

THE IVORY TOWER

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WEEKLY NEWSLETTER

DIVISION OF UNIVERSITY RELATIONS

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Inflationary Budget- Gross Gain Yields "Hold Our Own" Year

The legislature funded a 17.49% increase in general revenue funding for the entire State University System. This percentage dwindles quickly as committed amounts for salary increases, library book purchases, utility cost inflation, and other inflationary costs take their toll. At best, the resulting purchasing power of university budgets will again only provide a "hold our own" year.

Florida International University was allocated a total increase of 27% more funding than last year. The factors noted plus commitments earmarked for such needs as the North Miami Campus expansion, operation of the Drinking Water Quality Research Center and a mandated 2% reserve dramatically reduce this increase.

Executive Vice President, Dr. Joseph Olander said in a memo to university vice presidents:

"The budget represents a reduction in almost every area of the Tamiami Campus and is due to three main factors:

a. Enrollment declined from our funded base of 1976-77 by roughly 300 FTE students. b.) An increase in teaching productivity of approximately 5% was included by this year's legislature. c.) A mandatory reserve of 2% of our total budget was needed to meet enrollment systemwide revenue shortfalls projected for 1977-78.

The bright spots in this year's budget should also be noted:

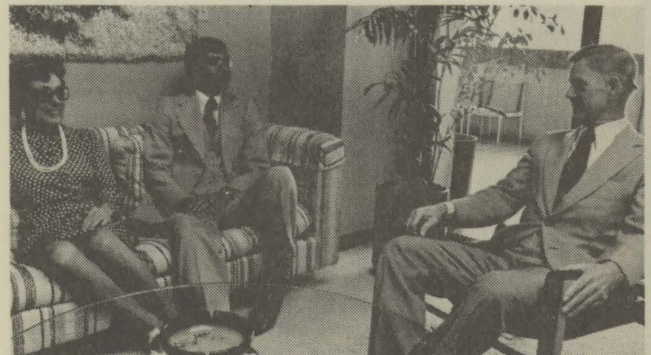
a.) The new administration worked together to distribute a completely inadequate budget...to equally dissatisfy everyone. b.) The legislature funded over 1.2 million in library book money for FIU. c.) Career Service raises are considerably better than in the past several years."

Budget experts also noted that we are basically back to "budget category control" and "position control of personnel by pay plan" in this year's budget which eliminates valuable budget flexibility which we benefited from last year.

The increase this year represents improved total funding support. In a report to the Regents on the subject, Chancellor E. T. York today wrote:

"What has occurred this year is even more signifi-

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President Crosby discusses future plans for the University with Dr. Joe Olander, Executive Vice-President and Dr. Patricia Lutterbie, Executive Assistant to the President.

President Makes New Appointments

Dr. Joseph Olander, formerly Special Assistant to the Commissioner of Education, has been appointed Executive Vice President of the University for a period of one year. Olander served as Associate Dean for the College of Arts and Sciences from April of 1974 until March of 1975 when he moved to the Commissioner's office in Tallahassee.

Other key appointments announced by the President include Dr. James A. Mau, Dean, College of Arts and Sciences, Howard Cordell, Director, Libraries and Media services and Dr. Sandra Clark, Assistant to the President.

Dr. Mau, Associate Dean, Department of Sociology Graduate School, Yale University will begin his work as A & S Dean in January, 1978. Howard Cordell, formerly Director of Libraries began his new duties with the retirement of Al Edmunds, former Director of Media Services July 1. Dr. Sandra Clark, formerly Dean of Student Services began her new post as Assistant to the President July 1.

The President has made the following Interim appointments as the next phase of implementing the university reorganization: Dr. Rose Foster, Dean, School of Health and Social Services; Dr. Judy Merritt, Vice President, Student Affairs; Isaiah Palmore, Director, External Degree Program; Arthur Waugh, Associate Director of Media Services, Tamiami Campus and Dr. Steven Altman, Assistant Vice President for Academic Affairs, University Outreach and Services.

People

Joanna Albert, Counseling Coordinator for the Career Planning and Placement Dept., recently attended a week's Institute on "Career Counseling in Groups" at the University of Houston, Texas. Sponsored by the College Placement Council, the Institute was attended by 54 Directors and Coordinators of Career Counseling departments from Eastern and Mid-Western U.S.

L. Ivonne Bacarisse, Assoc. Prof., Chairperson, Social Work, was elected to a national office in the National Association of Social Workers to serve on the Committee on Nominations and Leadership Identification representing Region VI.

Dr. Rosemere Baum, Asst. Prof., Voc. & Adult Ed., was a delegate to the 68th Annual American Home Economics Asso. Convention in Boston, Mass., June 26-30. She represented District J of the Florida Home Economics Assoc.

Dr. Myrna Crabtree, Prof., Div. of Voc. & Adult Ed., conducted a two week workshop, "Identification and Development of In-Service Modules for Vocational Home Economics Program Structure", at Seminole Junior College, Sanford, Fla, July 5-23. This workshop was Phase 1 of a three phase curriculum development project sponsored by the Div. of Vocational Education, Dept. of Education.

Dr. Robert Hogner, Asst. Prof., Bus. Environ. and President for the UFF-FIU Chapter at the University attended a two day meeting of the Executive Council of the UFF July 15 with faculty and professional employees representing all nine campuses of the SUS.

Dr. Constantine Kalogeras, Asst. Prof., Finance, testified before the Federal Home Loan Bank in Atlanta, Ga. on June 22 in behalf of the Key Biscayne Savings and Loan. He proved in his study and testimony that a proposed branch of another savings and loan would result in undue injury and destructive competition to the Key Biscayne Savings and Loan while the community would not experience improved or new services.

Lillian Lodge Kopenhaver, Dir., Student Activities, Student Affairs, was re-elected President of the National Council of College Publications Advisors for 1977-79. She has held that post since 1975. The organization throughout the country represents almost 500 colleges and universities throughout the country and has as its major goal the improvement of student publications nationally.

Dr. Rene Leonard, Asst. Prof., Tech. and **Dr. LeRoy Thompson**, Prof., Tech., co-authored a paper "Low Temperature Asphalted Driveway Collectors for Swimming Pool Heating", presented by Dr. Leonard at the Izmir International Symposium I on Solar Energy Fundamentals and Applications in Izmir, Turkey August 1-5.

Dr. Luis A. Martinez-Perez, Assoc. Prof., Secondary Educ., was a member of the coordination committee for the First Annual Conference on Expanding Educational Opportunities for Hispanic-Americans July 15 at the Little Havana Community Center under the auspices of the Spanish Speaking Programs Office, U.S. Office of Education in Washington, D.C. Conference speakers included U.S. Office of Education personnel at the national, regional and state levels.

Bill McGuire, Asst. Prof, Fine Arts, appeared on A.M. Miami July 21 in a session on photography. He was interviewed by Lark McCarthy.

Dr. Brian Peterson, Assoc. Prof., Hist., has been chosen to participate in the Summer Seminars for College Teachers, sponsored by the National Endowment for the Humanities at UCLA. **Dr. Darden A. Pyron**, Asst. Prof., Chairperson, Hist. was chosen to participate in the NEH program at Johns Hopkins University.

A new book of poems entitled *Face Value* by **Dr. Edmund Skellings** will be published in October by the University Presses of Florida in the Florida Tech. Poetry Series. A faculty gathering honored Dr. Skellings in Orlando the night of June 3. Dr. Skellings last book, *Heart Attacks*, also by the University Presses of Florida, was nominated for the 1976 Pulitzer Prize.

Terry Spence, Dean, University Relations, attended the 1977 Case Annual Assembly in San Francisco July 10-14. Dean Spence worked with the site selection committee of CASE and the Tourist Development Authority of Miami Beach which selected the Diplomat Hotel in Hollywood, Fla. as the site for the 1978 CASE National Conference which will bring approximately 1500 delegates from colleges and universities across the nation to South Florida.

Dr. Zola J. Sullivan, Assoc. Prof., School of Educ., is attending the International Council on Education for Teachings' Twenty Fourth World Assembly in Lagos, Nigeria. While in West Africa, Dr. Sullivan will visit Schools and Ministeries of Education in Casa Blanca, Morocco; Dekar, Senegal; Abijoni, Ivory Coast and Monrovia, Liberia.

Dr. Charlotte Tatro, Dir., Inst. for Women, has been appointed to the Board of Directors of the Florida Endowment for the Humanities. She attended the Board meeting in Tallahassee July 27-29.

Dr. Usman Sayeed, Asst. Prof., Geology, just returned from nearly six weeks at the Institute of Meteoritics, Dept. of Geology, University of New Mexico, working on Luna 24 (Russian mission) moon rocks with an Electron Microprobe. The research was supported by a grant from NASA.

Career Service Merit Increases Subject of Much Discussion

When merit increases were distributed a year ago in July, there were a lot of concerned people in the Career Service ranks. As an answer to the problem President Crosby established a Task Force to investigate the morale of the University Career Service employees.

From the beginning one of the most critical points under consideration has been the manner in which merit increases are distributed.

Susan Alvarez, Chairperson, Career Service Senate, has said, "As long as merit is tied to evaluation, there can be no fair way to distribute the money. Performance evaluations can be an effective management tool giving employees the necessary feedback to do their jobs well. This can only be possible when salary increases and evaluation are separate. Too many other criteria come into play when money is brought into the picture."

The new raises for Career Service employees which go into effect September 1 will mostly be competitive raises bringing the level of pay of SUS employees up to that of other employees doing the same type work in the area. The merit

raises will approximate one percent of the total salary budget. There has been every effort made to make the distribution as fair as is humanly possible. This year newly approved forms were used and a special package for evaluators was compiled by the Personnel Office.

The formula arrived at for distribution of the merit increases was derived from a proposal that the A&P Senate drafted on June 17 and was revised by the Career Service Senate on July 8 and approved by the President on July 13. The A&P proposal asked that the monies be distributed to unit administrators for distribution within the unit. The Career Service Senate agreed and added that the money be distributed proportionately to the unit heads based on the number of employees eligible to receive merit increases. They also recommended that after all performance evaluations for the employees in each designated area were completed, the total allocation of merit money for that area shall be divided based on the evaluations with x amount given to a satisfactory rating; x plus 5% of x to above satisfactory and x plus 10% to an outstanding rating.

Community Input Requested...and Received

President Harold B. Crosby and Dr. Robert W. Ellis, Provost, hosted a luncheon for North Miami citizens on Thurs., July 28 at the North Miami Campus. The purpose was to establish a special University vicinity Citizens' Committee to help the NMC "communicate our developmental plans and obtain feedback and suggestions from the community," according to the President.

The Committee will meet with the Provost, his staff, members of the Campus and University administrators twice a year to discuss NMC development and plans which will affect local residents. Participants were concerned and influential members of the area.

University staff included Dr. Pat Lutterbie, Exec. Assist. to the President, Dr. Joseph Olander, Exec. V.P., Dr. Duke Campbell, Assist. Provost for Admin. and Ms. Betty Bigby-Young, Assist. to the Provost for Comm. Svs.

Dr. Duke Campbell gave a presentation of colorful renderings and charts of the proposed development. During the question and answer period, the citizens showed enthusiasm for the new Campus development and their part in it.

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In a forthright letter to "Honorable Provost Duke Campbell" Mrs. Harold Bellman, an interested and vigorous supporter of the North Miami Campus wrote:

"In my sixty years of living, I do not believe I have ever addressed a 'Provost,' so please forgive me if I employ an inappropriate salutation."

"Believe it or not, I have been a very happy and enthusiastic student this summer, thrilled to see FIU North Campus finally open its beautiful doors. It personally grieves me how many people are not aware that the North Campus of FIU is open, beautiful and breathing! What is needed at Biscayne Boulevard and 151st Street is a huge sign declaring, 'THROUGH THESE PORTALS, PASS THE MOST BEAUTIFUL AND BRILLIANT PEOPLE INTO FLORIDA'S NEWEST AND MOST PROGRESSIVE STATE UNIVERSITY.'"

"I worked hard, writing every single Florida legislator an

individual letter asking for funding for FIU. I did this two different legislative sessions in a row, and did not look right or left, until I finished this big task."

"I wish you and this marvelous University the very best of everything, because the very best, is what you deserve. I get a thrill each time I look around, and try to envision bigger and better buildings, with loads of students! It is a beautiful dream, which I hope will soon become a reality. I think a magnificent job has been done of converting the trade center into a magnificently attractive building. The money was spent in super-taste."

Dr. Campbell, Asst. Provost for Admin., responded that he would share his pleasure in Mrs. Bellman's letter with President Crosby and his top-level staff who contributed to making NMC the "wonder University" that she sees.

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cant because of the fact that the major funding increases in the past were in large measure associated with, and in fact justified by, large increases in enrollment. The increase in appropriations for next year was made despite projected **decline** in funded enrollment (below currently funded levels)...Our most significant advance is in the area of library funding—with \$10 million appropriated specifically for library resources, in addition to our normal level of library funding. This should enable us to take the first major step toward significantly improving our libraries—as a part of the overall quality improvement thrust which we contemplate during the next few years."

Next Issue

The next edition of the Ivory Tower will appear Sept. 16. The deadline for items is Fri. noon, Sept. 9.

Calendar

August-September

Art

- Aug. 12- Albert Giacometti exhibit, FIU Fine Arts
Sep. 24 Gallery, Mon.-Thurs., 10 a.m.-8 p.m., Fri. & Sat. 10 a.m.-6 p.m.

Athletics

- Sep. 20- Beginner Tennis, Tues. & Thurs., 7-8 p.m.
Oct. 20 Intermediate Tennis, Tues. & Thurs., 8:30-9:30 p.m.
Advanced Inter. Tennis, Tues. & Thurs., 5:30-6:30 p.m.

Conferences

- Aug. 17 A practical Approach to Organizational Development, 9 a.m.-4:30 p.m., N. Miami Campus
20 Hurricane Preparedness, 7:30 a.m.-6:30 p.m., AT 100
26 Women's Rights Day, 9:15 a.m., N. Miami Campus
Sep. 9-24 Accredited Resident Manager, 8 a.m.-5 p.m., UH 213E - UH 213W
10 Management Strategies in Banking, 9:15 a.m.-4 p.m., Marriott Hotel, 1201 N.W. 42nd Ave.
Sep. 12- U.S. Army Executive Club Management
Oct. 7 Course, by invitation

Meetings

- Aug. 17 Career Service Senate meeting, 10 a.m.-12 noon, UH 213E
18 A&P Senate meeting, 3 p.m., PC 521
SFIU meets every Tues. from 12:30-2 p.m., UH 315
UBS meets every Tues. from 12:45-2 p.m., UH 213E
Future Attorneys meets every Tues. from 12:30-2 p.m., UH 150

- SGA meets every Wed. from 11 a.m.-5 p.m., UH 150
Baptist Campus Ministry meets every Thurs. from 12:30-2 p.m., UH 316
UBS rap session, meets every Fri. from 12:30-2 p.m., UH 317
Federation of Cuban Students meets every Fri. from 12:30-1:45 p.m., UH 150
Sep. 15 A&P Senate meeting, 3 p.m., PC 521

Movies

- Aug. 12 *The Best Years of Our Lives*, 7:30 p.m., UH 140
18 Title to be announced, 12:30 p.m., UH 140
19 Title to be announced, 7:30 p.m., UH 140

Music

- Aug. 24 The Fong Ming String Ensemble, 8 p.m., AT 100
26 Piano Recital, 8 p.m., AT 100

Theatre

- Aug. 3-7 *A Summer's Evening of Love: The Lover*, & 10-14 by Harold Pinter, *The Proposal*, by Anton Chekov and *El Retablillo de Don Cristobal*, by Garcia Lorca, 8 p.m., VH 100

Special Events

- Aug. 12 FIU Farewell Party, 9 p.m.-1:30 a.m., UH 210
Hillel Folk Dancing every Tues. from 7:30-9 p.m., UH 210
15 The Miracle of Fatima, presentation, 12:30 p.m., UH 210
16 Story of Brown Scapula, presentation, 12:30 p.m., UH Forum
17 History of Rosary, presentation, 12:30 p.m., UH Forum

Women's Rights Day to be Celebrated at NMC

In observance of "Women's Rights Day," the Institute for Women is honoring women in the program "Women in Politics." The program will mark the opening of a branch of the Institute at the North Miami Campus on Fri., Aug. 26.

Featured participants are Florida Representatives Elaine Bloom, Roberta Fox and Gwen Margolis; Phyllis Miller, Member, Dade County School Board; Commissioner Ruth Shack and the Honorable Judge Natalie Baskim.

University personnel attending are President Harold B. Crosby, Robert Ellis, Provost, Barry Greenberg, Assistant Provost for Academic Services, Charlotte Tatro, Director, Institute for Women, Pat Lutterbie, Executive Assistant to the President, Steve Altman, Vice President for Outreach and University Services, Betty Young, Assistant to the Provost.

The legislators' brunch begins at 9:15 a.m., followed by the speakers at 10 a.m. on the NMC Patio. Faculty, staff, students and public are welcome. Reservations are a must: call ext. 2373.

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