



# NORTHEAST TODAY

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Northeast Missouri State University

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## Annual Performance Reviews Lead To Professional Growth

President Russell Warren recently announced at a meeting with division heads and members of the president's staff that all NMSU faculty and staff members will have annual performance reviews. The following question-and-answer segment with President Warren and Vice President Jack Magruder addresses some of the specifics of this issue.

### Who will have performance reviews and when will the review policy take effect?

**President Warren:** Beginning this year, every faculty and staff member will have an annual performance review which should be completed no later than June 30 of each year.

**Dr. Magruder:** It is important to point out that in many cases performance reviews have already been completed for this year.

### Why are annual performance reviews being implemented now?

**President Warren:** Performance reviews are not a new concept for many of our faculty and staff members. Performance reviews of faculty members seeking promotions or tenure have

taken place at Northeast for many years, and last year with the help of the newly created Human Resources Department, we were able to begin performance reviews of all staff members. What will be new for some is that the performance reviews will be annual, written and presented verbally. Jack and I feel it is important that we make the review process fair, consistent and universal. We believe strongly that each faculty and staff member is a professional seeking continued professional growth and it is necessary to create a mechanism that allows each person the opportunity to develop a plan to help them grow both personally and professionally.

**Dr. Magruder:** Performance reviews have been around this campus for a long time. The difference for some will be the fact that from now on the reviews will be written and presented verbally. We will get to a point where performance reviews will become an expected and natural process at Northeast.

### What is the purpose of annual performance reviews?

**President Warren:** A critical question here is: How can we ever begin to help our faculty and staff develop personally and professionally if we have no idea what their needs are?

There must be a vehicle established that promotes dialogue and conversation between faculty and division heads, and staff members and their supervisors. This type of performance review encourages two people to sit down and discuss what is happening in their area, both positive and negative. We must know each person's specific needs and if they are experiencing any problems or frustration in their current situation. We need one-on-one feedback.

Even more importantly it gives us the opportunity to encourage, affirm, and recognize those individuals who are doing an outstanding job. We have so many individuals doing quality work who need to know they are appreciated. I don't believe we have done enough in the past to recognize those individuals. Jack and I have therefore asked the president's staff and division heads to develop  
*cont. pg. 2*

## Jeffersonian Scholar is Kohlenberg-Towne Lecture Speaker

One of the country's highest ranking Jeffersonian Scholars, Noble E. Cunningham Jr., will present the 1993 Kohlenberg-Towne Lecture Series on March 25, at 3:30 p.m., in the SUB Conference Room.

Cunningham received his undergraduate degree from the University of Louisville in 1948 and his master's and doctoral degrees from Duke University in 1949 and 1952, respectively. He is currently the Curators' Professor of History at the University of Missouri-Columbia.

He has written several books, including *The Early Republic*, published by Harper and Row, and *The Making of the American Party System, 1789-1809*, published by Prentice-Hall. His book, *In Pursuit of Reason: The Life of Thomas Jefferson*, was one of the History Book Club's main selections and was also offered by the Book-of-the-Month Club. He also authored the award-winning *Popular Images of the Presidency: From Washington to Lincoln* as well as chapters in two books edited by Arthur M. Schlesinger Jr.  
*cont. pg. 3*

## Ballet to Perform On March 23

Northeast's Lyceum Series will present the State Ballet of Missouri at 7:30 p.m. March 23 in Baldwin Auditorium.



The State Ballet of Missouri is a year-round professional performing ballet organization

based in Kansas City, Mo. The 26-member company is under the artistic direction of internationally acclaimed choreographer Todd Bolender, who reorganized the company in 1980. Bolender is a protégé of the late master George Balanchine.

Bolender's works highlight the group's repertoire with humor, charm and athleticism. In addition, the company's broad repertoire includes works by such artists as Balanchine, Alvin Ailey, Clark Tippet, Anthony Tudor and Lew Christensen.

Last year the company gave three sets of performances in Kansas City in addition to the holiday favorite "Nutcracker." It also toured extensively, including a debut performance in New York.

The State Ballet will feature four works on the Northeast stage: Four Temperaments (Balanchine), Lilac Garden (Tudor), Enough Said (Tippet) and Concerto in F (Bolender).

Free tickets for students, faculty and staff will be available beginning March 17 at the Student Activities Board office, SUB.

Financial assistance for this program has been provided by the Missouri Arts Council, a state agency.

## Performance Evaluations cont.

a list of strategies on how we can better reward outstanding faculty and staff members.

Also in a very few instances I have found faculty and staff members who were doing seriously deficient work but they had not been made aware of those deficiencies. In those rare instances we have the responsibility to be certain that the individual knows his or her weaknesses, knows that they are serious, and knows that the institution stands ready to help them address those weaknesses. Ultimately, after receiving a fair and objective review that identifies the serious problem areas, if the individual is unwilling to correct the weaknesses, he or she should not receive a salary increase, and we will need to counsel them out of the University for the sake of their peers and our students.

*Dr. Magruder:* By implementing annual performance reviews we will be better able to assist faculty and staff members achieve their personal and professional goals within the scope of the University's mission. It is important that our faculty and staff know they are supported and that they never feel they are in their career alone. We want to encourage our faculty and staff to take risks and not be fearful of failing, and we must affirm the good and let people know that what they do for our students and the University is of quality, appreciated and important. Likewise, when faculty and staff members have skills that need further development, we have the responsibility to let them know our perception of the situation and to help them get the resources they need to improve.

### What is involved in the performance review?

*President Warren:* Although the specifics may vary somewhat, the performance review will involve a written evaluation discussed verbally in a face-to-face meeting between the faculty/staff member and his/her division head or supervisor. They will review past performance and recognition of accomplishments will naturally occur. If there are areas that need further development, a plan of action will be developed that identifies strategies for improvement and ways the University can be of assistance.

The emphasis will be on developing a growth plan that will allow each of us to be the most successful.

*Dr. Magruder:* In accordance with the University's mission, the major focus of the performance review for faculty will be on teaching and advising—two of the most important things we do at Northeast. Goals relating to service and scholarship will also be jointly developed as they relate to the University's mission. The annual performance review procedures will reinforce the excellence of our faculty and staff, and further our goal to be the best public liberal arts and sciences university in the nation.

### How can you ensure fairness of the performance review?

*Dr. Magruder:* President Warren and I want to make absolutely certain that the process is as fair as possible. Each time we conduct a performance review we learn something from our faculty and staff members about the process used. Based upon the comments and suggestions given by our

faculty and staff members, we will make a concentrated effort over the next two to three years to implement those suggestions and refine the process.

### Will faculty and staff have input in the performance review of division heads and supervisors?

*President Warren:* I believe it is terribly important for faculty and staff to provide input in the overall performance review of division heads and supervisors. I currently have a committee working to develop a formalized method for staff to provide this important input.

*Dr. Magruder:* Last year I received information from faculty on the performance of division heads and I plan to continue this practice. As with student evaluations of teaching, faculty input is one of several pieces of information that I use in the performance reviews of division heads.

### Who evaluates President Warren and Dr. Magruder?

*President Warren:* Last year we had an external consultant come to campus to interview faculty, staff, students, board members, townspeople, and several principal supporters of the University. Based on those interviews, the consultant did an evaluation of me that went to the Board. From this evaluation I received both a lot of positive reinforcement about what was going on here that made me feel much better about my accomplishments and, quite frankly, identification of some weaknesses that I had that I was not aware of. Both parts of the evaluation were very valuable to me and I believe that faculty and staff members will find that they have the same experience. It is wonderful to receive positive reinforcement about accomplishments, but it is also great to receive tips on how to improve. We are not the best judges of our own performance.

*Dr. Magruder:* President Warren asked me to submit information concerning my goals and objectives and to rate myself on some performance standards associated with my position. I felt I was doing very well in some areas, and in others I recognized I had skills that needed more development. We had a discussion about my self-evaluation and President Warren affirmed most of my opinions. He praised me for some of the things I was doing well and this encouraged me greatly. At the same time, he recommended a couple of areas that I should focus on during the next year to become more effective. Together we developed a plan to assist in all areas of my professional growth. This is the kind of opportunity that we would like to provide all faculty and staff members. We would like to affirm the good qualities and work on the yet to be developed skills in a way that is nurturing and supportive.

In summary, I would like to say our University has built a nationwide reputation for excellence and assessment is a significant component of our success. Performance reviews are an extension of assessment which makes us better if we utilize a process which maintains a supportive environment. I can only view performance reviews as a very positive opportunity for professional development.

## CPC Update

### March 17

**Federal Reserve Bank of St. Louis.** Resumes due for prescreening.

### March 18

**Caremark International.** Resumes due for prescreening.

### March 22

**Penn-Daniels, Inc. (Jacks).** Preview Session, 7 p.m., CPC

### March 23

**Penn-Daniels, Inc. (Jacks).** Interviews. Department Management Trainees. Business administration, with emphasis in marketing, management or family science (clothing, textiles, fashion merchandising, retail). May '93 or recent graduates. **Federal Reserve Bank of St. Louis.** Preview Session, 7 p.m., CPC.

### March 24

**Federal Reserve Bank of St. Louis.** Interviews. Management Analyst. Business administration majors, 3.0 GPA. Assistant Bank Examiner Trainee. Bachelor's degree with at least 12 hours in accounting and a concentration in finance, economics or related field. 3.0 GPA. Must be a U.S. citizen. Dec. '92, May '93 or recent graduates.

### March 25

**Kmart Corp.** Interviews. Management Trainees. Management, marketing, business retailing, fashion merchandising, and liberal arts majors. May '93 or recent graduates.

**Caremark International.** Interviews. Full time and internships. Computer science majors. 3.0 GPA. Juniors, seniors, recent graduates, or alumni.

### March 31

**Von Maur.** Interviews. Executive Training Program. All majors, must have interest in career in retail. May '93 or recent graduates.

### April 1

**Bella Corp.** Interviews. Production Management. Business and industrial science majors. 3.2 GPA. May '93, Aug. '93 or recent graduates.

### April 7

**Enterprise Leasing.** Interviews. Management Trainees. All majors considered. Dec. '92, May '93 graduates.

### April 8

**DeKalb Swine Breeders.** Interviews. Entry-level position. All majors considered. Must have a sincere interest in agri-based company. Dec. '92 or May '93 graduates.

### April 13 & 14

**Venture Stores, Inc.** Interviews. Asset Protection. Management Trainees. All majors considered. May '93, recent graduates, or alumni.

# University Name Study Under Way



*Pictured (front, l-r) Larry Rutledge, president of the Board of Governors and ex-officio member; senior business administration major Stephanie Bax; Patsy Ponder Dalton ('78), former Boone County commissioner; Commission chair, Gale Bartow ('49); President Warren, ex-officio member; Louise Gardner ('62), mayor of Jefferson City; Bob Fenton ('65), former member of the Board of Governors and an attorney in Mexico, Mo.; (back, l-r) D.W. Cole ('81) of Learfield Communications; John Perracchione, associate professor of business administration; Linn Ratcliff, professor of communication; Robert Elsea ('50), retired executive director of cooperating school for the districts of the St. Louis suburban area; State Rep. Katie Steele ('83); junior biology/pre-med major Steve Nipper; Dr. Sydney Ross ('55), vice president for academic affairs and dean/Kirksville College of Osteopathic Medicine; Gilbert Koblenberg, professor emeritus and head emeritus of the Division of Social Science at Northeast; Dale Scheneuerk ('83), chief advancement officer at Northeast. Members not pictured are Marietta Jayne ('41), former member of the Board of Governors; State Rep. Carson Ross; and Heidi Templeton, director of Public Relations.*

The Commission to Study the University Name met for the first time on campus Feb. 19. The Commission is comprised of Northeast alumni, students, faculty, staff, legislators and local community members.

The Commission chair, Gale Bartow ('49), former superintendent of the Blue Springs School District, opened the meeting with the charge given to the group by President

Russell Warren.

"It is important that each one of us understand we are not here today to decide what new name should be chosen. Instead, we are here to determine if the current name reflects our statewide mission," Bartow said.

With this goal in mind, the Commission established the following subcommittees: legislative and coordinating board relations,

alumni and local community, student and media relations, and potential costs/financial and intangible. The Commission will meet again in March.

The subcommittees will spend the next three months gathering information. Their findings will be presented at the next full Commission meeting which will be held on campus May 21.

## Visitation Policy Approved

Beginning next fall residents of all halls and colleges will vote on a visitation policy recently reviewed and accepted by Dean of Students Vonnice Nichols and President Russell G. Warren.

Nichols asked students, staff members, a representative from Faculty Senate and a member of the Department of Public Safety to serve on a task force to review our current visitation policy and make recommendations. Terry Smith, dean of the colleges, chaired the task force.

The task force felt two issues that must be addressed in a policy were privacy and

security. The following data resulted from surveys distributed in all of the residence halls asking what kind of a visitation policy students desired: 80 percent, continuous visitation (24-hours-a-day, seven-days-a-week); 19 percent, extended weekend visitation; 1 percent, existing policy.

The proposed policy, which will be voted on each fall, requires roommate agreements to assure each student the right to limit visitors in the room. There will be areas of limited visitation in each single sex hall and the possibility of areas in the coed halls for students who do not want continuous visi-

tion. Visitors and guests must sign in at the hall desks and be escorted. People who do not live in a hall will not be allowed to wander through the halls.

All halls have extended weekend visitation this semester. The Residential Living Office and Department of Public Safety both have reported the extended visitation trial weekends have been successful.

According to Smith, students have given the University every reason to trust them. The trial visitation periods have shown the students are adults who will act responsibly.

# Academic Awards Assembly

Outstanding scholastic achievement will be recognized at the Academic Awards Assembly, March 22. The assembly will be held at 7:30 p.m. in the SUB Activities Room. All students, faculty and staff are invited to attend.

Outstanding Undergraduate Student in Accounting	.....	Marcia A. Roberts
Outstanding Graduate Student in Accounting	.....	Heather L. Cobb
Outstanding Student in Business Administration—Finance	.....	Scott G. Tillman
Outstanding Student in Business Administration—Marketing	.....	Barbara R. Kriegshauser
Outstanding Student in Business Administration—Management	.....	Lisa R. Rathbun
Wall Street Journal Award	.....	Bradley E. Hotchkiss
Delta Sigma Pi Scholarship Key	.....	Marcia A. Roberts
Delta Sigma Pi Scholarship Key	.....	Scott G. Tillman
Delta Sigma Pi Scholarship Key	.....	Bradley E. Hotchkiss
Outstanding Undergraduate Student in Communication Disorders	.....	Denise S. Decker
Outstanding Graduate Student in Communication Disorders	.....	Kelley D. Reeves
Outstanding Student in Exercise Science	.....	Amy S. Bennerotte
Outstanding Student in Health	.....	Amy B. Coers
The Spirit of Nursing Award	.....	Shelly S. Ladd
Outstanding Senior in Nursing	.....	Stephania L. Snyder
Outstanding Graduate Student in Special Education	.....	Karla K. Truitt
Outstanding Graduate Student in Elementary Education	.....	Jennifer S. Jay
Outstanding Graduate Student in Elementary Education	.....	Janna Bailey
Outstanding Student in Theatre	.....	Christian A. Berry
Outstanding Student in Art	.....	Elizabeth A. Wadlow
Outstanding Student in Music	.....	Robert A. Bryan
Outstanding Student in Family Sciences	.....	Suzanne M. Buechert
Outstanding Student in Family Sciences	.....	Beth A. Stinard
Outstanding Student in Family Sciences	.....	Cynthia E. Wilson
Outstanding Senior in Industrial Science	.....	Nita I. Egner
Academic Honors in Industrial Science	.....	Constance L. Meckes
Academic Honors in Industrial Science	.....	Steven L. Devlin
Outstanding Student in Journalism	.....	Jennifer R. Koch
Outstanding Senior in Speech Communication	.....	Karen C. Selbert
Outstanding Senior in English	.....	Chad M. Davis
Outstanding Senior in English	.....	Jack A. Holcomb
The Robert J. Greef Award	.....	Jeanne A. Ruefer
Outstanding Student in Foreign Languages	.....	Donovan R. Hayslip
Outstanding Student in Foreign Language—French	.....	Lori B. Ford
Outstanding Student in Foreign Language—German	.....	David F. Perry
Outstanding Student in Foreign Language—Spanish	.....	Amy S. Carder
Outstanding Student in Foreign Language—Latin	.....	Erin K. Licklider
Outstanding Student in Computer Science	.....	Cathleen M. Edmiston
Outstanding Senior in Mathematics	.....	Melanie M. Wall
General George C. Marshall ROTC Award	.....	Dante S. Nethery
American Chemical Society Analytical Chemistry Award	.....	Eric W. Bohannan
Outstanding Senior in Agricultural Science	.....	Joann M. Kouba
Outstanding Scholar in Agricultural Science	.....	Kathleen M. Riskowski
Outstanding Senior in Biology	.....	Anne E. Ballman
St. Louis Section of the American Institute of Chemists Award	.....	William M. Spees
Outstanding Senior in Chemistry	.....	Kurt R. Glaesemann
Outstanding Senior in Chemistry	.....	Theresa M. Ambrose
Outstanding Senior in Chemistry	.....	Brent P. Krueger
Outstanding Senior in Physics	.....	Brent P. Krueger
Mark Twain Section—American Chemical Society Outstanding	.....	Nina K. Tani
Senior Outstanding Student in Economics	.....	Bryan C. Bacon
Outstanding Student in Economics	.....	Denise M. Mankell
Outstanding Student in Economics	.....	Karin E. Ernst
History Award for Scholarship	.....	Jenelle C. Cox
History Award for Service	.....	Zabin Sachedina
Outstanding Student in Justice Systems	.....	Christopher M. Clair
Outstanding Student in Philosophy and Religion	.....	Laura A. Cruse
Outstanding Student in Philosophy and Religion	.....	Mary C. Weingartner
Outstanding Student in Psychology	.....	Lucy J. Hlavac
Outstanding Student in Sociology and Anthropology	.....	Melissa J. Blagg
Outstanding Student in Political Science	.....	Susan A. Wade
Outstanding Student in Political Science	.....	C. Scott Peters



Five Northeast seniors were honored at the Student Achievement and Recognition Day sponsored by the Council on Public Higher Education for Missouri in Jefferson City, Mo., March 3. The students were recognized for their contributions to campus development and academic excellence.

Picture are (seated, l-r) Amy Coers, health; Lucy Hlavac, psychology; and Kathleen Eggers, accounting; (standing, l-r) Paul Popiel, instrumental music and trumpet performance; Vice President for Academic Affairs Jack Magruder; Alex Snow, philosophy/religion and industrial science.

## Speaker cont.

The topic of Cunningham's lecture is "Thomas Jefferson After 250 Years" in anticipation of the 250th anniversary of Jefferson's birth on April 13.

A group of NMSU alumni and friends established the Kohlenberg-Towne Lecture Series upon the retirement of Gilbert Kohlenberg, professor emeritus of history and head emeritus of the Social Science Division, and of Ruth W. Towne, professor emeritus of graduate studies. The purpose of the series is to honor the contributions of both Kohlenberg and Towne, as well as to offer the campus the opportunity to experience nationally acclaimed scholars speaking on topics pertinent to the social sciences.

# Notes

Any member of the faculty or staff who would like to have their country introduced at the opening ceremony of International Week should contact the International Student office at 785-4215 before March 19. The opening ceremony will be held at 4 p.m., March 22, in front of McClain Hall. The opening ceremony will be preceeded by a parade of flags.

**Alpha Phi Alpha and Alpha Kappa Alpha** will be sponsoring a clothing drive from March 15-19. Drop off boxes will be in Ryle, Centennial and Missouri halls on these dates.

**Applications** are being accepted until March 24 for summer employment with the Residential Living program for Resident Advisors, hall desk staff and night monitors. Applications are available in the Residential Living office, Missouri Hall 120. The application deadline is March 24.

**The Northeast Missouri Folk Dance Society** will be sponsoring a St. Patrick's Day folk dance featuring live string band "The Terpsichordians." The dance will be on March 17 from 7-8:30 p.m. in Ryle Hall main lounge. Refreshments will be provided.

**Delta Zeta** will be sponsoring "Turtle Tug," a campus wide tug-of-war tournament on April 4 at 1 p.m. just south of the baseball field, with rain time and place 6:30 p.m. in Kirk Gym. Cost is \$16 dollars per eight-member team, with proceeds to benefit Gallaudet University for the hearing impaired. Faculty, staff and student teams are welcome. For more information, call Marla at 627-1615.

**Families and students** are needed to provide housing and meals for Up With People cast members from March 19-21. Minimum transportation is also needed. If interested, please contact Up With People representative Sonya Passalot or Christel Hoffstrom at 785-5411.

**Applications** for the Student Organization and Activities Advisory Committee are available in the CAOC. Projects for this committee may include assisting the CAOC in review and revision of CAOC and related NMSU policies, assisting with the student organization chartering process, assisting with the process of handling student organization policy violations or complaints, suggesting new programs or services, and serving as a sounding board for the CAOC in the structuring of programs and services. Applications are due in the CAOC no later than 4:30 p.m., March 19.

**Northeast** will be sponsoring soccer clinics for area youth conducted by NMSU soccer coach Mike Lynch. Clinics will be every Tuesday, March 16 to April 20, from 4:30 to 5:30 p.m. at the Kirksville YMCA, and a \$2 donation for each session to "Northeast Men's Soccer" is appreciated.

**Garden plots** will be available at the University Farm to students, faculty and staff. Plots are available for a donation of \$5 for a 150 square foot plot, and \$10 for a 300 square foot plot. Requests may be directed to Erika Andersen, 221 Campbell Apartments, or to Duane Merlin Ford, Barnett Hall 162, and should include name, address, telephone, plot size and preference for an organic or non-organic plot. Donations may be paid to the NMSU Development Fund Corporation, and directed to agricultural science. Full details will be sent to those people assigned plots.

**Sigma Kappa** will be sponsoring a Spring Classic volleyball tournament on March 30 from 11 a.m. to 5 p.m. at the Kirksville YMCA. The entry fee is \$25 per team, with three-fourths of the proceeds to benefit local Alzheimer's patients and their families. For more information or to register, call the Sigma Kappa chapter room at 785-4797.

**Campus Activities Leaders** applications are now available in the CAOC. These leaders will assist in the planning, organization and implementation of Freshman Week evening activities. For more information about this position, call the CAOC office at 785-4222. The deadline for application is March 22 at 4:30 p.m.

**The Northeast Study Abroad** program is organizing a three and one-half week trip to Germany from May 12 to June 9. Students will earn six hours of credit in the humanities area of the core while visiting historic and artistic sites in Heidelberg, Mannheim and other cities. Cost for the trip is \$2,000 plus NMSU tuition. For information call James Harmon at 785-4087, Greg Jones at 785-4423, or leave your name and number with the Fine Arts Division secretary at 785-4417.

**The Cumberland Group** for interdisciplinary research invites students from any discipline to apply for a five-hour per week paid position in research. The group has one mandatory hour-long meeting a week where research is assessed and assignments are made, and the other four hours are spent completing readings, writing summaries and conducting research on the topic that the group selects together in September. Applications are available in McClain Hall 203, and are due April 5.

**The Fantasy Club**, a science fiction, fantasy and gaming organization, will be sponsoring Dreamcon VI on March 27 and 28. This is a gaming convention with the proceeds to benefit the Dream Factory of St. Louis. Admission is \$3 per day or \$5 for both days, and the convention will take place in Ophelia Parrish.

**The next Faculty Development Wednesday Lunch Series on Teaching Approaches** will be on March 24 from 12:30-1:30 p.m. in the SUB Spanish Room. The topic will be "Evaluating Class Participation," and all faculty are welcome.

**The Writing Center** is now accepting applications for writing consultants to work in the Writing Center and peer readers to work in the Writing Across the Curriculum Program during the fall 1993 semester. These are paid positions or may be used to satisfy scholarship requirements. Applicants need to possess strong writing and interpersonal skills. Contact the Writing Center, McClain Hall 303, 785-4484, for more information about the specific application procedures.

**The historian of medieval art**, Marilyn Stokstad, will be making a presentation on the pilgrimage to the grave of St. James in Santiago de Compostela on March 16 at 3 p.m. in Baldwin Hall 318. Stokstad has published on the pilgrimage to Santiago and is a former president of the College Art Association of America and is president-elect of the International Center of Medieval Art in New York. She is the University Professor of the Kress Foundation department of art history at the University of Kansas in Lawrence. For further information, call James A. Harmon at 785-4087.

**The International Week Committee** cordially invites all international faculty, staff and students to attend a reception honoring their presence on campus at 7 p.m., March 25, in the International Student office, Missouri Hall 110.

**Applications** for the position of peer advisors for the Commuter Colleges and office assistant for the Division of Professional Development for the 1993-94 academic year are available in Baldwin Hall 110 until March 19. Interviews will be conducted the week of March 22.

**Counselor positions** are available for summer 1993 through the 1000 Hills Summer Youth Program. Duties include supervision of junior high and high school students, planning and implementing social activities, and managing the hall desk. Applications are available in Baldwin Hall 110. Application deadline is March 19.

## Additional Endowed Scholarship

### The Bryce Edward Stever/Alpha Gamma Rho Memorial Scholarship

This scholarship was endowed by Alpha Gamma Rho and other friends in honor of Bryce E. Stever who passed away after a tragic motorcycle accident in fall 1992. Stever held membership in the Alpha Gamma Rho fraternity, NMSU Wrestling Team, and the Pre-Veterinary Club. Applications are available in the Alumni/Development office, McClain Hall 106, and must be turned in by March 25. Criteria:

1. Sophomore status or higher.
2. Minimum 2.75 GPA.
3. Agriculture major.
4. Preference given to pre-vet students.
5. U.S. Citizen.

# This Week

## 15 Monday

- ▶ 8 p.m.—**Faculty recital**, featuring Greg Jones, trumpet; Melissa Rose, piano; Margo Jones, flute; and the NMSU Faculty Brass, Baldwin Auditorium

## 16 Tuesday

- ▶ 8:30 a.m.—**College Level Examination Program (CLEP)**, McClain Hall 203
- ▶ 2 p.m.—**Men's baseball** vs. William Penn College, University baseball field
- ▶ 3 p.m.—**Presentation** on pilgrimage to the grave of St. James at Santiago de Compostela, Baldwin Hall 318. See Notes.
- ▶ 4 p.m.—**"The Facts About Your Teaching Certificate,"** presented by Joanne Jackson, certification analyst, Violette Hall 258
- ▶ 7 p.m.—**Pizza party** and informational meeting for the Reserve Officer Training Corps six-week summer camp challenge, Pershing Building 331

## 17 Wednesday

- ▶ 3 p.m.—**Women's softball** vs. Quincy College, University baseball field
- ▶ 4:30 p.m.—**"Where Are All the Women? Curriculum, Pedagogy and Role-Models at NMSU,"** University Forum, Baldwin Hall 100
- ▶ 5 p.m.—**Showgirl try-out** informational meeting, Violette Hall 172. Anyone unable to attend the meeting should contact Karen Cannon at 785-4124 before clinics begin on March 31.
- ▶ 6 p.m.—**Dog Days Committee** open meeting, Violette Hall 171
- ▶ 7 p.m.—**Young Democrats** open meeting, Ophelia Parrish 111
- ▶ 7:30 p.m.—**St. Patrick's Day dance**, Ryle Hall main lounge. See Notes.
- ▶ 7:06 p.m.—**"Are Black Men Conditioned from Childhood to Become Failures?,"** colloquium, Centennial Hall main lounge
- ▶ 8 p.m.—**Political Science Club** open meeting, Ophelia Parrish 214

## 18 Thursday

- ▶ 4 p.m.—**American Association of University Professors meeting**, SUB 6
- ▶ 7 p.m.—**Business Administration Club** meeting featuring Scott Safranski, associate dean of the School of Business Administration at Saint Louis University, SUB 5
- ▶ 7:30 p.m.—**Last Lecture Series** featuring Jason Haxton, director of Residential Living, SUB Activities Room

## 19 Friday

- ▶ 8 p.m.—**Alpha Phi Alpha and Alpha Kappa Alpha movie night**, Violette Hall 266. Admission is free.

## 20 Saturday

- ▶ 8:30 a.m.—**Graduate Management Admissions Test**, Violette Hall 119, 120, 140
- Real Estate Licensing Exam**, McClain Hall 103
- ▶ 9 a.m.-3 p.m.—**Volunteer Income Tax Assistance Program**, sponsored by the Accounting Club, Violette Hall 170

## 21 Sunday

- ▶ 3-5 p.m.—**One Life to Live: Managing Our Stress, Our Time and Ourselves, a Survival Series** program sponsored by the University Counseling Center, 202 East Patterson. This program is free; no advance registration required.
- ▶ 5:30 p.m.—**"Evening Prayer and Pizza,"** Trinity Episcopal Church, 124 N. Mulanix

## 22 Monday

- ▶ 3:30 p.m.—**"Critical Thinking as an Approach to Teaching,"** featuring June Ruger, assistant professor of communication, and Al Weitz, instructor of communication, SUB Conference Room
- ▶ 4 p.m.—**International Week** opening ceremony, featuring a procession of flags of the countries representing Northeast's international students, beginning at the SUB and concluding at McClain Hall

## SAB Events

### March 17

**NMSU O'Live-Kiss Me, I'm Talented!**, a campus talent show, 7:30 p.m. in Baldwin Auditorium. Admission is free.

### March 19

**Rocky Horror Picture Show**, 11:59 p.m., Kirk Gym. Admission is \$2 or free with an SAB sticker. Rocky Horror "supply kits" will be sold.

### Deadline for 3 on 3 Basketball sign-up.

The price per team is \$20 or \$18 with one SAB sticker which includes cash prize for winner and T-shirts for each participant. There will be a slam dunk contest as well. The tournament will be March 26-28.

### March 20

**Up With People**, an international singing

tour group, will perform at 7:30 p.m. in Pershing Arena. Tickets are \$7 for adults, \$5 for students, or \$3 with an SAB sticker.

## Scholarships Available

**The Missouri Press Women, Inc.**, is offering a \$250 scholarship to a student planning to enter the field of journalism. Applicants must have completed at least one year of study at a Missouri college or university. A writing sample and letter of recommendation must accompany the application. The deadline for this scholarship is March 15, and applications are available in the Financial Aid office, McClain Hall 100.

**Two \$250 scholarships** from the Emerald City Charter Chapter of American Business Women's Association of Kirksville are available to women attending a college or university in Missouri full-time. In addition to the application, applicants must submit three letters of recommendation, grade transcripts, ACT score, class rank and percentile. Deadline is March 12, and applications are available in the Financial Aid office, McClain Hall 100.

**Three \$500 scholarships** from the Campus Safety Association are available to students enrolled in graduate or undergraduate programs leading to a degree in occupational safety. Students must be in good academic standing and recommended by their college or university. Applications are available in the Financial Aid office, McClain Hall 100, and the deadline is April 15.

**The Department of Veterans Affairs** is announcing Health Professional scholarships and Reserve Member Stipend programs available for full-time nursing, occupational therapy and physical therapy students in their final two years of undergraduate work and possibly some graduate work. The applications are available in the Financial Aid office, McClain Hall 100, and the deadline is May 25.

**Nontraditional students** who are 30 years or older are eligible to apply for one of 30 \$1,000 scholarships from the Orville Redenbacher Second Start Scholarship program. Applications are available in the Financial Aid office, McClain Hall 100, and the deadline is May 1.

**Two \$250 scholarships** are available to a junior or senior enrolled full time and majoring in business, education, engineering, home economics, journalism, science or other energy-related field from Women in Energy, Inc. Applications are available in the Financial Aid office, McClain Hall 100, and must be postmarked by April 1.