

Michigan Today

Vol. 11, No. 3

The University of Michigan

Faculty Faces Challenges, New Mind Sets, Smith Says

In a state beset with a recession, automobile industry layoffs, and legal restrictions in taxation, individual units of the University must help in solving the problems of the eighties, Interim President Allan F. Smith said in the annual State of the University address at the Faculty-Staff Convocation held in Lydia Mendelssohn Theatre in October.

"We need some mind-sets or thought patterns to be revised so that the operating units of this University will turn to modes of self-help for retaining quality, retaining competitive posture in the educational world, and determining which parts of the program are worthy of continuation in the face of restricted resources."

Competitive Salaries

As an example of problems resulting from scarce resources, Smith cited the need to keep faculty salaries competitive with other major universities "to maintain our stature." He noted that many U-M professors have been required to raise part of their salary money by securing research grants to support partial appointments, and that "we are far below the top University in the nation for average full professors' salaries."

University units "can be masters of much of their destiny," Smith challenged. "... as we compete with the great private institutions, we may become more like them. For example, a department needing to raise the salaries of 25 full professors an average of \$2,000 can do so with an endowment of \$1 million.

"It is very easy, at this institution, to live in a state of near-euphoria," President Smith pointed out, "enjoying the massive effort which is made here, the incredible variety of activity, the broad scope of our attack on the limits of human knowledge in almost every area of learning, and the stimulation which comes from association with some of the great minds of the world. It is easy to count our blessings, and assume they will continue... [but I] expect that we will indeed cope with adversity as it may come."

Continuing Problems

Smith noted that the problems cited by President Fleming a year ago still remain and should be considered the continuing kind, not the solvable kind. The University will confront the problems of the increasing costs of government regulations and controls, declining numbers of 18 to 24 year olds, and scarcity of economic resources throughout the next decade. Changes both in programs and faculty support will be necessary to maintain the University's long tradition of high quality education, he said.

Smith also praised the appointment of U-M President-designate Harold Shapiro as a man who will provide "strong, capable, innovative, and dedicated leadership."

Reflecting on the year past, Smith noted, "not a week goes by without

some member of our faculty or staff receiving a national or international honor for his work or service...

Not a week goes by but that our University receives a major gift to assist in its development... And private persons keep our monetary blood flowing, such as the major gift from U-M's long-time benefactors Eugene and Sadye Power which will enable completion of the Power Center for the Performing Arts, and the endowed professorship honoring the late George Cameron, funded by an anonymous gift.

Among the highlights of the year, Smith cited:

—The visits of U-M alumni Col. Alfred Worden, astronaut, to dedicate the mural in the aerospace engineering department, and former President Gerald R. Ford to participate in the cornerstone laying of the Ford Presidential Library on North Campus.

—U-M's ranking among the nation's top four universities in a major survey.

—The role of U-M Prof. Michel Oksenberg in the normalization of relations between China and the United States.

—The progress in the Hospital Replacement Project.



Photo by John Goyer

One of the highlights of the year was progress on the hospital replacement project, Interim President Smith said in his State of the University address. In September, Smith joined Della Goodwin (middle), president of the Comprehensive Health Planning Council of Southeastern Michigan, and Maurice Reizen (right), director of the Michigan Department of Health to announce state approval of the Certificate of Need. The proposal now goes before the state legislature for consideration of funding.

Nineteen Faculty Members Honored



Elizabeth W. Bergmann

Photo by Bob Kalmbach

Nineteen U-M faculty members received some \$20,000 in awards for distinguished scholarship, teaching, and service at the U-M's annual Faculty-Staff Convocation.

Five faculty members received the U-M Distinguished Faculty Achievement Award: Elizabeth W. Bergmann, associate professor of dance; Rolf G. Freter, professor of microbiology; Sigurd P. Ramfjord, professor of dentistry; Joseph L. Sax, professor of law; and Allen L. Shields, professor of mathematics.

The award of \$1,000 each, is pre-

sented for "distinguished achievement in teaching, research, publication, creative work in the arts, public service, and other activities which bring distinction to the University." Funds are provided by the Michigan Annual Giving Fund.

The AMOCO Foundation Good Teaching Award recipients included: John M. Allen, professor of biological sciences; Frithjof H. Bergmann, professor of philosophy; James J. Gindin, professor of English; Sybil Kein, associate professor of English at U-M Flint; Eugene

F. Kraus, professor of mathematics; Judith S. Reitman, associate professor of psychology.

The AMOCO award, which includes \$1,500, is given to senior faculty members for "excellence in undergraduate instruction." Funds are provided by the AMOCO Foundation through the U-M Development Office.

U-M Faculty Recognition Awards of \$750 were presented to: William R. Anderson, associate curator at the Herbarium and associate professor of botany; Charles R. Eisendrath, assistant professor of journalism; William R. Folk, associate professor of biological chemistry; John R. Pringle, assistant professor of biological sciences; Bruce H. Wilkinson, associate professor of geology and mineralogy.

The award is given to junior faculty members for their "impact on the life of the student body as a teacher and counselor." Funds for this award also are provided from the Michigan Annual Giving Fund.

The Josephine Nevins Keal Fellowship was awarded to Shulamit T. Reinharz, assistant professor of psychology. Established by a bequest from the estate of Josephine Keal, the fellowship is designed "to assist women faculty in advancing their professional competence and rank, through study and research."

The U-M Press Book Award of \$1,000 went to Rhoads Murphey, professor of geography and Asian studies, for *The Outsiders: The Western Experience in India and China*, and to journalism professor William E. Porter for *Assault on the Media: The Nixon Years*.

Going Back to School Is Hard, Worth It, Nontraditional Students Say

Colleges and universities are finding more and more non-traditional students in their enrollments. U-M is no exception. Some 2,700 non-traditional students are currently enrolled in the university's undergraduate programs.

The majority of these students are women who interrupted their educations for family reasons and are returning after a number of years' absence from the classroom. Not all non-traditional students are women, however, and not all lack a college degree or profession. Some have chosen to make a radical mid-career change.

U-M's Center for the Continuing Education of Women—the forerunner of, and model for similar centers at universities throughout the nation—was established in 1964 to meet the special needs of the non-traditional student.

In the interviews that follow, four women talk about their experiences as non-traditional students at the U-M.

I had always wanted to go to medical school," **Carol Steffanson** says. "I had changed my plans by undergraduate school thinking I couldn't combine a career and family."

Carol received her degree in social work. At age 26, she returned to undergraduate school part-time to take two years of pre-med classes.

"The biggest problem was that no one was able to advise me regarding going back to medical school. It was considered very unusual for a housewife to decide to go back to undergraduate school.

"When I decided to go back, I didn't know the Center for Continuing Education of Women existed. CEW came through with a grant at a time when I really needed it . . . not to mention support and advice.

"The major problem for women in returning to school is that . . . there are other responsibilities involved; there are often other peoples' lives involved, such as children. The decision to return is very complex, very individual for the particular student, very personal in terms of how it may affect other peoples' lives and responsibilities one has assumed.

"CEW helps women to see their options and to make reasonable choices in going back to school.

"As a student, I felt out of place. I was my medical class's only married mother. . . . I had the sense of being a long distance runner in a field of sprinters. What I did was very, very difficult.

"I would really like to help endow the CEW scholarship fund. One of the things I think women need to realize is that when they invest in the education of other women, through CEW, they really are investing in themselves and their daughters. Contributing to the CEW scholarship fund is a way women can directly validate their beliefs in equal opportunity because this money goes directly to helping women achieve things that heretofore were not possible."

Burna Mason and her husband put five sons through college, one graduated from Michigan. After the death of her husband a few years ago, Burna found herself a displaced homemaker.

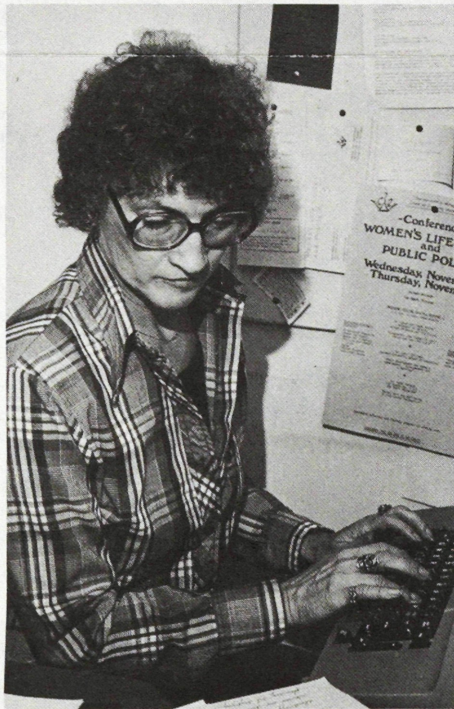
"I started taking classes at Washtenaw Community College to be an accounting technician. Visit-



Carol Steffanson interrupted her residency to be physician for the National Music Camp, Interlochen, Michigan



Irene Cost



Betty Gobiell

ing my son on campus, I got interested in Michigan . . . a friend of his told me about CEW.

"CEW has provided comraderie and advice. They've counseled me on some critical choices. They provided me with a scholarship when I first entered Michigan. It helped me to know that someone had enough confidence in me that they would put \$2,000 in my hands and say 'I believe you can do it.' That gave me the impetus to really study because I didn't want to let CEW down. There were only two black women out of 27 who won CEW scholarships, and I was the only ghetto black person.

"Being an older student is really hard. It's lonely. Young people gravitate toward each other . . . they can study together in the dorms . . . When you're living at home you can't just call a friend for help with



Burna Mason

Photos by Virginia Geren

your classes. None of my friends are going to Michigan.

"At times I feel pretty bitter. Why should I have to sit in this classroom for four years? My life experiences should count for something. Many of the older women feel this way. . .

"CEW has been like a family to me. The smiles, the encouragement; some days when I feel so down, they seem really concerned about my welfare. There aren't many people on campus who can really talk to older women; who are patient. I don't think I can ever really pay back CEW for what they've done for me."

Irene Cost dropped out of college early to marry and raise three children. Ten years later, she decided to pursue her bachelors degree in theatre. She is completing her sophomore year with the help of the Alpha Epsilon Phi scholarship from the Center for Continuing Education of Women.

"When I was thinking about going back to school, my husband (UM '72) suggested I go to CEW for advice. Through CEW I attended some brown bag lunches for people contemplating returning to school, and took some courses in rapid reading and study skills. Then I went to the admissions office.

"As a student, my biggest problem is dividing my time between family and school. Sometimes I feel guilty taking time away from my family, but I've worked that out by leaving the house at 7:30 a.m. with

them, studying in the library between classes, and coming home around 4 p.m. when they do.

"When I first went back to school, I found myself going through an identity crisis. I enjoy the younger students, and they consider me their peer. But I feel I really don't have any peers here. It's been very difficult finding a place where I fit. Through CEW I've met many people my age who are going back to school, so I now have a better sense of identity as a student.

"For most returning students, the hardest thing is being so much older, starting a career so much later in life than most of the other students. You think, 'these kids are going to start a career at 21, 22, and here I am starting school at 30. I'm never going to get done!'

"My husband and I both should be working to support our family adequately. We're having to sacrifice a lot for me to go to school. The scholarship has helped cover books and tuition, which really makes a difference for us. At one point I was going to have to quit school and get a job immediately to pay bills. CEW was able to give me an emergency grant to get me through that week and keep me in school.

"I am grateful for CEW's help. When I'm done I would very much like to repay CEW—at least for the scholarship."

After 13 years in a good middle management job, **Betty Gobiell** "wanted to do something else. I got into the job out of necessity and economic factors. Now that my children are grown, I feel like diversifying."

Betty is working toward a bachelors degree in Natural Resources.

"I didn't know anything about getting into U-M, the criteria, the correct procedures, how to get financial aid. A counselor from the Center for Continuing Education of Women told me the various steps I'd have to take and who to contact. That information was invaluable. This university is huge when you're trying to find out something and you don't know where to start.

"Balancing work and studies is very difficult. The assumption here is that for every class hour you put in two to three hours outside class. Adding working hours to that gives you a 40 hour day.

"Being a student, especially a working student, is difficult psychologically because it's so fractured. As a student, you're always shifting gears: changing locations and confronting new problems. Then you go to work: another locale, but with more familiar problems.

"At first I felt conspicuous as an older student. But the younger people didn't seem to think anything about it. I realized it was up to me to break the barrier . . . I have a good rapport with the younger students.

"Older students have some advantages. Most of the younger students are rather in awe of the whole system, but I think an older student gets over that right away. Being older, you do have more confidence. You've coped with more; you're experience is so much broader, so you can do things in a classroom that a young person would never do. Young people are not as apt to ask as many questions, or argue a point, or bring up controversial issues."

Majority of U-M Students

Receive Financial Aid

More than 62 percent of U-M students on the Ann Arbor campus received some form of financial assistance administered or monitored by the University in 1977-78.

The grants, scholarships, loans, and campus employment for students totaled \$59.8 million, an increase of nearly 15 percent over the previous year when \$52 million was dispensed to 57 percent of the students.

Scholarships

Scholarships and grants (\$26 million) were the most prevalent form of assistance, going to 39 percent of the students and representing 43 percent of the total support, according to Richard A. English, U-M associate vice-president for academic affairs. Scholarships and grants averaged \$2,133 per student.

More Loans

Loans showed the sharpest growth rate, from \$8.1 million to \$13.9 million within two academic years. Approximately 21 percent of the students negotiated one or more

student loans totaling an average slightly over \$2,100.

Campus Jobs

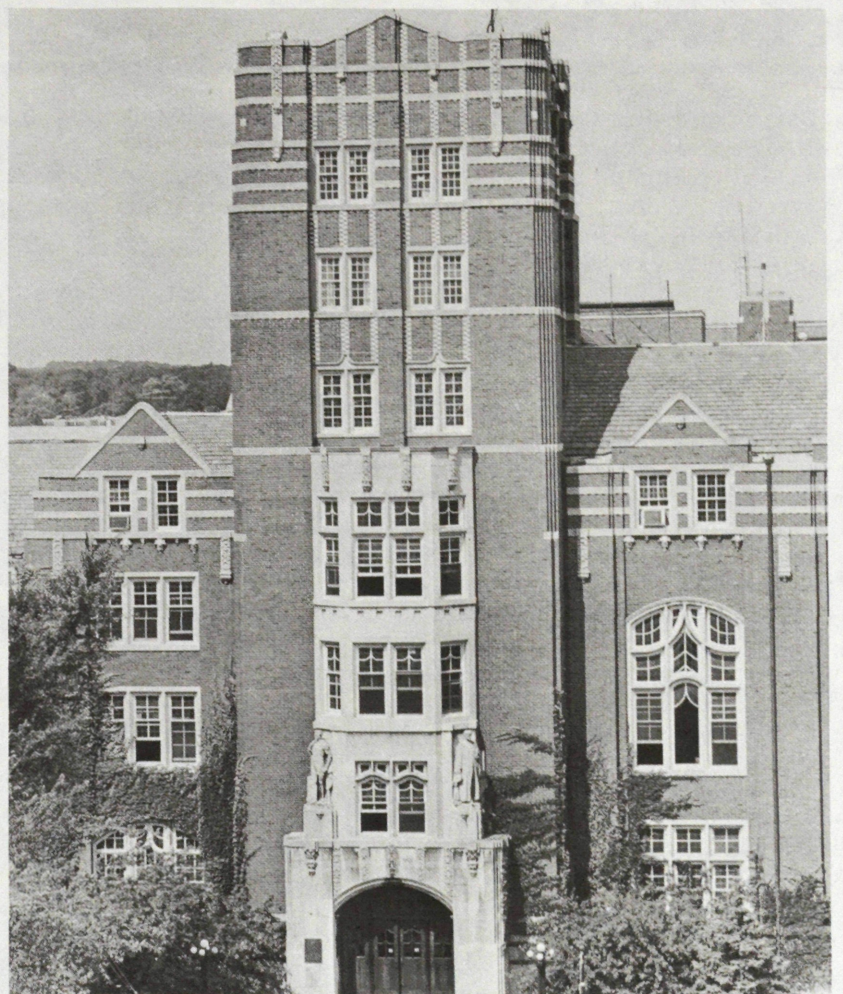
Over 33 percent of the students were employed in campus jobs (\$19.9 million) during 1977-78, earning an average of \$1,753. Many students financed their education through a combination of sources.

The average amount of financial aid was \$3,060 per student.

"Financial assistance for selected minority students continues to represent a substantial proportion of all awards," English noted. "While blacks, Native Americans, and Hispanic Americans comprise 8.4 percent of the total number of students (receiving assistance), they received over 16 percent of the total financial aid funds. Moreover, minority students received 41 percent of the General Fund scholarship/grant assistance."

A slightly higher proportion of women than men (64.3 percent vs. 61.4 percent) received some form of assistance; however, mean levels of support were \$2,946 for women and \$3,143 for men.

Union Celebrates 100th Birthday



The Michigan Union, one of the nation's oldest college unions and one of U-M's most prominent landmarks, celebrated its 75th anniversary this fall. The Union was incorporated June 20, 1904. The current building (1917) stands on the site of the home that originally housed the Union.

The Vital Margin

Operating a University Is Expensive

by Michael Radock

Vice President for University Relations and Development

How much does it cost to operate a university of U-M's calibre? Last year the bill for operating all three U-M campuses came to \$527 million, while the cost to the University of educating one student was nearly \$5,900. Five years ago, expenses totaled \$336 million and each student cost \$4,000.

A large portion of the expenditures come under the University's General Fund—which pays for, among other things, teaching, research, administration, public service, library services, student aid, and physical properties operation and maintenance.

Salaries

General fund expenditures for the Ann Arbor campus during 1978-79 totaled approximately \$207 million. Staff salaries accounted for a large portion of the expenses, \$131,771,000 (compared to \$94,186,000 in 1973-74), but salaries have increased much less rapidly than many other budget items. For example, the cost of staff benefits has nearly doubled over the past five years, from \$14,267,000 in 1973-74 to \$24,632,000 last year, reflecting the rapid increases in health care costs.

Together, salaries and benefits represent around 65 percent of the budget.

Utilities

Utility costs more than doubled between 1973-74 and 1978-79: \$13,305,000 compared to \$5,812,000. This increase would be far greater if the University hadn't instituted vigorous energy conservation measures over the same period. Likewise, telephone costs have

risen substantially from \$1,600,000 to \$2,100,000 over the period.

Maintaining the physical plant of the university—like maintaining a home—is essential to protect the larger investment in buildings and equipment. The university paid \$12,984,000 for such maintenance last year, a moderate increase over the \$10,764,000 spent in fiscal 1973-74.

Many people forget that the University also must pay for police and fire protection, security guards, even insurance. These items cost \$1,993,000 during the past year; \$1,382,000 five years ago.

One expense that remained essentially unchanged over the five-year period was scholarships and fellowships. In 1978-79, the General Fund paid out \$10,435,000 for student financial aid versus \$10,721,000 in 1973-74. This decrease does not represent

a decline in the importance or availability of scholarships and fellowships, but rather a dramatic increase in the amount of state and federal funds available for student financial aid.

Little Real Growth

It is important to realize that these increases are primarily the result of inflationary factors and represent little real growth.

State support currently represents about 26 percent of the University's total revenue to cover such expenses, a decrease from the 27 to 30 percent range that characterized the past 10 years. Student fees in 1978-79 accounted for a little less than 14 percent of the total revenues.

Federal grants and contracts have been a significant source of support over the years and continue to grow.

But as a large, public institution,

the U-M takes particular pride in the gift support received from alumni and friends. This support, along with the investment income on gifts to the endowment and other funds, is of primary importance to Michigan's leadership position in higher education. In the lean years ahead, it will be essential to maintain the U-M reputation for excellence.

New Staff

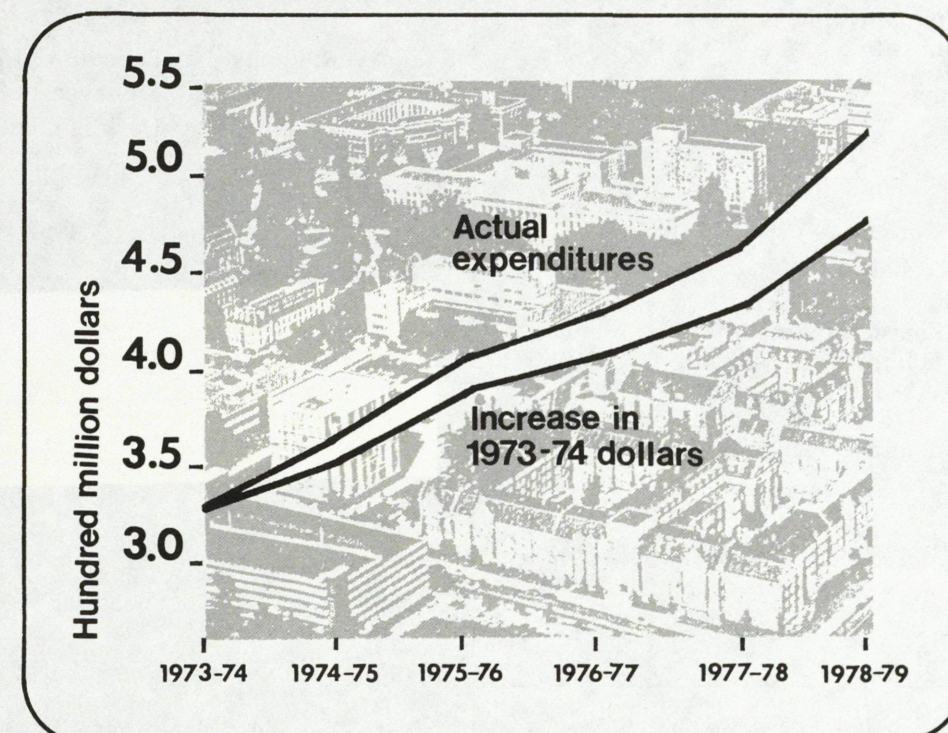
In preparation for the needs of the eighties, U-M has strengthened the professional staff in its Development Office. Before I introduce the new staff members, I'd like to announce that Joseph Dickinson, who has been with the Development Office for seven years, has been appointed Vice President for Development at Michigan State University. Joe has made a great contribution and will be missed. We are pleased with his appointment and wish him well in his new position.

New staff include Keith Molin, former director of the Michigan Department of Commerce, now associate director for major gifts. Rob Jones, who directed the Law School Capital Campaign, has joined the central Development Office to direct Foundation Relations.

Jolene Hermalin has moved from her development post at the Musical Society to manage Cultural Activities and assist with the Presidents Club. She replaces Anneke Overseth who has become the first development director for U-M's School of Business Administration. Nancy Judge, a long-time Ann Arbor resident who has been very active in volunteer work, has filled the Musical Society vacancy.

Jerry May left U-M's State and Community Relations office to manage School and College Relations in the central Development Office. Alice Preketes, who is responsible for Publications and Promotions, has joined us after several years at the Institute for Social Research.

Effects of Inflation Leave a Gap in Growth of U-M Budget



The above chart compares U-M's annual budget with its "buying power" in 1973-74 dollars. Compounded average annual increase of consumer price index from 1973-74 to 1978-79 = 8.0%. Average real growth for all campuses = 2.2%. (Average annual real growth for the General Fund, Ann Arbor campus = 1.2%.)

FLM
2532

Back Page Briefs

U-M Saving on Energy

Although energy costs have skyrocketed during the past year, U-M saved \$810,000 on its utility bill thanks to energy conservation measures. The University is no stranger to careful use of its energy dollar. In fact, it has cut energy use 22 percent over the past five years for a \$6.8 million total saving in energy costs over the period. Conservation methods include: reducing lighting, using a central environment control system, installing time clocks on equipment and wall switches for individual light control, closing down for a week during the Christmas holidays, and educating employees to be energy conservative, as well as compliance with the 65°/78° Emergency Building Temperature Restrictions.

The University also gives employees an opportunity to conserve on gasoline and other commuting costs by joining a van pool.

Power Center Addition Slated

The Power Center for the Performing Arts will finally be completed according to the original plan. The Center originally was to include a 26,000 square foot educational support facility for rehearsal spaces and costume and scenery shops, but it was deleted because of University funding limitations.

A recent gift from U-M Regent Emeritus Eugene Power and his wife Sadye, of Ann Arbor, will supplement University funds and make the addition possible. The 1,420-seat Power Center, dedicated in 1971, was named in honor of the Power family.

The addition will be part of the original exterior design located be-

tween the existing parking structure and the Power Center.

Construction of the much-needed addition is anticipated to begin in the spring.

Professor Named as Federal Judge

U-M Law Professor Harry T. Edwards has been appointed to the U.S. Circuit Court of Appeals in Washington, D.C.

A specialist in labor law and arbitration, Edwards has been a member of the Law School faculty since 1970. He earned his law degree from the University in 1965.

At 38, Edwards will be one of the youngest judges sitting on a U.S. Appeals Court bench.



Harry T. Edwards

Photo by
Bob Kalmbach

Child Care Training Center Planned

Early childhood research at U-M will be facilitated by the U-M Regents' recent approval of plans to provide space for a child care training and research center in the old St. Joseph Hospital building.

According to U-M Vice President James F. Brinkerhoff, "student and faculty interest in research, teaching, and training in the area of early childhood development is very great," however, the University lacks the facilities to properly implement many grant projects.

The child care center will enable early childhood researchers to conduct their projects on campus. Currently, such projects must rely on area elementary schools and day care centers which "has created substantial difficulties for our staff," Brinkerhoff said.

Anticipated operating costs for the center will be covered by parents' fees and outside research funds.

"You Can't Tell the Coaches without a Roster"

In recent months, the U-M athletic department has added new staff and seen some departures. Here's the roster of new staff.

Baseball: Bud Middaugh, head coach, replaces Moby Benedict; Dan Hall, assistant coach.

Basketball: Mike Boyd, assistant coach, replaces Jim Boyce.

Hockey: John Giordana, assistant coach.

Wrestling: John Wells, assistant coach.

Athletic training: Russ Miller, head trainer, replaces Lindsey McLean.

Administration: Tom Anton, faculty representative, replaces Marcus Plant; Bob DeCarolis and Mike Palmisano, administrative assistants; Fritz Seyfreh, recruiting coordinator.

Departures include Dan Campbell, assistant trainer, and Charles Harris, assistant athletic director.

SCRIPT Makes It Easy to Find U-M Researchers

Need a consultant on laser interactions? Or an expert's view of developments in the Middle East? SCRIPT will find them.

SCRIPT is U-M's new computerized information storage and retrieval system which will ultimately house some 2,000 profiles of faculty, primary researchers, and technical experts on U-M's three campuses.

The profiles contain "key words" which will link the person looking for an expert with specialists in the relevant area.

SCRIPT's first priority is to assist faculty and staff, but assistance will also be given to persons from other universities, industry and business, the media, or the general public as time allows.

The project is coordinated by Elaine Zimmerman, U-M Division of Research Development and Administration.

Overberger Views Scientific Research in China

Scientific research in China has increased in the past year, but the Chinese still have a lot of catching up to do, Vice President for Research Charles Overberger reported on his return from a 16-day trip to the People's Republic of China.

The Chinese are behind in most aspects of polymer chemistry, he said. For example, "They're behind in sophisticated instrumentation because they didn't have access to the West until recently."

He explained that the limitations are a result of the cultural revolution during which all research had to have immediate applications.

Overberger was in China to attend a symposium on Polymer Chemistry and Physics convened under the auspices of the U.S. Committee on Scholarly Communication with the People's Republic of China.

The University of Michigan, as an Equal Opportunity/Affirmative Action employer, complies with applicable federal and state laws prohibiting discrimination, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973. It is the policy of The University of Michigan that no person, on the basis of race, sex, color, religion, national origin or ancestry, age, marital status, handicap, or Vietnam-era veteran status, shall be discriminated against in employment, educational programs and activities, or admissions. Inquiries or complaints may be addressed to the University's Director of Affirmative Action, Title IX and Section 504 Compliance, 5072 Administration Building, Ann Arbor, Michigan 48109. (313) 763-0235.

Michigan Today

The staff of *Michigan Today* continues to invite you to submit suggestions for articles and information that you feel would be useful in helping to increase *Michigan Today's* responsiveness to the interests of the more than 200,000 members of the Michigan family.

Address your letters to:

Editor
Michigan Today
3540C Student Activities
Building
The University of Michigan
Ann Arbor, Michigan 48109

Please send me information on:

- Joining the Alumni Association
- Making a gift to the University
- Joining The Presidents Club

Michael Radock	Vice President for University Relations & Development
Wendell R. Lyons	Director of Development
Alice E. Preketes	Manager, Publications & Promotions
Carol A. Taylor	Designer, University Publications

0003054202 0002916502
DAVID WARREN STEEL
SUZANNE FLANDREAU STEEL
511 W SUMMIT
ANN ARBOR, MI 48103