fileserver, AIS Public Access Bulletin Board, and Gopher: Due Dates for Continuous Appointments; P&T Schedule for Submission/UMD; P&T Schedule for Submission; Fringe Benefit Matrix 8/94; Benefits Policy Issues; Summary of Benefits; Salary Offer Approval; FICA Withholding 8/94. Information: Karen Linquist at (612) 624-9817.

CROOKSTON—Agassiz Regional National Educational Consortium will meet Sept. 16 at 10 a.m. in Conference Center A. Chancellor Sargeant chairs the steering committee and executive committee.

Events: Hispanic dinner and dance Sept. 17, with dinner at 5 p.m. in Brown Dining Room and dance at 8 p.m. in Bede Ballroom. UMC students will hold a dance with Midnight Reign Sept. 21, 9 p.m.-12:30 a.m., in Bede Ballroom.

DULUTH—Werner Fornos, president of the Population Institute in Washington, D.C., will speak Sept. 22 at 7 p.m. on "Gaining People, Losing Ground" in 175 Life Science.

MORRIS—Student counseling director Tom Balistriero and Morris academic partner Mindy Crawford have organized an effort to begin a student research journal at UMM. Editorial board has been formed, with faculty member Edith Farrell serving as editor in chief. Plans will be forthcoming.

"Contemporary Landscape: Spirit and Artifice" opens 1994-95 gallery season. Exhibit runs through Oct. 25.

TWIN CITIES—Philanthropist Frederick Weisman, who gave \$3.5 million for the art museum on campus that bears his name, died at his home in Los Angeles Sept. 11. He was 82. Weisman Art Museum, designed by California architect Frank Gehry, opened last November to international acclaim. Memorials may be given to the museum.

Summary of the Student Campus Diversity Survey has been published. Some findings: Men were less interested in learning more about other cultures than women were. All 4 ethnic minorities expressed concerns about the climate for diversity on campus, but African American students were much more likely than others to have had negative experiences on campus. Of the racial/ethnic groups, Chicano/Latino/Hispanic students were consistently the most accepting of other groups. Gay, lesbian, and bisexual students were very accepting of other marginalized populations. Undergraduates reported they were more accepting of nearly all subpopulations since coming to the U.

Rally on the mall at noon on Sept. 22 (the first day of classes) will kick off a year-long 125th anniversary celebration for CLA. Festivities will include proclamations from President Hasselmo and Dean Davis, music by the U Marching Band, and an introduction to Gopher women's volleyball and men's football teams. Following the rally, the Minnesota Shakespeare Theatre Company will present a complimentary performance on the mall.

Office of Admissions will host open houses for prospective students and parents Oct. 8 and 22 and Nov. 5, 9 a.m.-3 p.m. Day will begin with a welcome at Ted Mann Concert Hall, where guests will be entertained by a U music ensemble and a slide show introducing them to campus life. Guided bus tour of campus will follow. After the tour, participants will break into information sessions on many topics. Parents will have a session to ask questions on such topics as financial aid and campus security. For information, call VISITLINE at (612) 625-0000.

Children's book art from the Children's Literature Research and Kerlan Collections will be on exhibit in Japan through February 1995. Exhibit catalog is in 109 Walter Library. For information call Karen Hoyle, (612) 624-4576.

Reservation of all outdoor space on campus is coordinated by the Office of Student Activities, 256 Coffman Union, (612) 624-5101. Applications are available in 256 Coffman Union or 190 Coffey Hall.

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Editor: Maureen Smith (612) 624-2801

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Call University Relations at (612) 624-6868.*

A weekly internal bulletin serving all campuses

President Hasselmo will give his State of the University address at a special meeting of the U Senate Oct. 6, 3:30-5 p.m., in the atrium of the Humphrey Center on the West Bank. Coordinate campus locations: Bede Hall conference room at Crookston, 90 Bohannon Hall at Duluth, Science Building auditorium at Morris.

Question-and-answer period will follow the speech. Refreshments will be served after the address in the Humphrey Center dining room. All members of the U community are invited.

Search committees are being formed this week for provost for arts, sciences, and engineering and provost for professional studies. Searches will be national, but committees will be told to give consideration to nominees' familiarity with the U's academic and administrative programs. Search for a UMD chancellor is in progress; vice chancellor Gregory Fox is search committee chair. Goal is to complete all 3 searches by end of fall quarter.

Vice presidential searches will not begin until after the transition task force has made its recommendations on the structure of central administration. Task force is looking at questions of whether to move forward with these searches and how to define responsibilities of the 2 vacant vice presidencies and the new VP for outreach. Jack Imholte will serve as acting VP for student affairs and Mark Brenner as acting VP for research through the end of the academic year. An acting VP for outreach will be named by the end of fall quarter.

Hibbing's Mesaba Clinic and Mesabi Regional Medical Center have agreed to an alliance with the University of Minnesota Health System (UMHS). The board of directors of Mesabi Regional Medical Center (MRMC) has decided to negotiate exclusively with UMHS for the purpose of becoming an affiliate organization of UMHS. Separately, officials of UMHS and the Mesaba Clinic, a 15-member physician group based in Hibbing, have signed a letter of intent to plan for an affiliation. Both sets of discussions are expected to take 3-4 months to reach closure and are subject to approval of the governing boards.

"UMHS is proud of the long-standing relationship that we have had with MRMC, the Mesaba Clinic, and other providers in the area," said Greg Hart, UMHS president. "We look forward to solidifying these relationships through these affiliations. Collaboration among health care providers is the best way to serve the community as our health care system becomes reformed, and the educational aspects of these affiliations also will help us better serve the state."

Joel Tierney of the Office of General Counsel has announced his retirement from the U. Tierney has served as U attorney for 33 years under 5 presidents. He is one of the founding members and past president of the National Association of College and University Attorneys. General counsel Mark Rotenberg said, "Joel was instrumental in establishing the attorneys' office and directing its activities for many years. He will be missed by both his colleagues and his clients."

Hill Visiting Professor nominations for 1995-96 are due Oct. 17 in the Graduate School, 325 Johnston Hall, Minneapolis. Guidelines are in April 27 memo from Hill Advisory Committee. For copies call (612) 625-4858.

McKnight Land-Grant Professorship nominations are due at the Graduate School, 313 Johnston Hall, by noon Oct. 21. Nominating procedures are contained in May 2 memo from Graduate School dean's office. Call Myrna Smith at (612) 625-7579 with questions.

CROOKSTON—Fall convocation will be Sept. 28 at 10 a.m. in Bede ballroom. Patrick Carey, marketing representative for IBM, will address fast-changing technology and use of laptop computers.

UMC faculty and staff are invited to participate in Crookston Area Chamber of Commerce seminars: "Equal But Different" Sept. 26, 6:30-9:30 p.m., Conference Center ABC; "Staying Energized in a Draining World" Sept. 27, 10 a.m.-noon, at the Northland Inn in Crookston.

Kevin Brennan Comedy Hour will be Sept. 27 at noon in the Trojan Inn.

DULUTH—Four UMD Paint-a-Thon volunteers received chancellor's recognition awards for their outstanding leadership efforts: Cheryl Aker, Steve Dewey, Stephen Rubinfeld, and John Newstrom.

Visitors: Eugene McCarthy, former Minnesota senator, will speak on "Threats to American Democracy" at UMD Sept. 22 at 8 p.m. Regent Perlman will be on campus Sept. 23 to address UMD's business and corporate friends and meet with media and the campus community.

UMD's Outdoor Program presents a Voyager Initiation Weekend Sept. 23-25 and a North Shore Climbing Weekend Sept. 24. Call (218) 726-6533 for details.

UMD has been awarded its first Minnesota Job Skills Partnership Grant of \$30,000 and matching grant of \$35,725 from CIRRUS Design Corp. Formal announcement and news conference will be Sept. 26.

MORRIS—UMM has been selected for inclusion in the 14th edition of *Peterson's Competitive Colleges*, to be published in April 1995. UMM is also listed among the top 100 institutions in the annual "Best College Buys Now" edition of *Money* 1994. *Peterson* selection is based on quality of student body and endowments affixed to the college. *Money* ranks schools on 16 factors related to cost and academic quality.

Performing Arts Series tickets go on sale Sept. 26. Series opens Oct. 18, 8:15 p.m., with Native American flutist R. Carlos Nakai and luthier/singer William Eaton. All events in Edson auditorium. Information: (612) 589-6080.

TWIN CITIES—Human Resources and Teaching Enrichment Opportunities for Faculty sponsor New Faculty Orientation Program Oct. 4-5. Welcome session for new faculty is Oct. 4, 9-10:30 a.m., 320 Coffman Union, featuring CLA dean Julia Davis and Tony Potami, associate VP for research and technology transfer. Information Fair for new and returning faculty and TAs is Oct. 4, 11 a.m.-2 p.m., Mississippi Room, Coffman. Workshops for new and returning faculty are Oct. 4, 1:30-3:30 p.m., and Oct. 5, 9 a.m.-3:30 p.m., 3rd floor, Coffman. Information: (612) 627-4327.

Marching Band and men's athletic department have expanded their traditional partnership to include cosponsorship of annual indoor concert and a new series of pregame festivities. Concert will be in Williams Arena Nov. 13, 3 p.m. Tickets \$5 for adults, \$3 for children 12 and under. For information call 62-MUSIC (612-626-8742).

Lunch with Leaders Sept. 28 on both the Minneapolis and St. Paul campuses will give faculty and staff and leaders from the surrounding communities a chance to talk with students while serving them a free lunch.

Sexual Violence Program, located at 253 Nicholson Hall, will conduct another Volunteer Sexual Assault Training designed for students, staff, and faculty who are interested in being volunteer advocates working with sexual assault victims/survivors. Training is 52 hours, Mondays, Wednesdays, and Fridays, Oct. 10-Nov. 7, 1-5 p.m., 140 Nolte Center. Call Janet Duff at (612) 625-6512 for an application or further information. Book discussion group on *Transforming a Rape Culture* will meet Wednesdays, Sept. 28-Nov. 30, 3:30-4:30 p.m., 253 Nicholson Hall, call Jane Ellison at 625-6512; books may be purchased from the Sexual Violence Program for \$15.50.

Student Services Center at the School of Public Health opened its doors at D-305 Mayo Sept. 1. Office will help prospective and current students, staff, and faculty by providing timely, accurate information about policies, procedures, and academic requirements of the school and the U. Office also houses the school's Career Center. Director is Katherine Murphy. Everyone is invited to an open house Sept. 27, 10:30 a.m.-2:30 p.m., at D-305 Mayo.

Deadline for faculty and staff to order Northrop Auditorium season tickets by payroll deduction is Sept. 30. Call (612) 624-2345 for assistance.

Lectures and presentations: "Aspects of My Illustrating Children's Books," a slide presentation by British author Pat Hutchins, Oct. 3, 4:30-5:30 p.m., 109 Walter Library, preceded by an autographing session at 4 p.m.; call (612) 624-4576 for more information. "How Much Land Can 10 Billion People Spare for Nature in an Uncertain Climate?" by Paul Waggoner (annual Kuehnast Lecture), Oct. 4, 3 p.m., 335 Borlaug Hall. "Five Decades of Thoughtful Investigation and Teaching in Climatology and Meteorology," an all-day symposium in honor of the career of Donald Baker, a distinguished faculty member in soil science since 1958, Oct. 5, 9 a.m.-3:45 p.m., St. Paul Student Center theater; call 625-1244 for more information or lunch reservations.

Celebrations: Child Care Center is celebrating 20 years of providing high quality child care to children of faculty, staff, and students. Celebration is Sept. 23, 4:30-7:30 p.m., at the Child Care Center, 1600 Rollins Ave. S.E. Friends and former families of the center are invited to attend. For more information call (612) 627-4014. Friends of the U Library invites all faculty and staff to a reception celebrating the U Libraries' Special Collections Sept. 29, 4:30-7 p.m., in the Wilson Library gallery (4th floor). Welcoming and introductory remarks will be at 5:30 p.m. Respond to Judy Burton, 624-8207, or e-mail to j-burt@vm1.spcs.umn.edu.

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Back-to-school stories about the U on Twin Cities TV stations were positive stories. Channel 5 did a story Sept. 21 on the U as one of the best values in higher education, as listed in *U.S. News and World Report*, and Dean Davis of CLA was interviewed. The TC campus was 21st best (lowest) in sticker price among national universities. UMD ranked 10th for value among regional universities.

Channel 11 did a 4-minute story the same night on Residential College, an experimental program to make the U feel smaller. The 94 freshmen in the first group live and eat together in Territorial Hall, take at least one course in common every quarter, share academic advisers, and have a ready-made set of friends. Advisers Marvin Marshak of IT and Gayle Graham Yates of CLA plan to hold office hours, lead discussion groups, and attend social events in the dorm. Classes may be held there in the spring.

President Hasselmo will answer questions and address concerns of civil service staff at Civil Service Committee meeting Sept. 29, 12:45 p.m., 300 Morrill Hall, open to everyone. He is scheduled for the beginning portion of the meeting. Also on the agenda is a representative from Facilities Management and a Human Resources update.

Review committee is seeking comments about the performance of VP Infante, for a regularly scheduled review. Signed letters of evaluation should be addressed to the chair of the review committee and received by Oct. 7. Review committee will also hold an open hearing Oct. 12, 3-4 p.m., in 223 Johnston Hall. Faculty, staff, and students are encouraged to participate; call Kathy Yaeger at (612) 624-5481 to schedule a 5-minute time slot.

Review committee chair is Regents' Professor Ronald Phillips, Department of Plant Genetics, 411 Borlaug Hall, St. Paul. Other committee members: Sabra Anderson, Eugene Borgida, Luella Goldberg, Harriett Haynes, Roberto Heros, Earl Nolting, Anne Sales, Pamela Wilson.

Preparing Future Faculty, a program to introduce doctoral students to the many roles of a faculty member, begins this fall, with funding from the Pew Charitable Trust. In a nationwide competition with 70 schools competing, the U was chosen as one of 5 schools to lead a regional cluster of schools (with Macalester, Metropolitan State, Minneapolis Community College, St. Olaf, and the Morris campus). Thirty top doctoral students will be assigned to internships and faculty mentors on the campus.

Teaching Opportunities for Doctoral Students (TOPDS), a program to prepare future faculty for teaching, is now in its 2nd year, with funding from the Bush Foundation. "From everything I've seen, we've had rave reviews," says Mark Brenner, acting dean of the Graduate School. Although most doctoral students are preparing for careers as college professors, they have traditionally been expected to learn by doing. In 1989 a survey of tenure-track faculty at the U revealed that 44% had no formal preparation for teaching.

Many top doctoral students will end up teaching at a state university, a liberal arts school, or a community college. "There has been a stigma perpetuated by some of our faculty that you're not a success unless you go to a research university," Brenner says. Graduate faculty need to widen their idea of success so that it isn't just "to replicate or clone themselves," says Jan Smith, who teaches the TOPDS teaching class. "There isn't room in this country for much more cloning of research faculty."

New effort reporting system administered by the Office of Research and Technology Transfer Administration (ORTTA) will begin in fiscal 1995. System is more efficient, easier to use, and will reduce the U's exposure to federal compliance risk. ORTTA will offer staff training for the new certification method beginning in October.

CROOKSTON—UMC will host Midwest Association of Hospitality Educators (MAHE) 1994 Fall Conference Sept. 29-30. MAHE is affiliated with the Council on Hotel Restaurant Institutional Educators. Keynote address will be given by executive VP Doug Adair from Washington, D.C. Conference focuses on technology.

Several UMC students will perform in the Crookston Community Theater production of *Ten Little Indians*. Performances will be on campus in Kiehle auditorium Sept. 29-Oct. 1 at 7:30 p.m. and Oct. 2 at 3 p.m.

DULUTH—UMD is participating in the Duluth Community Energy Council's Wise Miser Contest by walking, carpooling, or biking to work Oct. 5. Contact Karen Updegraff at (612) 720-4338.

Virginia Katz, head of the communication department, is newly elected chair of 1994-95 Commission on Women.

Dinesh D'Souza, author of *Illiberal Education*, who popularized the term "political correctness," spoke on campus at noon today (Sept. 28).

MORRIS—Elizabeth "Bettina" Blake, vice chancellor for academic affairs and dean, has announced her intention to resign from that position as of June 30, 1995, or as soon after that as a new chief academic officer can take over the responsibilities. Blake, who has been dean of the Morris campus for 16 of its 35 years as an undergraduate college, and who holds a tenured faculty position, emphasized that she is not leaving UMM. She intends to ask for a year's unpaid leave for 1995-96 and will "use the year to explore whatever options may be open to me."

Groundwork is under way for an Alumni Garden, to be located between the Minority Resource Center, Education, and Spooner Residence Hall buildings. Alumni of the West Central School of Agriculture (WCSA), which operated at the present site of UMM from 1910 to 1963, developed a plan for the garden to honor WCSA students and faculty.

"An AIDS Vigil—A Time for Wakefulness from an Inert State" will be Oct. 2-7. Events include the film *Philadelphia* Oct. 1 at 8 p.m. and Oct. 2 at 3 and 8 p.m. in Edson auditorium; speaker Jim Rothenberger on "Changing Behaviors" Oct. 3 at 7 p.m. in Edson auditorium; speaker Scott Fearing on "Fueling the Fire: Homophobia in the Age of HIV/AIDS" Oct. 6 at 6 p.m. on campus mall.

TWIN CITIES—"The First R: A Right of All Children" is the title of the inaugural Guy Bond Commemorative Reading Conference hosted by the College of Education Oct. 6-8 at Coffman Union. Conference will focus on giving educators the best possible instruction for helping children who have difficulty learning to read and will feature leading scholars and educators from around the country. Ernest Boyer, president of the Carnegie Foundation for the Advancement of Teaching and U.S. commissioner of education during the Carter administration, will deliver the keynote address Oct. 6 at 7 p.m. at the Weisman Art Museum. Keynote address and Weisman event are free and open to the public. Cost for the remainder of the conference is \$50. Information: Mike Graves at (612) 625-2390.

Henry Louis Gates, Jr., author of the best seller *Colored People*, will give a free lecture Oct. 10 at 7 p.m. at the Ted Mann Concert Hall. Gates is considered one of America's most influential scholars on African-American history and culture. His book is a memoir about growing up in a small West Virginia town during the 1950s and 1960s.

"Sixty-Year Odyssey of a Modernist Architect and Educator," a slide lecture by professor emeritus Ralph Rapson, will be Sept. 30 at 4 p.m. in Architecture Building courtyard. Rapson was head of the School (now College) of Architecture and Landscape Architecture from 1954 to 1984. Lecture and reception are free; call (612) 626-1000.

Renowned National Ballet of Canada and its orchestra open the 1994-95 Northrop Dance Season with *Swan Lake* Oct. 4-5 at 8 p.m. Faculty/staff discount tickets: (612) 624-2345.

Disabled Student Cultural Center celebrates Disability Awareness Month with a showing of *When Billy Broke His Head...and Other Tales of Wonder* Oct. 4, 7 p.m., Coffman Union theater. Tickets \$3, available in 235 Coffman.

The 1995 Summer Session bulletin will highlight contributions of the U and its faculty over the past 50 years and feature current research that will contribute to a better world in the next 50 years. If you would like your research (past, present, or future) presented, contact Marchet Reeve at (612) 624-5866. Space is limited.

Bell Museum's Touch and See Room hours have been extended—9 a.m.-5 p.m. weekdays in addition to the regular weekend hours, Saturday 10 a.m.-5 p.m. and Sunday noon-5 p.m. Staff and faculty are invited to stop in for a visit.

Tickets are still available for the Oct. 1 benefit for the Bell Museum at the Rainforest Cafe at the Mall of America. Reserve your spot by calling (612) 624-9050.

Alumni Society of Allied Health Professionals (physical therapy, occupational therapy, medical technology, mortuary science, and nurse anesthesia) will hold its annual meeting Oct. 11 at Weisman Art Museum, beginning with tours and reception at 6 p.m. Curator Patricia McDonnell will give a presentation at 6:45 p.m. Open to the public, cost \$15, deadline Oct. 5. Call Hope Thill at (612) 624-2323.

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Editor: Maureen Smith (612) 624-2801

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A monthly journal of public affairs serving all campuses

Biennial budget partnership proposal that will go to the regents for a vote next week "lays out the real needs for increased investment" in the next 2 years, President Hasselmo says. Total of \$137.7 million includes \$45.4 million for a salary and fringe benefit pool (2.5% per year for the salary pool and 5% per year for fringe benefit cost increases), \$16.2 million to maintain the current budget base, \$33 million for physical resources (utilities, building operations and maintenance, capital debt service), and \$43.1 million for U2000 investments.

Proposal does not ask the state for the entire \$137.7 million. "We are a partnership, and we have proposed a partnership financing agreement," Hasselmo says: \$77.7 million from the state over the next 2 years (a 5.5% per year increase), \$30.3 million from increased tuition revenue (also a 5.5% per year increase), \$1.5 million from other revenue increases, and \$28.2 million from U reallocation over the next 2 years.

To meet the \$137.7 million investment need with no help from the state would require tuition increases of at least 12% per year, other revenue increases of \$8.7 million, and U reallocations of \$61.4 million during the biennium. "That level of reallocation clearly would seriously damage a University that has already reallocated tens of millions of dollars" over the last 5 years and has even closed a campus, Hasselmo says.

Biennial request was the big topic when President Hasselmo met with Civil Service Committee (CSC) Sept. 29. "We want very much to enlist the support of the civil service staff for the partnership proposal," he said. "We hope we can join forces behind that proposal and present a united front." Early soundings from legislators have been positive, Hasselmo said, but the problem is that the competition for state dollars is so intense. Human services and K-12 education are "funded by formula," and "we get the leftovers," he said. "It's not a deliberate strategy not to fund us." With the increasing concern about crime, he said, prisons are also competitors for funds.

Reallocation plan will also go to the regents next week, and Hasselmo told the CSC that one question is how much detail to give. Plan will not call for closing a college, he said. "I don't have a college that I can say I can do without." But units will have to shrink in hundreds of small ways.

Some reduction in staff will be unavoidable, Hasselmo said. "We are looking at buyout plans when we have to make changes" in order to "at least soften the effect," he said. "We want to look at the dual need to provide job security and create flexibility. We need both." Widespread perception is that the U's strategy is to change job descriptions and replace well-paid employees with new employees at lower salaries, Barry Bridges said. "There is certainly no systematic strategy to downgrade jobs. On the contrary," Hasselmo said. "In a sense it's an outcome of a strategy to lower costs," Bridges said. Hasselmo agreed that "it could well be a consequence."

Decision making on collegiate budgets was one topic when Senate Committee on Finance and Planning met with associate VP Richard Pfutzenreuter Sept. 27. Will the provost or the president make decisions? Pfutzenreuter said the president must submit budgets to the regents and will be accountable for them. Central administration will look at collegiate data before it makes allocations to provosts, but amounts won't be identified for colleges. Provosts will make decisions about colleges and bring back recommendations to the president.

Medica Premier is the new low-cost health plan in the TC area, replacing Group Health. For the 8,700 employees covered under Group Health, this will mean that, for the first time, they will have to pay toward the cost of employee-only coverage. State Health Plan will continue to be the low-cost carrier on the coordinate campuses; Medica Premier is also available at no cost for employee-only coverage in some other areas. For more details see September newsletter from Employee Benefits. Watch for information soon on open enrollment.

Tanya Moiseiwitsch, stage and costume designer, received an honorary doctor of humane letters degree from the U Sept. 29 at a benefit dinner in her honor for the opening of Weisman Art Museum's retrospective of her work.

Charles Schultz, creator of *Peanuts*, the most widely distributed comic strip in the world, received an honorary doctor of humane letters degree Oct. 2 during a reception for the St. Paul native.



State of the University address by President Hasselmo is tomorrow (Oct. 6), 3:30-4:30 p.m., Humphrey Center, West Bank. Speech will be telecast by satellite and can be dialed in at Telstar 302, C-Band, transponder 6V (channel 11), downlink 3,920 MHz vertical; call (612) 624-3386 with problems.

Teaching Talk is an electronic mail discussion list focused on ideas and concerns of faculty about teaching duties. To subscribe, send a request message to teoff@gold.tc.umn.edu. Indicate whether you want to receive messages as they are posted or receive a periodic compilation. List is a service of Teaching Enrichment Opportunities for Faculty.

Correct phone number to reserve a slot to speak at open forum Oct. 12 on VP Infante's performance is (612) 624-5841.

CROOKSTON—UMC Teambackers Club is sponsoring a fan bus to Morris for football game Oct. 8. Cost of \$20 includes a ticket to the game. Bus will load at 9 a.m. and return following the game.

UMC hockey team took part in the Hike for Habitat Oct. 2. Players and coach Scott Oliver challenged other hockey teams in the area to get involved in the hike to raise funds for the Crookston Area Habitat for Humanity.

Fall quarter Campus Assembly will meet Oct. 20 at 4 p.m. in 207 Dowell Hall.

DULUTH—Homecoming Oct. 8 will include an Alumni Association Homecoming Reunion brunch along with a 5K Fun Run-Walk, followed by the football game with Southwest State and a concert at Marshall Performing Arts Center. Call (218) 726-7110 for details. Parents Weekend is Oct. 8-9.

Speakers: Zev Kadem, a Holocaust survivor who was placed on the original Schindler's list, speaks at UMD today (Oct. 5) at 7:30 p.m. in the Kirby ballroom. Dolores Huerta, cofounder of the United Farm Workers of America with Cesar Chavez, will talk on "Women's Role in Labor Organizing: A Contemporary Perspective on United Farm Workers" Oct. 11 at 7 p.m. in 80 Montague Hall.

MORRIS—Four new members will be inducted into the Cougar Hall of Fame at the 2nd annual banquet Oct. 15 at 8 p.m. in Oyate Hall. Inductees will be Verne Chandler, Doug MacIver, John Nordgaard, and Darcy (Rheingans) Winkelman. Tickets available through UMM athletic office, (612) 589-6425.

Events: First Friday conversations with Chancellor Johnson and vice chancellors Bettina Blake, Cathleen Brannen, and Gary McGrath begin Oct. 7 in the Alumni Room. AIDS awareness events continue through Oct. 7 with speaker Scott Fearing on "Fueling the Fire: Homophobia in the Age of HIV/AIDS" Oct. 6 at 6 p.m., Edson auditorium.

TWIN CITIES—Community Campaign continues through Oct. 31. Participating federations are Combined Health Appeal, Cooperating Fund Drive, Minnesota Environmental Fund, Open Your Heart to the Hungry and Homeless, United Arts, United Negro College Fund, and United Way. Contributions should be forwarded to payroll no later than Nov. 3. Campaign provides an opportunity for the U community to make a difference in the wider community.

Actors Ruby Dee and Ossie Davis will be Distinguished Carlson Lecturers Oct. 17 at 12:15 p.m. at Northrop Auditorium. Free tickets can be reserved by calling (612) 625-6688 or 625-3471.

Teaching Enrichment Workshop on "Informal Writing: a Teaching Tool" is Oct. 13, 1:25-3:20 p.m., Minnesota Commons, St. Paul Student Center, led by Chris Anson, associate professor of English. Workshop is free to faculty and TAs, but space is limited. Call (612) 627-4330 or register by e-mail at teoff@gold.tc.umn.edu.

Lectures and events: Policy Forum conference, "The American Community: Melting Pot or Boiling Point?" Oct. 7, 11:30 a.m., and Oct. 8, 8:30 a.m., Cowles Auditorium, Humphrey Institute. Open house for the new Birthplace, a collaboration of Fairview Health System and the U Health System, Oct. 12, 2-4 p.m., 4th and 5th floors, 2450 Riverside Ave., presentation at 3 p.m. "The Role of News in a World of Infotainment" by Jacqueline Adams of CBS News and Gerald Boyd of *New York Times* (10th anniversary Silha lecture), Oct. 13, 1 p.m., Bell Museum auditorium, panel discussion at 3:15 p.m.; call (612) 625-3421 for information. Minnesota Symposium on Child Psychology, "Cultural Processes in Child Development," Oct. 13-15, Mississippi Room, 4th floor, Coffman Union. "The Effect of NAFTA on Relations Between the United States and Canada" by James Blanchard, U.S. ambassador to Canada, Oct. 15, 10 a.m., 25 Law Building; call 625-8034. Kerlan Collection benefit silent auction with celebrity chair Tomie de Paola, Oct. 15, 7 p.m., Minnesota History Center, \$30 for champagne and dessert; call 624-4576.

Announcements: Student Employee Committee meets Oct. 10, 2-4 p.m., 125 Coffey Hall, St. Paul. Programs for new and expectant mothers include a newsletter, a nursing mothers room, and a lunchtime gathering for information and support (Oct. 7, Nov. 4, and Dec. 2); call (612) 624-6964 for details. Parking Services offices will move to new Transportation and Safety Building fronting the Washington Ave. ramp Oct. 7-8; offices will be closed from 2 p.m. Friday to 7 a.m. Oct. 11; call 626-PARK for assistance. Summer Session is now accepting course proposals to be taught in Summer Honors College 1995 for high-ability Minnesota high school students; proposals due by Nov. 1; call Carol Ann Dickinson at 624-9898.

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Oct. 12, 1994

Editor: Maureen Smith (612) 624-2801

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"A Partnership Renewed" was the title of President Hasselmo's State of the University address Oct. 6. Subtitle was "A Partnership Threatened." Hasselmo presented a graph showing that the proportion of the state budget provided for higher education has declined by 21% since 1987. "Look at the graph—and let its implications sink in!" he said. "If we do not reverse this devastating downward trend, the flagship University of this state, yes, all of higher education in this state, may lapse into mediocrity, deadly mediocrity."

Hasselmo cited 2 years without salary increases and the loss of 1,000 faculty and staff positions since 1991 as severe effects of dwindling resources. Reallocations to CLA, IT, and Duluth in the 1991 Restructuring and Reallocation plan were "all but obliterated by the state-imposed cuts." Perhaps most disastrously, he said, "the severe cuts in the face of such strong self-help efforts have seriously undermined faculty and staff morale."

Hasselmo pointed to the TC campus psychology department as one example of an excellent but underfunded department. Department was ranked 5th in the nation in 1993, and an accreditation report by a Princeton professor called this "a notable achievement for a department with so many students and so few faculty." Michigan and Illinois each have about twice the faculty for 60%-70% the number of graduate students.

United effort in support of the Partnership Proposal will be needed, Hasselmo said. "Unfortunately, I already see the signs of corrosive dissension...I can assure you that internal strife at this stage will hurt us badly with the state. I urge you all, faculty, staff, and students, to throw your full support behind this plan."

Success stories were also cited in Hasselmo's speech. From the past (quoting Medtronic chair Win Wallin): Medtronic would not exist without the U, nor would Medical Alley and most of its member companies. Medtronic employees total 10,000, and 3,700 of them are in Minnesota. Value of its shares is \$6 billion, 4th largest in Minnesota. More than 2,000 corporations have been created by IT and Carlson School alumni alone.

This fall's freshman class on the TC campus is the best in 2 decades, Hasselmo said, and applications have increased by 24% in 2 years. Five-year graduation rate for the TC campus, exclusive of GC, has improved from 34% to 39% in 6 years. Rates have also improved from 32% to 35% at Duluth and from 41% to 54% at Morris.

Army High Performance Computing Research Center has received a 3-year, \$21 million grant from the Department of Defense, Hasselmo reported. Representative Martin Sabo made the announcement Oct. 6. Two potential one-year extensions could bring in another \$14 million, boosting the total award to \$35 million.

Location of interdisciplinary centers was a major topic when Mark Brenner, acting VP for research, met with the Faculty Consultative Committee (FCC) Oct. 6. Question is whether all centers that cross collegiate lines will report to a dean or a provost or whether any will report to the VP. "Our office has no interest in taking on too many centers," Brenner said. A related issue is funding for the centers. Ken Heller expressed concern for the "underfunded core departments" and spoke against starving the basic U and creating centers. Brenner said this concern is legitimate, but he said interdisciplinary activities are important for a successful research university.

Spreading the word inside and outside the U that it is a great institution and an institution at risk was the theme of VP George's comments to the FCC. George said he has been telling people that not many human institutions have existed virtually unchanged for 500 years—the Catholic Church, the Parliament of Iceland, and the Parliament of the Isle of Man are a few—and half of them are universities. "Major research universities are incredibly important, and adaptable," he said.

George and the FCC talked about the problem of communication within the U. One step he has taken, George said, is to set up lunches for 3 or 4 department chairs, cutting across college lines, to meet with one of the people in Morrill Hall who has a faculty background. He said 75% of all chairs and heads have signed up, and the "initial reaction has been astonishing." Geoff Maruyama suggested similar opportunities for rank-and-file faculty, and Ken Heller said there is also a need for better communication among faculty, so people can know about the great work others are doing.

Benefits Open Enrollment for medical insurance, long-term disability insurance, and health care and dependent care reimbursement accounts is Oct. 16-Nov. 15. Open enrollment packets should be available to all eligible faculty and staff this week at their campus addresses. If you haven't received a packet by Oct. 21, contact Employee Benefits. Packet includes 1995 premium rates. Take note of the medical plan premiums, because all plans have had significant premium changes for 1995. No changes can be made to dental coverage this year.

Carrier brochures on medical plan providers and networks have been sent to departments and will be available at the Employee Health and Benefits Fair Nov. 8-9 at Coffman Union in Minneapolis, Nov. 10 at Earle Brown Center, St. Paul. Details about the event are in the open enrollment packet.

CROOKSTON—United Way campaign has begun on campus with a goal of \$6,200. Captains/contact persons have been designated throughout the campus, coordinated by Glenice Johnson, professor of sociology in the technical studies division, and Kathy Braukmann, senior secretary in the Career Education Center.

Image Policy Committee has been formed to help develop a consistent image for UMC. Committee will facilitate selection of a theme for UMC, coordinate surveys of various audiences concerning UMC's image, develop an image plan and budget, and identify coordinators to review ads and publications. Chancellor Sargeant is chair.

UMC will host an alumni and friends social Oct. 13 at 6:30 p.m. at the Nicollet Island Inn in Minneapolis.

DULUTH—Chancellor Ianni's fall quarter open forum will be Oct. 20, 2:30-3:30 p.m., in Marshall Performing Arts Center. Topic is the campus effort to improve the retention and graduation of students.

U. Harold Levy, director of affirmative action and assistant to the chancellor, will present "Working Effectively with Diverse Populations: Affirmative Action Office" Oct. 19, 9-10:30 a.m., in Ballroom A.

First anthropology seminar will be Oct. 12, 3:15 p.m., in 214 Cina Hall. Pathology professor Arthur Aufderheide will present "Atypical Mummification at Egypt's Dakhleh Oasis."

MORRIS—Chancellor Johnson has been named the liaison to Minnesota's Compact, a part of Campus Compact. UMM joins the U system and more than 500 colleges and universities in this commitment to help students develop the values and skills of civic participation through involvement in public service.

Homecoming events begin tomorrow (Oct. 13) with coronation with comedian Scott Novotny at 7:30 p.m. and bonfire at 9 p.m. Homecoming parade is Saturday at 1:30 p.m. and football game at 4 p.m.

Performing Arts Series opens with R. Carlos Nakai and William Eaton Oct. 18 at 8:15 p.m. in Edson auditorium.

TWIN CITIES—Homecoming festivities began Oct. 8 with Community Service Day. Volunteers gathered at Northrop plaza before fanning out to community service activities from construction and yard raking for Habitat for Humanity to clothes sorting for Goodwill/Easter Seals. Homecoming parade will be Saturday (Oct. 15) at noon down University Ave. with Dean Davis of CLA as grand marshal. Alumni association is hosting a pregame pepfest, 4-5:30 p.m., at the Metrodome. Game against Northwestern is at 6 p.m.

Founding publisher Dick Durrell of *People*, political commentator Norm Ornstein, and Time-Warner executive Les Edwards are among CLA alumni who will speak on campus during CLA's 125th anniversary homecoming celebration Oct. 13-15. Most events will be in Coffman Union. Registration fee of \$15 ensures entrance to more than 20 discussion panels. History professor Hy Berman will talk on the U's presence in the TC community Oct. 15 at 10 a.m.

Lectures and events: Conference to explore remedies to racial inequity Oct. 16-18, Humphrey Center, cost \$99, \$20 for students, call (612) 625-4331. Film series and discussion in celebration of International Year of the Family begins Oct. 17, noon, Minnesota Commons, St. Paul Student Center, free. Weisman Art Museum presents Art Sandwiched In, a free lecture series for staff and students, Tuesdays beginning Oct. 18, 12:15 p.m., "Pollack to Pastiche: A Survey of Postwar American Art"; call 625-9494 to reserve a spot. "Outcomes Research and Managed Care" by William Roper, Oct. 21, 2:30-4 p.m., 2-620 Moos Tower. Band Montage concert featuring the Marching Band, the Symphonic Wind Ensemble, Jazz Ensemble I, Symphonic Band, and Percussion Ensemble Oct. 23, 3 p.m., Ted Mann Concert Hall, free. Supercomputer Institute is hosting an international symposium on Computational Molecular Dynamics Oct. 24-26 at the Humphrey Center, cosponsored by the national professional societies of both chemistry and physics.

Announcements: Metrodome park-and-ride shuttle-bus service is operating again this year for home Gopher football games; call (612) 626-PARK. Transit Services has moved to 301 Transportation and Safety Building, 511 Washington Ave. S.E., Minneapolis 55455; phone number remains 625-9000, new fax number is 624-8899. Undergraduate internships are available at Supercomputer Institute; faculty are invited to submit available projects; student application deadline is Nov. 10; call Cathy Duvall at 624-8859 or e-mail uip@msi.umn.edu. Alumni association encourages wearing maroon and gold on Maroon and Gold Casual Fridays Oct. 14 and throughout year.

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Editor: Maureen Smith (612) 624-2801

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President Hasselmo unveiled a \$143.7 million Biennial Partnership Proposal Friday, following action taken by the regents Thursday. Request contains the first major investments in U2000, the long-range plan to take the U into the 21st century. Proposal now calls for more state money than Hasselmo had originally recommended.

Regents voted to seek an \$87.7 million increase in state funding over the next 2 years, \$10 million more than Hasselmo had proposed. Regent Perlman praised the administration for a "superb job" on the budget but said that, because of constraints put on the U by the state, he had "never seen a budget request where we started out in a deeper hole than this one." Even if the U got what it was seeking, he said, the result would be a too-high tuition increase and too-low salary increases. "It embarrasses me to talk about that, and it angers me," he said.

Regent Rosha offered an amendment to add \$7.3 million to the legislative request, with the intent of buying down some of the tuition increase. Other regents said the salary problem was just as serious. Regent Hogan said he didn't know what the regents could say to faculty and staff if they voted only to ease tuition increase. "Why not split it?" he asked. Amendment was then changed to increase the request by \$10 million, with the exact breakdown of funds left to the discretion of the administration.

President's new proposal earmarks \$4 million of the extra \$10 million to hold down tuition, which means an average tuition increase of 4.8% instead of the 5.5% in the original proposal. Remaining \$6 million would go toward the compensation pool, increasing it to 3.4% instead of the original 3% (for salaries and fringe benefits).

"The regents' vote to increase my administration's already aggressive request strengthens our partnership proposal," Hasselmo said. "We have shared for some time a deep concern about our tuition and compensation levels. It is entirely appropriate that this board of Minnesota citizens express the urgency of these matters." Regent Keffeler said that "the unusual step taken by the board underscores the concern we feel."

"Investment, investment, investment" is the theme of the request, Hasselmo told regents. Plan does call for \$28.2 million in internal reallocations, he said, but it proposes \$115.5 worth of net new money and proposes key investments in high quality programs, quality improvements, and competitiveness. If more state funding does not materialize, Hasselmo has urged that the U move ahead with the investments on its own, which would require much steeper tuition increases and more than \$61 million in internal reallocations.

Investments will include \$16.2 million to maintain current benchmarks, \$43.1 million in U2000 initiatives, \$51.4 million in the salary and fringe pool, \$6 million in utilities and building maintenance inflation, \$6.8 million in new buildings operation, \$14 million in building maintenance, and \$6.2 million in capital debt.

Who will get what? Chart shows a net increase of \$25.4 million for the biennium for arts, sciences, and engineering; \$29.7 million for the academic health center; \$16.4 million for professional studies; \$1.74 million for Crookston; \$10.24 million for Duluth; \$2.7 for Morris; \$17.4 million for libraries and administrative and support units. (All numbers have been adjusted upward to reflect higher salary increase.) Internal reallocation amounts: \$3.99 million in arts, sciences, and engineering; \$5.8 million in academic health center; \$3.4 million in professional studies; \$1.5 million at Duluth; \$300,000 at Morris; \$0 at Crookston; \$5.9 million in administration (with the reduction of 40-60 positions); \$4.6 million in state specials.

John Adams, Faculty Consultative Committee (FCC) chair, told regents that the FCC supports the partnership proposal. "It's hard to swallow some of the pills that it prescribes, but it seems to us to be the appropriate way to address the need to downsize, to rightsize, and to refine our agendas so that we can lay the groundwork for a somewhat smaller, higher quality, and more effective research university," he said.

Adams stressed need for more effective communication (but not a higher volume of communication, either paper or electronic) and need for salary competitiveness. "A salary ranking 30th out of 30 among the major research universities is unacceptable," he said. Enlarging the salary pool and a careful program of rightsizing units should result in "steady progress in achieving a smaller but much better supported faculty," he said.

Benefits Open Enrollment for medical insurance, long-term disability insurance, and health care and dependent care reimbursement accounts is in progress through Nov. 15. If you are selecting a new medical plan, you will also need to specify a primary care clinic on your enrollment form. Refer to the carrier network directories for a list of participating providers. In addition to U health care clinics listed in the Benefits Open Enrollment bulletin that participate with Group Health, Medica Premier, or State Health Plan, the Community-University Health Care Center (CUHCC)/Variety Club Children's Clinic is also a primary care clinic participating with Medica Premier.

CUHCC/Variety Club Children's Clinic, an off-campus primary clinic of the U of M Hospital and Clinic (UMHC), offers primary medical (physicians and nurse practitioners), maternity (physicians and midwives), dental (hygiene and restorative), and mental health services to patients of all ages. Location is 2001 Bloomington Ave. S. (corner of Franklin and Bloomington), with convenient parking adjacent to the building. Early evening and Saturday morning hours available. Bilingual staff include Hmong, Lao, Vietnamese, Cambodian, and Spanish speakers. Subspecialty and inpatient services provided at UMHC.

Send nominations and applications for 2 new provosts to 202 Morrill Hall by Nov. 15. Search committee chairs are Ronald Phillips for professional studies provost and Gerhard Weiss for provost for arts, sciences, and engineering. Preference will be given to candidates with administrative and/or faculty experience at the U.

U-wide workshops will be offered by the U of M Interactive Television Network for faculty who want to use interactive TV for classroom instruction: Nov. 3, 2:30-4:30 p.m., 165 Peik Hall, Minneapolis; 4 Central Library, St. Paul; 173 Library, Duluth. Nov. 10, 2:30-4:30 p.m., 165 Peik Hall, Minneapolis; 4 Central Library, St. Paul; 7 Humanities Fine Arts, Morris; ST118 Rochester Center. Free. Registration deadline is Oct. 24. Call Lyn Weiler at (612) 625-3001 or e-mail weile001@maroon.tc.umn.edu.

CROOKSTON—Campus Assembly Oct. 20, 4 p.m., 207 Dowell Hall. David Swanson of Employee Benefits will meet with employees about retirement or other benefit concerns Oct. 21. Fall Fest will replace past homecoming events; activities include game night with the Vikings Oct. 19, volleyball match Oct. 21, football game Oct. 22.

DULUTH—William R. Peterson has been selected as the 1994-95 3M McKnight Distinguished Visiting Professor in Technology Development by the College of Science and Engineering.

Events: Chancellor Ianni's fall quarter open forum will be Oct. 20, 2:30-3:30 p.m., in Marshall Performing Arts Center. Topic is the campus effort to improve student retention and graduation. Refreshments at 2 p.m. Professional Development Program on "Customer Service for Employees" by Kateri Schmerler Nov. 1, 10 a.m.-noon and 1-3 p.m., Kirby Garden Room. Halloween Bash Oct. 29, 5-9 p.m., Sports and Health Center, \$3 for children under 16 and students, \$5 for adults; call (218) 726-7128.

MORRIS—Jamie Tiedemann, director of the Sexual Violence Program on the TC campus, is guest speaker for Take Back the Night Oct. 20 at 7 p.m. on the campus mall. Speak-Out, a time for survivors to tell their stories, follows.

Office of Admissions will host 250 students and their families Oct. 20-21 during the MEA break. Sessions with faculty and campus tours highlight the visit.

TWIN CITIES—Fred Morrison, the Oppenheimer Wolff and Donnelly Professor of Law, has been named acting Law School dean. He will replace Robert Stein, who is leaving to become executive director of the American Bar Association. Search committee headed by law professor Philip Frickey aims to find a permanent dean by summer.

Plan now is to repair both pedestrian bridges across Washington Ave. East bridge repairs will be first and will include replacement of several main structural members. West bridge will be repaired after east bridge is back in service. Both bridges will be painted but in general will appear very much as they do now.

Lectures and events: American studies celebrates 50th anniversary as a doctoral program Oct. 20-23, with tributes to George Hage, Mulford Sibley, Bernard Bowron, Termaine McDowell, and Mary Turpie; call (612) 625-6358. Live teleconference with national experts on planning, constructing, and operating modern marinas, boatyards, and docks, Oct. 24, 9 a.m.-5 p.m., Earle Brown Center, \$79; call 625-6781. Workshop on "Science Education Partnerships, National Standards, and School Reform," Oct. 27, St. Paul Student Center; call Lori Graven at 625-9023. "Linking Global Trade and the Environment: Issues and Policies," Nov. 3, 277 Coffey Hall, \$20; call 624-3009. "Dog Food and the Intestine: What Happens to Your Dog When They Don't Get Along" by Jane Armstrong, Oct. 27, 7:30 p.m., Veterinary Teaching Hospital; call Rosemary Gruber at 624-6744. Opening night gala for U Theatre's season opener, George M. Cohan's *The Tavern* Oct. 28; call 624-2345. Grant writing workshop offered through Division of General Pediatrics and Adolescent Health, Nov. 11 and 18, 172 Child Development, \$125; call Debbie Warhol at 626-1156. HRT (Hormones and Retail Therapy), a 2-hour session about menopause, Nov. 5 at the Mall of America, \$5; call 626-6000 for a brochure. Administrative Development Program will offer a series of management training short courses during fall quarter for P&A managers; call Dee Anne Bonebright at 624-1085 for a brochure.

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Editor: Maureen Smith (612) 624-2801

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A weekly internal bulletin serving all campuses

Critical measures and performance goals for the year 2000 were the topic when administrators George Copa, Jane Whiteside, and Darwin Hendel met with the Faculty Consultative Committee (FCC) Oct. 20. Scheduled regents' action on the first 5 goals was postponed this month because of extended budget discussion. Copa, who is serving half time as acting assistant VP, said one tension is between the regents' desire for a small number of goals and the desire to have goals that are meaningful. For example, target readiness measures of entering freshmen are now expressed in 8 numbers, 2 sets for each of the 4 campuses. FCC members argued strongly that the campuses have different missions and should have separate goals to match their missions.

Regents' vote to increase the legislative request was discussed briefly. Virginia Gray suggested that the FCC express appreciation. "I took it as a profaculty vote," she said. VP Infante cautioned that focusing on salaries vs. tuition is a lose-lose proposition. Legislators have no sympathy for salary increases for anyone making more than \$50,000, he said, and one legislator who read in *U.S. News and World Report* that the U is one of the best tuition bargains suggested raising tuition 20%. Infante said arguments must be for strengthening the U.

Resolution on the research climate was sent back to the Research Committee and the Faculty Affairs Committee for clearer wording, but FCC members agreed with the concern expressed that with the new workload policy faculty will be left with less time for research. Teaching time can be clocked and counted, they said, and research time cannot. "The pressure is real" to do less research on the U's time, Ken Heller said. It is important to affirm that "part of the faculty's legitimate time is to be given to research," Roberta Humphreys said. John Adams voiced a related concern, that tenured faculty can stop doing research with no consequences.

Asset and debt management results are summarized in President Hasselmo's October report to the regents to give the context "that has not been as widely reported as the losses we experienced with the limited portion of our portfolio that was invested in derivatives." Consolidated endowment fund has grown from \$129.2 million to \$314.6 million in 10 years. Annualized return of 14.5% over 10 years compares to 12.9% for the average endowment, placing the U in the top quartile. Asset management for all investment pools vs. the appropriate benchmarks has resulted in total value added of about \$94 million over the past 10 years. Debt management has resulted in value added savings of about \$48 million over the past 9 years.

More information on benefits open enrollment: Medical and dental plan premiums for the employee group benefits plan are automatically deducted from employee paychecks on a pretax basis (before federal, state, and FICA tax). This helps reduce the impact of medical and dental premium increases.

Health care and dependent care reimbursement accounts allow you to pay out-of-pocket health care (excluding insurance premiums) and child care expenses with pretax dollars. If you wish to participate in these reimbursement accounts in 1995, you must make an election during the current open enrollment period. Deadline to complete the application for coverage is Nov. 15. Even if you are currently enrolled in either or both of these accounts, you must make a new election by Nov. 15 if you wish to continue these benefits for 1995.

Employee Health and Benefits Fair on TC campus is Nov. 8-10. New this year is a Fun Walk on Northrop plaza Nov. 8 at 11:30 a.m. Details in open enrollment packet.

Recipients of 1994 CEE Distinguished Teaching Awards are TC campus faculty members Oliver Nicholson, classical and Near Eastern studies, and Justin O'Connell, composition, and Duluth campus faculty member Cheng-Khee Chee, art. Awards were presented by Dean Miller Oct. 25 at the annual State of CEE address and awards program. Winners each receive a \$1,000 stipend and a commemorative plaque.

Guidelines and applications are now available for 1994-95 Bush Sabbatical Supplement Program award. Faculty members who are tenured at the time of application, are eligible for a faculty sabbatical furlough, and have not previously held a Bush sabbatical award may apply for sabbatical support for 3 continuous academic quarters. Application forms have been sent to deans' offices. Call (612) 626-7730 if you have questions.

Update to the *Financial Policy and Procedure Manual* has been distributed. Major changes include policies on Accepting and Managing Gifts, Purchasing a Professional Service, Financing Capital Projects, and Using and Leasing Non-University Real Estate. All financial policies and procedures are available on Gopher via U of M Campus Information, Administrative and Financial Policy, Financial Policy. For questions call (612) 625-0331.

CROOKSTON—Men and women who have provided leadership and aided in the development of UMC will be honored Nov. 3 at the annual Torch and Shield Banquet.

Lecture and seminar: "Internetting, Independent Study, and Other Course Delivery Alternatives" by Dick Brown, Oct. 27, noon and again at 4 p.m., Conference Center ABC. "Ecological Integrity in Stream Ecosystems: Implication for Landscape Management" by Isaac Schlosser, Oct. 28, 1 and 2 p.m., Agricultural Research Center auditorium.

DULUTH—Ruth Myers, former codirector of American Indian Programs in the School of Medicine, will receive an honorary degree at the fall commencement Nov. 19.

UMD's Recreational Sports program ranked number one in the country in terms of overall student participation compared with peer institutions, according to an independent study conducted by the National Association of College and University Business Offices.

Informal recital featuring faculty artists will be Nov. 6 at 3 p.m. in the Tweed Museum of Art.

Larry Oakes, Duluth correspondent for the *Star Tribune*, has won the 1994 Chancellor's Media Award from Chancellor Ianni. Presentation was made at chancellor's media dinner at UMD Oct. 21. An award-winning writer, Oakes came to Duluth from the Twin Cities in 1988.

MORRIS—Meteorologist and author Bruce Watson will open the 1994-95 Natural History Series Oct. 27 at 7 p.m. in the Science auditorium. Topic is "Minnesota Weather: From Sun Dogs to the Dog Days of Summer."

Theater arts professor George Fosgate was recently honored by the Northern Sun Intercollegiate Conference (NSIC) Board of Control for "25 years of meritorious service." He was UMM's faculty athletic representative to the NSIC Board of Control from 1969 to 1994 and held several offices, including president.

TWIN CITIES—Colloquium to honor the life of Regents' Professor Alfred O.C. Nier Nov. 2, 3 p.m., 150 Physics. Speakers: President Hasselmo, G.J. Wasserburg, Henry Duckworth, V. Rama Murthy.

College of Education has been awarded \$5 million from the U.S. Department of Education for a collaborative community program that will implement early education training programs that focus on violence prevention and counseling. Partnership to Address Violence Through Education (PAVE) includes faculty from the U, Minneapolis Technical College, St. Paul Technical College, and public and nonprofit child care providers.

Honors: Department of Food Science and Nutrition took first place at national Dairy Product Judging competition Oct. 8 in Arden Hills. Team members are Kate Backer, Laura Bergen, and Jim Freundsuh. Coach is Dave Smith. Recipients of CLA Outstanding Civil Service Award are Lynette Forster, music; Diane Krausse, psychology; Kerry McIndoo, French and Italian; Patricia Schaut, communication disorders; and Kathryn Stuckert, sociology.

Announcements: Blood drive Oct. 31-Nov. 4 has goal to collect 1,000 pints of blood. Memorial Blood Center and the Red Cross are working together on the project. Call (612) 338-5598 for appointments. Faculty are encouraged to announce drive in classes. Campus observance of World AIDS Day Dec. 1 will feature a daylong schedule of activities. Individuals and groups are encouraged to participate. Contact Robert Bitzan at 625-9678 or Dave Dorman at 624-1940 to be included in a published calendar.

Halloween events: Weisman Art Museum invites all staff, faculty, students, and their families to Mask Hooray, a daylong celebration of mask making and mask traditions around the world, Oct. 29, beginning at 11 a.m. and closing with a mask parade at 3:30 p.m. on the Washington Ave. Bridge. Information: (612) 625-9494. Halloween Haunts at the Bell Museum of Natural History is Oct. 30, 1-4:30 p.m., costumes encouraged; call 624-7083.

Lectures and programs: "Instructional Technology Review and Update," a satellite broadcast, Oct. 27, noon-2:30 p.m., Bell Museum auditorium. "Networked Information and the Scholar," a videoconference, Oct. 28, 12:30-4:30 p.m., 42a Earle Brown Center. Northrop Auditorium and Walker Art Center present Edward Wilkerson, Jr.'s, Shadow Vignettes with a jazz show like a 1930s night at the Cotton Club of Harlem Oct. 29 at 7 p.m. at the Walker; call (612) 624-2345 for faculty-staff discounts. "If National Health Insurance Is Voluntary, Who Will Remain Uninsured?" by Paula Diehr, Nov. 2, 2:30-4 p.m., 2-530 Moos Tower. Quality and Productivity Breakfast Series, "I Wish I'd Known That: Lessons Learned from Quality Implementations," Nov. 3, cost \$20, call 625-6689. "Nursing Homes in the Year 2000" by Mary Tellis-Nayak, Nov. 4, 12:30 p.m., 4-180 Health Sciences Unit F. "Genes and Cancer: The State of the Art," Nov. 5, 8:30 a.m.-12:15 p.m., Mississippi Room, Coffman Union; call 626-1983.

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Administrative reviews were discussed at Oct. 20 meeting of Faculty Consultative Committee (FCC) with VP Infante. Legally, neither he nor a review committee may receive anonymous communications, Infante said, and anyone being reviewed has the right to see everything in the file. The only anonymous participation allowed is through surveys, and in one instance 1,000 surveys were distributed and only 25 returned. For his own review, he designated 3 individuals to receive comments about his performance, summarize them, and submit them as part of the review. Virginia Gray said she will not write or go to an open meeting and say critical things about a supervisor, and no one will. "If everybody feels that way" about the reviews, she said, "they're useless." Use of intermediaries will be successful only to the extent that people trust those chosen as intermediaries, she said.

Internal consulting was also discussed. Infante told the FCC that he picked 3 departments to study, looked at the W-4 forms, and found considerable internal consulting, in which faculty are paid for taking on additional duties in their own departments or other units. Much of this is innocent, he said, and he does not want to foreclose legitimate possibilities for internal consulting. But the practice undermines salary setting and needs to be examined, and it will be an integral part of the conflict of commitment policy being developed.

FCC chair John Adams asked the committee's advice on revising the academic freedom statement; he recalled that he had been asked by the Office of the Board of Regents for advice. He consulted with "a group of wise colleagues" and the consensus was that the 1938 statement should be revised and the 1963 and 1971 statements discarded because they contain too much political baggage. In consultation with colleagues, Adams drafted a revision, which the Senate Consultative Committee reviewed. President Hasselmo and VP Infante asked for wider review and said it was important for the revision to be done slowly and right.

Statement will be "the most important policy statement on the books for the University," VP Infante said, and "I would really like it to be poetic" and "something we're really proud of." FCC seemed to agree that a draft document was needed, something people could react to; question is whether to continue working with the 1938 statement or draft something new. It was suggested that one or two people draft something. Committee agreed it needed Thomas Jefferson, recognizing that it already had John Adams.

Patrick Borich is retiring Jan. 3 after 10 years as dean and director of the Minnesota Extension Service (MES). His 36-year career with the MES began as an agricultural agent in Carlton County. A committee will begin a national search this month for a replacement. Associate director Gail Skinner West will be acting director.

Lawsuit brought against the physiology department by a former probationary employee was dismissed Oct. 26 by Hennepin County Judge E. Anne McKinsey, who issued a directed verdict against the plaintiff and stated that the case lacked any basis for legal action; if there had been a legal basis, she said, she would have ruled against the plaintiff on the merits of the case. Physiology department head Robert Miller and associate director Rick Purple wrote to general counsel Mark Rotenberg to express "how tremendously important it has been to us that the University's attorneys would stand behind our ethical integrity, despite the likelihood that the court proceedings would cost more in dollars than would a negotiated settlement."

By refusing to be blackmailed, they said, the U "has broadcast a very powerful and important message to its faculty, employees, and the community." They praised the work of attorneys Anne Russell and John Sarff.

University 2000 Status Report 5, an update on U2000 progress, has been mailed to deans, directors, and department heads, who are asked to circulate or post it. Status report also is on Internet Gopher (path is Home Gopher Server, U of M Campus Information, University Planning, Strategic Planning News), and was reprinted in campus newspapers this week. For additional copies, contact campus U relations office.

Employees in a committed same-sex relationship can pick up information on registering their domestic partners at the Employee Benefits booth at the information fair Nov. 8-10 or call (612) 624-9090 and press option 3. Students can register their same-sex domestic partners at the student insurance office in Boynton Health Service or by calling 624-0627.

Steve Cawley, who assumed responsibility in July for Administrative Information Services in addition to his ongoing responsibilities for Telecommunications Services, Fleet Services, and Technical Shops, has been given the new title of assistant VP for administrative information technology. He continues to report to Roger Paschke, treasurer and associate VP. Carolyn Parnell has been named acting director of Telecommunications Services.

Optional Retirement Plan investment performance results through Sept. 30 will appear on the back page of the *Minnesota Daily* Nov. 3. Information will be sent separately to Crookston, Duluth, and Morris.

CROOKSTON—U personnel receiving the Torch and Shield Award Nov. 3 for leadership and aiding in development of UMC are Darwin Hendel, research associate, Office of Academic Affairs; Donald Keith, former UMC faculty member; and Dorothy Soderstrom, executive secretary in the chancellor's office.

VP George will be at UMC Nov. 3 to meet with Program Improvement Audit and Advisory Committees and speak at the annual recognition banquet.

DULUTH—Application deadline for the chancellor search has passed, and search committee chair Greg Fox reported that 115 nominations and 70 applications were received.

Events: VP George will be at UMD Nov. 2 to meet with students, faculty, administrators, and community leaders. Minnesota Public Interest Research Group picnic Nov. 3 at 5 p.m. in the Bull Pub will raise support for an on-campus day-care center. UMD Symphony Orchestra performs Nov. 8, 8 p.m., Marshall Performing Arts Center.

MORRIS—Search committee for vice chancellor for academic affairs will be chaired by Jim Cotter, geology. Other members: Bert Ahern, Karen Fischer, Eric Klinger, Judy Kuechle-Olson, Maria-Luisa Lee, Tom Mahoney, Vinod Nangia, Jennifred Nellis, and students Sharon Hall and Darren Olson.

Regent Kim and Steven Bosacker, executive director and corporate secretary of the Board of Regents, visited UMM Oct. 27. Agenda included meeting with vice chancellors, luncheon with division chairs and student leaders, attendance at jazz festival, campus tour, and meeting with International Program Committee.

National teleconference, "Contemporary Gender Relationships on Campus," will be broadcast to Edson Auditorium, Student Center TV lounge, and Minority Resource Center lounge Nov. 9, noon-2 p.m. Commission on Women will facilitate a follow-up discussion Nov. 10, noon, in the Cougar Room.

TWIN CITIES—Beginning with winter 1995 registration, which starts Nov. 11, students who would normally register in person at 202 Fraser Hall or 130 Coffey Hall for day classes will be able to register using computers in computer labs around campus, terminals in the registration centers and libraries, or home computers with modems. System has been successfully operating in a pilot mode since last February. For information call (612) 625-1800.

Work done among 170 descendants of Abraham Lincoln's paternal grandparents has led U researchers to location of the gene for spinocerebellar ataxia type 5, a debilitating neurological disease. Research is reported in the journal *Nature Genetics*. Geneticist Laura Ranum is principal investigator for the study.

Former U.S. ambassador John A. Burroughs, Jr., one of the few African Americans in the foreign service, will be on campus Nov. 14 to meet with students through campus cultural centers and give a public lecture on current affairs in Africa at 1:30 p.m. in Cowles Auditorium, Humphrey Center. For information call Gerald McIntosh, (612) 625-9383.

Honors: Ann Masten received a Presidential Fellowship to attend the Salzburg Seminar Oct. 29-Nov. 5 in Austria to represent the U and the U.S. in a session entitled "Beyond Child Survival: Promoting the Well-Being of Young Children." U.S. Surgeon General Joycelyn Elders received the School of Public Health's 50th anniversary citation Oct. 31 in Washington, D.C. Her associate, Rear Admiral Webster Young, Jr., accepted the citation.

Announcements: Delivery of 1994-95 *Student-Staff Directory* will begin this week to all campus offices that responded to the October request form. Allow 2 weeks for delivery. Recycle your old books with US West directories in January. St. Paul campus parking lots S-102 (at Buford and Gortner, \$2.50 a day) and S-103 (at Fitch and Gortner, \$1 an hour) are now open to the public. Call (612) 626-PARK with questions. Employee Health and Benefits Fair is Nov. 8-9 in Coffman Union and Nov. 10 in Earle Brown Center; check open enrollment packet for details.

Lectures and events: "Women in Transition: Returning to Work or School After the Birth of Your Baby," Nov. 4, noon-2 p.m., 6-194 Health Sciences Unit F, call (612) 624-6964. U Theatre premieres *Tod, the Boy, Tod*, a play on African American cultural identity directed by Lou Bellamy, Nov. 4-20 at Rarig Center; call 624-2345. Panel on reduction of illiteracy, for National Literacy Action Week, Nov. 8, noon-1 p.m., St. Paul Lounge on the 2nd floor of Coffman Union, brown bag lunch. Bill T. Jones/Arnie Zane Dance Company presents TC premiere of *Still/Here* Nov. 5, 8 p.m., Northrop Auditorium; Grammy-winning saxophonist Joe Henderson and trio play Northrop Jazz Series Nov. 7 at 8 p.m., Ted Mann Concert Hall; call 624-2345 for tickets, faculty/staff discounts for both events.

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Making the connections between the U as a whole and the individual faculty member was one of the topics when President Hasselmo met with the Faculty Consultative Committee (FCC) Nov. 3. Hasselmo said his primary goal in reorganizing the central administration has been "to strengthen that link."

Identity of the provost areas is important, Sheila Corcoran-Perry said, but so is the need for people to maintain the perspective that they are part of the U. John Adams asked Hasselmo: "How do we ensure that the U remains the U rather than balkanized pieces?" Hasselmo said he intends to include provosts in central councils to deal with institutional agendas, and he hopes they will spread messages to deans and deans to faculty members. At the same time, he said, he wants to liberate people from "the snarl of unnecessary bureaucratic approval." Mike Steffes spoke of the need for central units to serve academic units and not control them.

Final tenure decisions will be the responsibility of provosts, Hasselmo said, with only "a technical review" by the academic VP and the dean of the Graduate School to ensure that the system is functioning. Faculty colleagues in a department are the only ones who know enough to make real judgments, Ken Heller said; beyond that, the only reviews that are needed are checks on the process and evaluation of aggregate results.

"Almost every issue we have is a national issue," Hasselmo said, although there are local variations. In a time of more abundant resources, he said, it was possible to take more of a laissez-faire approach; now it is imperative to set institutional priorities. Communication is important, he said, but "we've tried open forums and nobody shows up." Information is available, but the problem is "the incredible competition for attention."

First new provost, Bill Brody of the academic health center, talked with the FCC about health science issues and the provost's role. "If the provost system works as well as it has from my perspective with Provost Brody in the first 7 weeks, then it's a resounding success," Hasselmo said. Judy Garrard, last year's FCC chair who returned for this discussion, described Brody's double challenge as the first provost in a unit facing tough issues: "It's like scaling a mountain in a tornado." Brody said he has "about 40 things that are number one on my priority list," including leadership positions that are open and some financial shortfalls in departments.

On the provost's role, Brody said his understanding is that he will present a budget to the president as a package including budgets for all health science units. Although there is some "tension and ambiguity" about this, he said, he does not perceive that the president has much question about it.

Academic health center is in "the middle of a revolution," Brody said. "This is not an evolution. It is not a temporary dip in revenue." No matter what happens politically, he said, "health care reform is happening" and is "driven by corporations." He predicted that a similar revolution may be coming in a few years for the rest of the campus, with consumers wanting education at lower prices and in more convenient locations.

U Hospital is in good shape financially and its rates are competitive, Brody said, but it may be frozen out by the corporate networks, which want to keep patients within their systems. Need to keep an academic health center alive is "one of the most important issues for the state of Minnesota right now," he said. The U does not need to own a hospital, he agreed in response to questions, but it needs a dedicated teaching hospital, and no hospital in the community is willing to step up and say it will be the teaching hospital for the U.

New rules on fringe benefits for graduate assistants are having an unintended effect, John Adams said at Senate Consultative Committee meeting. Many units cannot afford to hire graduate students, he said, and the result for the students is that "you've got all the benefits you want, but you don't have a job."

Benefits open enrollment ends Nov. 15. Changes to medical coverage (changing plans or adding dependent coverage) and long-term disability insurance must be submitted by that date. Nov. 15 is also deadline to enroll in a health care or dependent care reimbursement account for 1995; accounts are not automatically renewed. Employee Benefits will accept all enrollment forms received by 4:30 p.m. Nov. 15 or postmarked on that date.

Nominations are now being accepted for the 1994-95 Horace T. Morse-Minnesota Alumni Association Awards for Outstanding Contributions to Undergraduate Education. Program provides 3-year awards of \$2,500 annually to each recipient and \$2,500 for the same 3 years to the recipients' departments. Nominations may be made to appropriate office or committee in each college by individual students or faculty, departments or other units, or student organizations and associations. Up to 10 faculty may be selected. Awards will be announced in late April or early May. For procedures, contact deans' offices or call Pat Snodgrass at (612) 627-4493 or Karen Linqvist at 624-9817.

International travel grants funded by the Institute of International Studies and Programs, China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities Fund may be applied for through a common application. Deadline is Nov. 15 for activities beginning Jan. 1-March 31. Call (612) 624-5580, or 624-1002 for travel to China, including Taiwan and Hong Kong. Guidelines and application are also available on Gopher under International Studies and Programs.

CROOKSTON—Thirty new members of UMC gift clubs were honored at the annual Torch and Shield Banquet Nov. 3. Recognition included Patron Society, Presidents Club, Chancellors Club, and Associates Club.

Events: Music-theater department will present the Broadway musical *Damn Yankees* Nov. 10-13, 7:30 p.m., Kiehle auditorium. Tickets are \$5 adults, \$3 students and children, available at the door. Annual Thanksgiving program will be Nov. 14 at 7 p.m. in the Hafslo Church, sponsored by Campus Ministry and University Singers.

DULUTH—Geology seminar on "Postglacial Paleohydrology and Climate of North Central Minnesota" will be presented by Sharon Locke Nov. 10 at 3:30 p.m. in 175 Life Science.

Gloria DeFilipps Brush, professor and head of the art department, has a solo exhibition of her photographs in Gallery 410 at the U of Massachusetts at Lowell through Dec. 14.

MORRIS—Wrestling coach Doug Reese attended USA Wrestling's Instructor's School at the U.S. Olympic Training Center in Colorado. He is one of 50 coaches nationwide to be selected for this new program.

UMM West Central Concert Band Festival will be Nov. 14. Festival will conclude with a performance by 100-member high school Select Band and UMM Concert Band at 7:30 p.m. in Humanities Fine Arts recital hall.

TWIN CITIES—Campus chapter of Habitat for Humanity, new this year, has more than 240 students and staff already signed up and has worked on 6 construction sites. Walk-a-Thon during National Hunger and Homelessness Week will be Nov. 16, Coffman Union, 4:30-6 p.m. Group has received a \$500 community-building grant, so that all donations will go to construction, not to celebratory events. For information call Noel Jarvis at (612) 430-1062.

Civil service preretirement seminar will be offered by Employee Benefits Nov. 29 and Dec. 6, 2-4 p.m. and 5-7 p.m. Topics Nov. 29 will be MSRS, Social Security, and Medicare. Topics Dec. 6 will be health insurance continuation, life insurance, and the Optional Retirement Plan. Plan to attend both weeks. Register at (612) 624-9090, press option 4. Spouses or significant others are welcome to participate.

Minnesota Higher Education Center Against Violence and Abuse, a program of the Higher Education Coordinating Board in collaboration with the School of Social Work, is located in 386 McNeal Hall. Center will work with statewide task forces to develop postsecondary and higher education programs that will prepare professionals to address the causes of violence and apply appropriate intervention strategies. Five internships are open to all Minnesota higher education students. For more information, call director Christine Imbra at (612) 624-0721.

Lectures and events: "Exploring the Cultural Dimensions of Language Instruction," a working conference to promote curricular innovation in language learning, Nov. 10-12, \$49, U graduate students \$20; call Shirley Mueffelman at (612) 625-3850. Midwest Foco conference of National Association for Chicano Studies, Nov. 11-12, keynote speakers Priscilla Falcon and Raul Salinas; call 625-2995 for more information. Fleet Services auction of U vehicles Nov. 12, noon; call 625-3033. Marching Band indoor concert Nov. 13, 3 p.m., Williams Arena, adults \$5, children under 12 \$3; call 62-MUSIC. Opening reception for QuiltDesign, an invitational and juried quilt exhibition at the Goldstein Gallery, Nov. 13, 2-5 p.m., lecture at 3 p.m., 2nd floor, McNeal Hall. "Building Families: Ethical and Policy Issues in Adoption," Nov. 13-14, Hotel Sofitel, Bloomington; call Mary Stanik at 624-4604. "The Dillingham Commission and New Interpretations of American Immigration Policy" by Robert Zeidel, Nov. 15, 5 p.m., Immigration History Research Center; call 627-4208 by Nov. 11. "Scientific Schools of the Former Soviet Union" by G. I. Barenblatt (Hill Visiting Professor), Nov. 16, 3:30 p.m., 150 Physics. "Kids, Families, Schools, and Minnesota Technology" with retired Honeywell chair and CEO James Renier, Nov. 17, noon, Minneapolis Athletic Club, \$15; call 626-1804. Two lectures by Alvin Plantinga, "Darwin vs. Dawkins: An Evolutionary Argument Against Naturalism," Nov. 17, 7 p.m., 150 Physics, and "Metaphysical Naturalism and the Nature of Defeaters," Nov. 18, 3:30 p.m., 155 Ford Hall.

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A weekly internal bulletin serving all campuses

Diversity goals for U2000 were the primary focus of discussion when the regents looked at critical measures and performance goals. One proposed goal, which acting assistant VP George Copa described as "aspirational," is for 16% of entering freshmen by the year 2000 to be students of color. Regents questioned both whether this is an ambitious enough goal and whether it is reachable. "This is the future of this institution," Regent Hogan said about the entire set of goals. "I would hate to rush through it." Endorsement of the goals had been presented for action, but the regents decided to carry the item over into December.

The term "benchmarks" has been replaced by "performance goals" for greater clarity, Copa said. To illustrate use of terms, he said physical condition would be a critical measure, body temperature an operational definition, and 98.6° a performance goal. For U2000, readiness of entering students is a critical measure, mean high school rank an operational definition, and 77th percentile a performance goal (up from 72nd). Goals are stated as institutional-level measures, but planning includes separate goals for each campus. For the critical measure of graduation rate, the goal is to graduate, within 5 years, at least 50% of freshmen who enter in fall 1996.

Regents extended McKinley Boston's contract as men's athletic director on the TC campus for 5 more years and increased his base salary to \$135,000. He is currently completing the 3rd year of a 5-year contract. In recommending the contract, President Hasselmo cited Boston's seniority in the Big Ten, attempts by other universities to recruit him, his success in his position, and his role as an exceptional administrator and leader.

During Boston's tenure at the U, the men's athletic department has consistently balanced its budget and reached record levels of private fund-raising, Hasselmo said. Under Boston's direction, the grade point average of male student-athletes reached an all-time high of 2.83 in 1993-94, and a school record 65 student-athletes were named to the Academic All-Big-10 Team. The U placed 14th overall in the inaugural Sears' Directors Cup, an award that recognizes the finest all-around athletic programs in the nation.

Gender equity issue will be examined by a subcommittee of the Task Force on Administrative Compensation named by President Hasselmo. Former Minnesota commissioner of administration Sandra Hale will chair. Group will "consider the philosophy underlying the compensation structure" and review with the women's athletic director her plans for ensuring fair and reasonable compensation. Recommendations are due Dec. 1.

Regent Hogan asked when it would be time to look at men's and women's departments in the same structure. Hasselmo said that "trying to assess what the financial future looks like for athletics" will include "looking at ways the 2 departments can share services without impairing the ability of each department to function."

Regents adopted a \$14.5 million emergency capital budget request. State of Minnesota is considering emergency items for inclusion in a 1995 capital budget, and the U wanted to be ready to respond to this opportunity to address its emergency needs. Request is separate from the \$143.3 million partnership proposal.

Good news on fund-raising was presented to the regents by president Gerry Fischer of U Foundation, who said that "1994 was another excellent year," with \$65 million in private gifts. The U ranked 9th nationally and 2nd after the U of California among public universities.

Regents Anderson and Neel praised associate VP Sue Markham and grounds workers on the TC campus for the appearance of the campus, which Anderson said was "absolutely outstanding" when he came for a football game on a recent Saturday. "It's just a dramatic change," said Neel, who asked Markham to "thank all the employees." She said employees "have worked hard at that." Regents made their comments after Markham reported that the U is now expecting an environmental impact statement on the steam plant this week.

Regents voted to sell 3 dormitory buildings on the former Waseca campus to Mankato-based Lloyd/LaGow Construction and Developing Co. for \$450,000. Property will be used for low-income housing. Sale is contingent on company's receipt of low-income housing tax credits. "It's important to get the property back on the local tax rolls to ease the burden on area property taxpayers," Regent Rosha said.



President Hasselmo became chair of the National Association of State Universities and Land-Grant Colleges (NASULGC) Nov. 8 at the organization's annual meeting in Chicago. He will work closely with NASULGC president C. Peter Magrath, who was president of the U from 1974 to 1984.

Civil Service Committee meets Nov. 17 in room 266 (foundation conference room) of the old FMC building at 1300 S. 2nd St., Minneapolis. Meeting begins at 12:15 p.m. and will probably end about 4:30 p.m. Open to everyone.

President Hasselmo urged units in a Nov. 3 memo to "enter into an active partnership" with Purchasing Services to increase purchases of goods and services from businesses owned, operated, and controlled by women, minorities, and people with disabilities. In the year that ended in June 1994, he said, the U spent \$242 million on goods and services, but only \$2.1 million went to historically underused businesses. "We must do better," he said. Goal for this fiscal year is to spend \$5 million on goods and services with historically underused businesses.

CROOKSTON—North Dakota Collegiate Athletic Conference has accepted Crookston's athletic teams into the conference. UMC will begin playing conference games next fall.

Events: Crookston Central High School students will be on campus Nov. 22, 9-11:30 a.m., for Career Days. Civil service/bargaining unit meeting will be Nov. 22 at 1:30 p.m.

DULUTH—President Clinton spoke at UMD's Romano Gymnasium Nov. 4 to support DFL senate candidate Ann Wynia. Event nearly filled the gymnasium.

Events: Fall commencement will be Nov. 19 at 2 p.m. in Romano Gymnasium. More than 155 students will receive diplomas. Speaker will be UMD alumnus David Zentner. Women's basketball launches its 1994-95 season today (Nov. 16) by hosting Apus of Lithuania in an exhibition game at 7:30 p.m. Ragamala Dance Theatre will perform Dec. 1 at 8 p.m. in the Mainstage Theatre at Marshall Performing Arts Center.

MORRIS—Bert Ahern, history professor since 1979 and chair of the Division of Social Sciences since 1987, will resign as chair effective June 15. He will continue on the history faculty. Chancellor Johnson spoke on behalf of the campus community to express appreciation for his work "as a leader in the development of the social sciences" and "commitment to the liberal arts."

Minnesota College and Personnel Association has awarded 1994 Innovations in Student Development Award to the UMM counseling program for its Passage process. Tom Balistrieri, director of student counseling, accepted award.

TWIN CITIES—Walter C. Rasmussen Heart Failure Treatment Center, the Midwest's first center devoted to treatment of heart failure, was dedicated Nov. 9 in 6-209 Phillips-Wangensteen Building. Rasmussen, founder and chair of the Northeast State Bank of Minneapolis and Guaranty State Bank of Robbinsdale, died in 1991 of heart failure.

Appointments: Law professor John Matheson, a nationally known authority in corporate law, will receive the S. Walter Richey Professorship in Corporate Law and speak on "Corporate Governance in the 21st Century" Nov. 21, 3:30 p.m., at the Law School. Kenneth Swaiman, professor and director of pediatric neurology, is interim head of the neurology department, succeeding Richard Price, who resigned Oct. 24. Sheryl Spivey, most recently director of financial aid at Central Michigan U, is the new director of the Office of Student Financial Aid.

Weisman Art Museum invites faculty, staff, and students to an open house and first birthday celebration Nov. 28, noon-6 p.m. Refreshments, tours, 10% discount on all purchases in the museum's store to anyone with a valid ID.

Enrollment is still open in Leadership for the Common Good seminar offered by Humphrey Institute of Public Affairs and convened by John Bryson and Barbara Crosby. Seminar, for midcareer learners, will begin with a retreat Jan. 7. Evening sessions Wednesdays, 5-8 p.m. Call Shari Meerschaert at (612) 625-7377 for information.

Announcements: Men's athletic department is selling Happenings Books for \$25 to benefit Williams Scholarship Fund; call Sue Graupmann, (612) 625-2834. SPAN (Student Project for Amity Among Nations) is seeking advisers and country proposals for summer 1996 programs; applications due Dec. 15, contact Kimberly Wick at (612) 626-1083.

Lectures and events: First Phyllis St. Cyr Freier Lecturer, Fay Ajzenberg-Selove, speaks on "Revisiting the Light Nuclei," Nov. 16, 4 p.m., 131 Physics; "Why Are There So Few Women Physicists (Even Though Physics Is Such Fun)?" Nov. 17, 3:30 p.m., 210 Physics; "The Development of Classical Nuclear Physics" Nov. 18, 3:30 p.m., 210 Physics. St. Paul Student Center Ski Swap public sale Nov. 17-18, 9 a.m.-8 p.m., and Nov. 19, 9 a.m.-5 p.m., North Star Ballroom. "Speaking of Sport, Language, and Gender" by Janet Parks, Nov. 21, 11:30 a.m.-1 p.m., Club Room, Sports Pavilion; call (612) 625-7327. "Take the Lead: Conducting Focus Group Interviews," brown bag seminar offered by Commission on Women's Civil Service/Bargaining Unit Initiative, Nov. 23, noon, 140 Nolte Center; call Chery Hayes at 624-1241. Satellite broadcast, "Libraries: Today's Issues, Tomorrow's Challenges," Dec. 1, noon-2:30 p.m., Bell Museum auditorium; contact Kathy Confer at 625-3590 for disability accommodations.

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A weekly internal bulletin serving all campuses

U officials renewed their pledge to ensure that the TC campus steam plant renovation plan is environmentally sound and to continue to work with the state's Environmental Quality Board (EQB) to fine-tune the \$92 million modernization project. U engineers have begun studying the Environmental Impact Statement (EIS) released Monday by the EQB, and the regents will discuss the draft in December. Regents voted to voluntarily participate in the EIS process. "We welcome the wealth of information and analysis, and we expect it to be a useful guide," VP Erickson said. The U has until mid-January to reply; public hearing will be Dec. 20.

Regent Darrin Rosha will not seek reelection when his term expires in February. Elected in 1989, Rosha holds the seat reserved for a U student. "I am very grateful to have been renominated for reelection, [but] it is my firm belief that the student position thrives best with reasonable turnover," Rosha said in a letter to the Regent Candidate Advisory Council. "Regent Rosha's energetic leadership will be sorely missed," President Hasselmo said. "He has a standing in his community and the broader state community that is unmatched by anyone his age." Rosha's vacant seat must be filled by a student enrolled in a U degree program at the time of election. Interested candidates should contact the Regents Candidate Advisory Council at (612) 296-1121.

Administrative reviews were the topic again Nov. 17 when the Faculty Consultative Committee (FCC) met with general counsel Mark Rotenberg and associate VP Carol Carrier. Carrier said a small working group out of the Senate Committee on Faculty Affairs is looking at the issues and VP Infante has asked her and a small group of administrators to develop a standardized procedure that will be both legal and reasonable.

Government Data Practices Act gives all public employees the right to see everything in their employment files, Rotenberg said. He stated the dilemma: "If everything is going to be made available, how do we protect against retaliation" when employees make comments that are critical of supervisors? Although there is no miracle remedy, he said, some reasonable strategies are possible. Among them: surveys that do not ask for names, series of oral conversations with comments incorporated into a written report without attribution.

"What you describe sounds quite reasonable," Virginia Gray said. "I'm perplexed why the practice is so different." John Adams said a key question is what goes into the file. If someone takes notes of interviews, are the notes part of the file "or are they only part of the file if they're put into the file?" Rotenberg said the law does not detail what must go into the file. Raw notes presumably could be destroyed, he said. "The wise will understand what I am saying." Good models for evaluation already exist at the U, Mike Steffes said. "Gene Allen has always taken strong pride in what they've done in St. Paul."

Heavy burden on Senate Judiciary Committee was described by committee chair David Ward. John Adams said Ward, professor and chair of sociology, has a 3rd full-time job as committee chair and expressed appreciation for all he and the committee are doing for the U. "It's almost an impossible job," Mike Steffes said.

Problem is that each year a third of the members go off the committee, Ward said, and people take leaves and are otherwise unavailable. "I'm having a very difficult time finding members to be hearing officers." Also, he said, professors of English and agronomy are not trained as lawyers. "The stakes here are high. If we make a mistake, it will go to the Court of Appeals. Every member understands the seriousness." Hiring legal counsel for the committee has helped tremendously, he said, but the temptation may be to defer too much to her judgment.

Solution is not to abandon the system, Ward said. "Every complainant feels his or her best hope is a panel of peers. No complainant wants a panel of lawyers." He asked if some other method can be found for appointing committee members. Steffes said members and especially the chair should be relieved of some other duties.

Political science professor Bob Holt, former Graduate School dean, told the FCC he doesn't know why a question has been raised about whether there should be a graduate school dean and VP for research. American way of linking the research enterprise and graduate education, he said, "is in many ways the envy of the world." Two models that work are a single officer combining the 2 roles or 2 officers who are both in central administration, he said; what doesn't work is to have a graduate school dean report to a VP for research.



CROOKSTON—At its November meeting the Board of Regents approved the bachelor of science degree in early childhood program management with Pre-K-Teacher Licensure at UMC in cooperation with Bemidji State U.

High school students from Minnesota and eastern North Dakota will be on campus Dec. 2 for Ag Activities Day. Students have already registered from as far away as Anoka and Willmar. UMC Activities Day awards of \$750 will be given to the highest individual, \$600 to 2nd highest, and \$450 to 3rd highest in the judging contests.

DULUTH—Campus was closed Monday (Nov. 28) because of the winter storm.

MORRIS—Continuing Education is conducting a survey to measure the level of interest in a master of liberal studies (MLS) degree among especially selected west central Minnesota residents. Degree is designed for persons who already hold a bachelor's or higher degree and who wish to complete an individually designed degree in interdisciplinary liberal education. Direct questions to Roger McCannon, (612) 589-6459.

Five women have taken on the regimen of wrestling under head wrestling coach Doug Reese. Julia Hesse, Susan Foster-Zdon, Sara Jean Dunlap, Kristen Kahler, and Billie Marie Grothe join women at 24 colleges nationwide that have started women's wrestling programs.

TWIN CITIES—Carlson School has secured nearly \$43.4 million toward the \$45 million goal for its new building, including \$25 million from the state, \$10 million from Curt Carlson, and gifts and pledges from 73 individuals, corporations, and foundations. To assure full funding, the U Foundation will fund the balance if the goal is not reached by June 1997. School will continue to raise funds for the building, which will open in 1997.

Humphrey Institute professors John Brandl and Paul Light have been elected to the National Academy of Public Administration, a nonprofit corporation chartered by Congress to improve effectiveness of all levels of government. The academy's 400 elected fellows are all practitioners and scholars in public administration and management.

Three live teleconferences with Peter Senge, author of *The Fifth Discipline: The Art and Practice of the Learning Organization*, will be Dec. 5, March 9, and May 11, 1–3 p.m., and Session I will be rebroadcast Jan. 5, 6:30–9 p.m., all in Mayo auditorium. Cost is \$20 per session or \$50 for all 3 sessions. Sponsored by the U Hospital and Clinic human resources department. Call (612) 626-5619 to register.

Again this year, the Student Parent HELP Center invites all staff and faculty to participate in the annual Wish Tree project. Holiday gift wishes of children of the low-income student parents served by the HELP Center are placed on individual "wish leaves" on a tree located in the Campus Club on the 4th floor of Coffman Union. You may select a wish, purchase and wrap a gift, and bring it to the Campus Club office or 109 Appleby Hall by Dec. 16. Children's party will be in the Great Hall of Coffman Union Dec. 20, 11 a.m.–2 p.m.

U Counseling and Consulting Services is offering a phone consultation service, UCCS Connection, to faculty and staff. Call (612) 624-3323 (Minneapolis) or 625-3115 (St. Paul) to talk with senior staff psychologists about such topics as referring students with personal or academic performance concerns, strengthening work relationships within academic or administrative units, and improving teaching, testing, and survey skills. Available Monday–Friday, 8 a.m.–4:30 p.m.

Lectures and events: Recreational sports department, along with the National Intramural Recreational Sports Association's Natural High program, will present "Rock the Field House" Dec. 1, 7–9 p.m., at the field house, free; for more information call Melvin Kimble at (612) 625-6017. Joffrey Ballet presents 6 performances of *Nutcracker* with a full orchestra and the Minnesota Boys Choir at Northrop Auditorium, beginning today (Nov. 30) at 7:30 p.m. and continuing through Dec. 4 at 1:30 p.m.; for tickets call 624-2345. "1994 Minnesota Quality Award Winner: BI Performance Services, Inc.," Quality and Productivity Breakfast Series, Dec. 6, Earle Brown Center, cost \$20; call 625-6689. "Salinger's Catcher in Context" by Norman Fruman, Dec. 7, 3:30 p.m., Wilson Library gallery, 4th floor, and "Songs of Innocence and Laments: J.D. Salinger," an exhibit, Special Collections, sponsored by Friends of the University of Minnesota Library. "Universities and Small Businesses: New Financing for Technology Research Collaboration," a live satellite teleconference, Dec. 12, noon–4 p.m., 212 Mechanical Engineering; call Laurel Halfpap at 626-9293. "Forging New Communication Paths for the 21st Century" by Stanley Hubbard, IT Forum, Dec. 15, noon, Lexington Restaurant, \$15, reservations needed by Dec. 12; call 626-1804.

Announcements: Parking Services announces that pedestrian tunnel connecting new Washington Ave. ramp and health sciences complex is now open; tunnel can be accessed from the southwest corner stairwell or elevator of the ramp to Level B, or from the 2nd floor of Moos Tower; call (612) 626-PARK with questions. U Bookstores are sponsoring a clothing drive in conjunction with Golden Gopher Sweepstakes throughout men's basketball season; save 25% on a new sweatshirt and be eligible to enter the sweepstakes each time you bring in a sweatshirt to be donated to Sharing and Caring Hands. U residence halls have 5 one-bedroom apartments for rent to visiting faculty and guests of the U. Units are currently available for December and January; call 624-4476.



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Editor: Maureen Smith (612) 624-2801

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University of Minnesota covering all campuses

Critical measures for U2000 will go to the regents for action Thursday. Since last month's regents' meeting, administrators have met with individual regents, responded to questions, and elaborated or strengthened the arguments underlying the recommendations. One change has been a slight increase in the target number for American Indians in the entering freshman class. President Hasselmo said the U already attracts a high percentage of college-bound students of color, and more emphasis will be placed on working with K-12 schools to increase the number of minority students who aim for college.

Also on the regents' agenda: action on resource allocation guidelines, action on emergency capital budget request, review of steam plant environmental impact statement.

Reports on 2 items linked to the goal of creating a more user-friendly environment will be presented to regents' committees: campus master planning, intended to make the TC campus more hospitable especially for students; and introduction of a universal ID card, which would offer access to a wide variety of services.

Building a successful football program on the TC campus will be the focus of a blue-ribbon panel chaired by McKinley Boston, director of men's intercollegiate athletics. President Hasselmo asked the panel to study the support systems needed to develop a successful program and look at universities that have achieved dramatic turnarounds in their football fortunes in recent years. Committee includes head coach Jim Wacker. Boston said the work of the committee will take about 6 months and will result in recommendations that will be presented to Hasselmo. Search for answers "will include public dialogue with alumni, fans, and other Minnesotans who have an interest," he said.

Besides Boston and Wacker, the group includes Regent Reagan, former football coach Cal Stoll, Vikings coach and U alumnus Tony Dungy, men's athletics faculty representative Norm Chervany, CLA dean Julia Davis, GC dean David Taylor, U of Minnesota Alumni Association director Margaret Carlson, Apple Valley High School football coach Paul Miller, attorney Russell Bennett, Dick Ames of Ames Construction Company, Lee Sundet of Sundet Companies, Billy Bye of National Benefits, and Rod Wallace of Thunderbird Hotel. Dick Schultz, former NCAA executive director, will be staff consultant to the committee, and Bill McCartney, outgoing head football coach at the U of Colorado, has agreed to be a resource to the committee.

Role of the central planning office in the new structure was one topic when associate VP Robert Kvavik met with the Finance and Planning Committee Nov. 15. One important role will be to maintain a high-quality data base, he said, and he would like to be able to interact with anyone about data instead of going through layers of administration. Directions and content will be set by line officers, he said, not the planning office.

One committee member asked if the planning office, in addition to facilitating, will have a policing function. Kvavik said that is not the intention, but if, for example, colleges persist in planning without broad participation, or if a plan is contrary to U2000, the planning office would say something. Summary of extended discussion on this topic is in committee minutes.

Five finalists have been named in search for a chancellor at UMD. They are Marilyn Boxer, VP for academic affairs, San Francisco State U; Allen Glenn, dean of the College of Education, U of Washington; Kathryn Martin, dean of the College of Fine and Applied Arts, U of Illinois at Urbana-Champaign; Patrick McDonough, president of Marietta College; and Sharon Wallace, VP of academic affairs, North Dakota State U.

Search for the provost for arts, sciences, and engineering on the TC campus has been extended to Dec. 15. Applicants must submit a brief letter of interest and a current curriculum vitae to Chair, Search Committee for Provost for Arts, Sciences, and Engineering, University of Minnesota, 202 Morrill Hall, 100 Church Street S.E., Minneapolis, Minnesota 55455. Questions should be directed to chair Gerhard Weiss at (612) 625-5084.



National Sea Grant College Program has received a funding increase of \$9.9 million, to be distributed among state sea grant programs through a single competition. Minnesota sea grant has taken the lead in a focused regional approach to the problem of the Eurasian River Ruffe in the Great Lakes (with 6 other major universities) and has begun developing a Lake Superior Initiative with the U of Wisconsin Sea Grant. Projects "have excellent chances of being funded," director Michael McDonald says in a Nov. 23 memo, but the problem will be to find matching state funds. For more information call McDonald at (218) 726-8710.

CROOKSTON—UMC has received a \$50,000 grant from IBM to get an Instructional Technology Resource Center off the ground. Center will help faculty implement new instructional technologies by offering a regular program of software and hardware training opportunities and individual consultations. A full-time instructional technologist will serve as the campus resource on the development and use of evolving instructional technologies.

Jean Kilbourne, nationally recognized authority on media, addictions, and sex roles, discusses "The Naked Truth: Advertising's Image of Women" today (Dec. 7) at 8 p.m. in Kiehle auditorium.

DULUTH—UMD Theatre will present *Dancing a Lughnasa* Dec. 8–Dec. 18 at 8 p.m. in the Marshall Performing Arts Center, Dudley Theater.

Glensheen will be in Christmas finery through Dec. 31 with tours and holiday brunches. Call (218) 724-8864.

MORRIS—Search committee for chair of Division of the Social Sciences will be chaired by Mariam Frenier. Other members are Farah Gilanshah, Thomas Johnson, Michael Korth, Justin Miller, and Dwight Purdy.

Appointments: Qaisar Abbas has assumed duties of Minority Student Program education coordinator. Abbas will coordinate academic advising for minority students, as well as the Gateway program. John Bowers, who was assistant director of the Computer Information and Resource Center at George Washington University, began Dec. 1 as director of computing services.

UMM announces open call for artists to participate in the Percent for Art in Public Places Project. Call is for artists who would like to create site-specific public artwork for the UMM Student Center. To request application materials, contact Sandy Olson-Loy, director of student activities, (612) 589-6080.

TWIN CITIES—The U has received a \$610,000 instrument to analyze the composition of a variety of materials, from bone implants to superconductors to ancient pottery. The Rutherford back-scattering spectrometer, purchased with \$375,000 in National Science Foundation funds and \$235,000 in U funds, is the only such machine in Minnesota, said chemistry professor Wayne Gladfelter, project director for the facility.

Minneapolis mayor Sharon Sayles-Belton is speaking this evening (Dec. 7) at a public banquet at the Campus Club recognizing the U's role in combating sexual orientation discrimination. Sponsored by the Gay, Lesbian, Bisexual, Transgender (GLBT) Employee Network, the Gala Inaugural Banquet marks the one-year anniversary of the creation of the GLBT Programs Office and passage of the regents' resolution extending benefits to same-sex domestic partners of U employees and students. In addition to Sayles-Belton's address on "Vision for an Inclusive Minneapolis," the banquet will include presentation of the first Breaking the Silence awards to President Hasselmo and Marjorie Cowmeadow, chair of the Select Committee on Lesbian, Gay, Bisexual Concerns.

Downsizing may be popular at the middle and lower levels of federal government, but not at the top, Humphrey Institute professor Paul Light wrote in the November/December edition of *The American Enterprise* magazine. Effectively trimming government doesn't mean merely reducing the number of people but reducing the number of layers between the top and the bottom, he said. Only 3 federal government departments had deputy secretaries in 1960, but all 14 have them today. Only one department had a principal deputy assistant secretary; 8 have them now. More in December issue of Humphrey Institute *News Briefs*.

U Recycling Program reminds all recyclers that photocopier paper ream wrappers and brown campus envelopes are not recyclable with office paper. These items continue to cause sorting problems when they are placed in the office paper recycling containers on campus. Ream wrappers, usually Hammermill or Cascade brand, are unacceptable due to the plastic they contain.

Lecture: "From DP to New American: How Latvians Came to Settle in Minnesota" by Astra Apsitis, Dec. 8, 5 p.m., Immigration History Research Center; RSVP by calling (612) 627-4208.

Dec. 14, 1994

Editor: Maureen Smith (612) 624-2801

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A weekly publication serving all campuses

Anne Hopkins, VP for arts, sciences, and engineering, has been named provost and executive VP for academic affairs at Miami U in Ohio. She is expected to begin her duties by March 1. "I am delighted that Dr. Hopkins will join us," said Miami president Paul Risser. "The campus gave her a warm reception during her visit, and there is great enthusiasm for her as provost." Provost job is the 2nd-in-command position.

"Miami's gain is our great loss," President Hasselmo said. "I regard my recruitment of Dr. Hopkins...as one of my best personal judgments," he said, and she has provided "superb leadership."

U2000 critical measures were approved by regents. "Goals are goals. They're not floors. They're not ceilings," VP Infante said in discussion of the goals for recruiting and retaining students of color. "Everything we're trying to do is to ensure the success of our students" in remaining at the U, progressing within the U, and completing their programs. "Our present measures do not indicate that we are doing particularly well," he said. Many programs are now devoted to sustaining minority students, Infante said, and some seem to be effective and some not. Associate VP Josie Johnson is now conducting a "serious evaluation of the effectiveness" of programs.

In 1993 about half of the freshmen admitted were in the top quartile of their high school class and half, including GC students, were not. If the goals are met, the percentage would shift to 66% from the top quartile. One goal is to bring students into GC "who are better able to succeed than has been true in the past," Infante said. Regent Anderson said he has some concerns and is waiting to see how U College meets the unmet needs. "The jury is out," he said, but "I trust you." Regent Hogan said he, too, has concerns, but "we've spent enough time on goals and measures" and it is time to focus on the leadership for meeting the goals.

Resource allocation guidelines for fiscal 1996 were approved. Resources will be directed to the 6 strategic areas of U2000. Strategic investment pool of \$5.1 million will be used for strengthening key disciplines, targeted recruitment and retention of faculty, research and education grant matches, and excellence through diversity.

Compensation pool of \$16.9 million will be established, representing an annual increase of about 3.3%. Pool is to cover the financial impacts of salary and benefit cost increases and is not intended as an across-the-board compensation increase. For each employee group, increases "will be based on the position of the group in relation to other comparable employee groups" outside the U.

Regents unanimously passed a resolution on the environmental impact statement (EIS) on the steam plant. Board "extends its appreciation to staff of the Minnesota Environmental Quality Board (EQB) for their extensive work to date, and encourages broad public participation in the EQB's review" of the draft statement. People have until Jan. 11 to comment. Best opportunity would be at a public informational meeting and hearing Dec. 20 at 7 p.m. in the Roy Wilkins Room of the Humphrey Center. Publication of the final EIS will then be followed by a 10-day comment period, and the regents will be asked to review and consider the final EIS at either the February or March meeting. Mid-April is the earliest possible release of an air permit.

Regent Keffeler said she has an open mind on the issue, and the board intends to engage in the process "in a good faith and open-minded way" in light of expanded information. "This board set forth some criteria, and we collectively made the best decision we could possibly make," she added, and she would not want her open-mindedness to be interpreted as "stamping to any particular alternative."

Associate VP Sue Markham said it is important to keep the steam plant project on schedule because "any delay would have serious implications" for the U. She said there is an emergency plan stating which buildings would have to be shut down in the event of capacity problems.

EIS draft shows that there are not large differences in emissions of "criteria pollutants" between the Foster-Wheeler project and any of 7 alternatives, Markham said. All alternatives except the no-build alternative represent improvement over the existing situation. Predicted emission rates were somewhat lower for gas alternatives, but those alternatives also had a somewhat higher short-term impact on ambient air.



VP Infante presented some proposed changes in tuition policy that call for uniform upper division rates by 1998-99. However, colleges would be given a great deal more flexibility to impose fees to accommodate program needs (e.g., an instrument fee in School of Music). Result would be to reduce the amount that lower cost programs subsidize higher cost programs. "There will always be some cross subsidies," Infante said. "The question is, to what extent?"

UMD's participation in a national "direct lending" student loan test has been a resounding success, acting student affairs VP Jack Imholte and treasurer Roger Paschke reported. Gerald Allen, UMD director of Student Support Services, says there has been a dramatic positive change in the students' perception of the financial aid office. TC campus has been accepted to participate in direct lending program. Though there is some concern about whether the program will undergo any changes in the new Congress, federal relations director Tom Etten told regents the program has been so popular across the country that it should be on solid ground for at least 3 or 4 more years.

Some proposed changes in early retirement incentives for faculty were described by associate VP Carol Carrier: qualified faculty would be offered a lump-sum cash payment based on years of service, including the corresponding retirement contribution, and subsidized medical and dental coverage up to 5 years beyond the last day of regular employment or until they become eligible for Medicare, whichever is sooner. Changes are intended to make early retirement or phased early retirement attractive to more faculty. VP Infante expressed concern that plan might cost the U more money but "might not significantly increase the attrition rate."

President Hasselmo will be present to answer questions for the first hour of this month's meeting of the Civil Service Committee Dec. 15 at 12:15 p.m. in 238 Morrill Hall. Open to everyone.

Business Officers Group will discontinue meeting unless people volunteer to provide leadership for the group. Terms are 1-2 years and will begin early in 1995. Committee will consist of 5-7 members. Send nominations to Pam Young, 250 Bierman Field Athletic Building, or e-mail pyoung@mailbox.mail.umn.edu by Dec. 31.

New or revised policies for *Academic Personnel Policies and Procedures Manual* and *Academic Professional and Administrative Staff Policies and Procedures Manual* are on the fileserver, AIS Public Access Bulletin Board, and Gopher: Regulations Concerning Faculty Tenure (revision of section 5.5) and TA English Program. Information: Karen Linqvist at (612) 624-9817.

CROOKSTON—Christmas Fest for all faculty and staff will be Dec. 17: fireside social, 5:30 p.m., Bede Ballroom; roast beast dinner, 6:30 p.m., Brown Dining Room; dance, 8:30-11:30 p.m., Bede Ballroom.

Events: UMC Campus Ministry and Choir will present a Christmas program Dec. 15 at 7:30 p.m. in Bede Ballroom. Program is free and refreshments will be available. UMC's external relations will host a Holiday Appreciation Social Dec. 15, 5-7 p.m., for board of directors of UMC alumni, Northwest School of Agriculture alumni, Northwest Education Improvement Association, and Teambackers.

DULUTH—Chancellor candidates are visiting the campus. Patrick McDonough came Dec. 7-8 and Allen Glenn Dec. 12-13, and both appeared at open forums. Sharon Wallace is visiting Dec. 14-15 and will appear at a campus forum tomorrow (Dec. 15) at 4 p.m. in Marshall Performing Arts Center.

American Indian Learning Resource Center staff is inviting participation in its 2nd annual American Indian and Friends Art Auction Feb. 4, 1995, in Kirby ballroom. Donations of art and craft works are needed; deadline is Dec. 31. Call (218) 726-6379 for more information.

Alpha Phi Omega and Gamma Sigma Sigma, America's only national service Greek organizations, will hold Rent-a-Greek Auction Dec. 15 at noon in Kirby lounge. Generous portion of the proceeds will benefit the United Way.

MORRIS—Goal of a community service project during winter and spring quarters is to develop a service learning pilot at UMM while providing on-site enrichment to K-6 students in Morris. UMM students will work on an individual basis with elementary students. Funding supports faculty stipends for evaluation and workshops. Grant was announced by Carol McCannon, UMM's liaison to Campus Compact.

TWIN CITIES—Two mechanical engineering professors have been named to professorships from funds received from 1928 alumnus Benjamin Mayhugh, other alumni contributions, and the Permanent University Fund. Benjamin Liu has been named to the Richard C. Jordan Professorship in Mechanical Engineering and Emil Pfender to the Ernst Eckert Professorship in Mechanical Engineering.

Women's athletic director Chris Voelz announced a national search for a new volleyball coach following the decision not to renew current coach Stephanie Schleuder's appointment. She also announced that she has reopened negotiations with basketball coach Linda Hill-MacDonald and hopes to be able to sign her to a new contract. Voelz met individually with both coaches Friday.

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Editor: Maureen Smith (612) 624-2801

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Faculty concerns about lack of communication and trust between faculty and administrators were voiced at a joint meeting of the Faculty Consultative Committee (FCC) and the Senate Committee on Faculty Affairs (SCFA) Dec. 15. SCFA chair Dan Feeney said his committee has been discussing these issues for about a year and wanted to bring them forward. He cited some specific incidents but said the larger question is whether the administration values faculty or sees them as "pawns to be manipulated." SCFA met after the joint meeting, and Feeney will return to FCC with suggestions for next steps.

One SCFA member addressed a question to FCC chair John Adams, in light of his frequent contact with central officers: "Are you comfortable?" Adams replied, "What I'm comfortable about is that I don't have their jobs." He said he shares some frustrations about communication, but he knows administrators work 80-hour weeks, face intense pressures, and have more issues to deal with than they can handle.

Some of the tensions could be seen in comparing the SCFA discussion with an earlier segment of the FCC meeting with VP Infante. Feeney said faculty feel they are faced with "oppressive" new policies; Infante talked about the growing need for the U to be in compliance with legal and governmental requirements.

Provosts and chancellors will have authority for tenure decisions in new organization, VP Infante told the FCC. He said he took his tenure responsibility seriously and believes it will be better now to spread it out. He never was able to review all cases, he said, but asked his staff to perform a triage. He looked at the top group to learn of cutting-edge research and rising stars and looked closely at the bottom group to make judgments.

Dave Berg, assistant to the president, talked with the FCC about how to track the number of administrators as the U moves to a new organization. He said he could give them the answer he gives legislators: "Tell me what you mean by an administrator, and I'll tell you how many we've got." Berg said he will suggest a way of defining who is an administrator and a way for tracking numbers and dollars. People usually ask about numbers of administrators, he said, but tracking dollars might be more meaningful. President Hasselmo has said the reorganization is not to result in more administrators, and Berg said holding to that pledge will be difficult.

One concern expressed by FCC members was that, to make the numbers look good, the central administration might stop performing some responsibilities and pass them down to units. Berg acknowledged the concern but said his perception is that the administration keeps getting more and more work without more people to do it.

Two key committees heard presentations last week on the proposed tuition principles that went to the regents for discussion this month. Dennis Cabral, associate to the VP for academic affairs, met Tuesday with finance and planning and Thursday with FCC. Principles will be reviewed again by the regents in January and presented for action in February. New tuition plan would be implemented in the fall.

Proportion of instructional costs covered by tuition has increased in recent years and now stands at more than 42%, Cabral said. Tuition must reflect the realities of costs in a competitive environment. Proposed policy calls for uniform upper division and lower division rates.

A difficult element that has been looked at more closely is fees. Current regents' policy prohibits fees related to instructional costs, but both Crookston and IT have fees for computers. Students at Crookston did not want computer costs included in tuition; they wanted the fee separate so they could be sure it was doing what it was supposed to. Proposal includes more fees, but opinion in Morrill Hall is divided on this subject.

Phase II budget instructions were the other big topic at Finance Committee meeting. Budget targets will be centrally allocated to provost, chancellors, and VP units but not to colleges, associate VP Richard Pfitzenreuter said. Provosts (VPs until provosts are in place) and chancellors will translate budget targets into budget plans for their units. Planning will be for 2 years, and next year 3 years of planning may be required. Fifth year of reallocation will be implemented; signals had been mixed on this subject.

Mike Martin has agreed to serve as interim dean of the College of Agriculture (COA) after Dean Richard Jones departs and before a new dean is in place. VP Allen said in a Dec. 13 memo to COA faculty and staff that "we are in discussion about alternative ways to cover the responsibilities in Mike's regular role as associate dean in COA and assistant director of the Minnesota Agricultural Experiment Station." With nominations from faculty and staff, Allen said, he is putting together a search committee for a dean. "The makeup of this committee will be announced in the near future and then this national search will be initiated."

The U is seeking an associate controller "responsible for implementing cost-effective, well-controlled, and state-of-the-art transaction processing for procurement, payroll, and equipment inventory; and developing policies and procedures to assure business units and researchers of effective financial management information." For more information call Betsy Taplin at (612) 624-8087. Send responses by Jan. 20, 1995, to Charles Squires, Robert Half International, 2800 Norwest Center, Minneapolis 55402.

Satellite-tracking collars on moose in Voyageurs National Park will help U researchers study how foraging moose and forest affect each other. The study, expected to begin in February, will be funded by a 5-year National Science Foundation grant. John Pastor, research associate at the Natural Resources Research Institute on the Duluth campus, and Yosef Cohen, professor of fisheries and wildlife on the TC campus, will track 6 moose to learn how forest composition affects moose and vice versa.

CROOKSTON—Cooperative Solutions Mediation Center for Northwest Minnesota opened at UMC. Center provides mediation and other dispute-resolution services to the public as the first option before seeking relief in the traditional court process. Coordinator is Marilyn Grave, UMC's early childhood program director.

Student Success Fair is set for Jan. 11. Fair focuses on those activities and behaviors that improve student academic performance, promote good health, encourage planning ahead, or improve the use of campus resources.

DULUTH—Chancellor candidate Marilyn Boxer was on campus Dec. 19–20, and candidate Kathryn Martin is on campus Dec. 21–22 and will be at an open forum Dec. 22 at 4 p.m. in Marshall Performing Arts Center.

Reading by English professor Joseph Maiolo, of Truman Capote's "A Christmas Memory," will be Dec. 23 at 1 p.m. in Marshall Performing Arts Center.

UMD Health Services hosted a forum entitled "College Students Concerned About Health System Reform" Nov. 29. Health Services, along with the Student Association and Student Health Advisory Committee, invited area legislators and health system planners to discuss student concerns about their future health care.

MORRIS—Cougar men's basketball team, under head coach Perry Ford, is participating in the Hoops and Hulas Shootout in Honolulu over the holiday break. Women's basketball team, under head coach Michelle Woodard, is competing in the Colorado College Invitational.

TWIN CITIES—St. Jude Medical, Inc., based in Little Canada, has announced a \$500,000 gift to the Biomedical Engineering Center that, coupled with matching funds from the U Foundation, will be used to create the St. Jude Medical Professorship in Biomedical Engineering. Ron Matricaria, CEO of St. Jude, has agreed to chair a major gift campaign for the graduate program in biomedical engineering.

A robotic medication dispenser that can significantly reduce human error, allow pharmacists more time for patient care, and reduce personnel costs has become fully operational at the U Hospital and Clinic pharmacy. Hospital is one of the first 6 U.S. sites to purchase the robot, which is expected to pay for itself in 3–4 years.

Raptor Center is treating 2 of 3 young trumpeter swan siblings that were recently found shot in Illinois. The 3rd swan has died. Although swans are not raptors, the center is treating the birds because they are an endangered species and the center has the means to care for large birds. The center, a private, nonprofit organization within the College of Veterinary Medicine, annually treats nearly 700 birds of prey.

Rebroadcast of Peter Senge's live teleconference "Applying the Principles of the Learning Organization," part I, will be Jan. 5, 6:30–9:30 p.m., in Mayo Auditorium. Call Judy Peterson at (612) 626-5619 for cost and registration.

Infectious Disease Research Unit of the Division of Epidemiology is seeking volunteers to participate in a BCG vaccine study. Though not used routinely in the U.S., BCG is a vaccine used in most countries to reduce the risk of tuberculosis. Participants will be paid \$150 in installments. Volunteers must be ages 18–40, born in the U.S., with no previous BCG vaccination. Brief screening will be conducted by telephone. Principal investigator is Philip Lowry. Call Annie Johnston at (612) 625-2166 or Teresa Ludwig at 626-4161 for more information.

Effective Jan. 1, parking rates at the art museum garage will be reduced to \$1 an hour. Call (612) 626-PARK for additional information.