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Montana Kaimin, April 15, 1977

Associated Students of the University of Montana

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Women's pay lower, EEO study shows

By PATTY ELICH
Montana Kaimin Reporter

Not only are male professors at the University of Montana making more money this year than their female counterparts, but the gap between their salaries is wider than it was two years ago.

However, women in lower-ranking academic categories — instructors and lecturers — are earning more than men.

These are results from a study of the academic personnel's payroll for the past three school years, made by Kathleen Holden, UM equal employment opportunity officer.

Holden said yesterday that she does not know whether the dis-

In 1975-1976, the gap lessened to \$1,210. But this school year, the difference has grown to \$1,418.

However, the report notes that the average male professor has held his rank 2.9 years longer than the average woman professor, while in 1975-76, men held only a 2.6-year advantage over women.

Holden's study concluded that male associate professors are earn-

• Cont. on p. 4.

The following figures show the average salaries of University of Montana faculty members by sex, and the differences between them. The figures were compiled by Kathleen Holden, UM equal employment opportunity officer, as part of a study mandated by the U.S. Department of Health, Education and Welfare.

	1975-76	1976-77
male professors	\$19,720	\$20,679
female professors	18,510	19,261
difference (m-f)	1,210	1,418
male associate professors	15,668	16,692
female associate professors	15,374	16,042
difference (m-f)	294	650
male assistant professors	13,574	14,148
female assistant professors	12,586	13,143
difference (m-f)	988	1,005
male instructors	12,088	11,668
female instructors	11,648	12,887
difference (m-f)	440	-1,219
male lecturers	12,809	11,561
female lecturers	11,198	13,138
difference (m-f)	1,611	-1,577

crepancies in pay stem from discriminatory practices. This will be determined, she said, when she completes the second half of her study, which will compare men and women in individual departments.

More to Come

Holden said the second part of her study will be finished May 25. The entire report, which will be sent to the U.S. Department of Health, Education and Welfare (HEW), is required by the federal government to show the progress, if any, of UM's equal employment policy.

As part of the second part of her study, Holden said, she will attempt to determine whether differences in performance or some other "qualitative" factor justifies the pay inequities.

The part of Holden's study that has been released focuses on the average salary difference between males and females in the various academic categories and the difference in the average number of years that males and females have held their present rank.

In the 1974-1975 school year, male professors earned an average of \$1,388 more than female professors.

In the Review

The Montana Legislature's appropriation proposal will mean cutbacks at the University of Montana. Today's Montana Review looks at the problems involved in deciding where the cuts will be sustained. See page 9. In a related matter the District 1 School Board voted late last night to reverse its earlier decision to close down Lowell School, on Missoula's west side.

Senate restores athletics funds

By PAUL DRISCOLL
Montana Kaimin Reporter

The Montana State Senate reversed an earlier committee

decision yesterday when it restored \$658,000 to the university system's 1978-79 budget.

The vote on the amendment was 33 to 15.

The money was originally appropriated to make up for lost athletic funding that resulted when the Board of Regents decided in February to prohibit student funding of intercollegiate athletics.

the conference committee to tamper with UM appropriations.

Appropriations for UM are \$20,665,691 for the 1978 fiscal year and \$21,115,458 for 1979. The state fiscal year begins July 1.

Additional Money

Because UM will probably have to terminate about 55 faculty and 65 staff positions over the next biennium to stay within its appropriations, an additional \$300,000 was written into the appropriations so that terms of faculty contracts could be met. Those terms state that even first-year instructors cannot be fired next year unless they were notified before March 1, 1977.

The additional \$300,000 has been viewed by many as a means of "buying time" for UM.

Lobbying by UM President Richard Bowers and Rep. Howard Ellis, R-Missoula, secured the added faculty appropriations. In addition to the appropriations, Bowers and Ellis lobbied for, and got, \$300,000 in carry-over funds from the current biennium.

Use of the carry-over funds had previously been in litigation pending an agreement between the university system and the Legislature.

Tuesday is the 90th day of the legislative session — supposedly the date of adjournment. The Legislature cannot adjourn before that date unless its budget is balanced.

The Senate Finance and Claims Committee cut the money from the budget earlier this week.

Apparently, a number of senators feared the individual universities might continue to fund athletics using money from academic programs, Mae Nan Ellingson, Montana student lobbyist, said yesterday. Ellingson lobbied for the amendment on that basis.

The University of Montana's share of the athletic money is about \$50,000.

University appropriations are a part of the omnibus House Bill 145 that is designed to fund various state agencies.

Third Reading

The 46-page bill will now go through third reading in the Senate and then the amendments will be sent to the House for approval.

There are a number of amendments to the bill besides the one restoring athletic moneys and the House is not expected to accept a number of them. If that is the case, a joint conference committee will be appointed to iron out the differences. Ellingson said she did not expect

within that budget they should fire about 60 faculty and staff members.

However, Metzger said Wright had applied for part time employment before the freeze went into effect, on the contingency that he be replaced.

Both Solberg and Bolle approved the request, Metzger said. Therefore, the administration will have violated the agreement if it does not replace Wright after he retires.

Wright said the zoology department completed a nationwide interview program before the freeze, and selected someone who could fill his post.

He did not say who the replacement could be.

Matt Reid, senior in wildlife biology, said a coalition of wildlife biology students has arranged meetings in Main Hall next week with Solberg and Lawrence Forcier, acting forestry dean, to stress the importance of replacing Wright.

Job freeze may hurt zoology department

By KEVIN MAKI
Montana Kaimin Reporter

The freeze on academic and staff hiring at the University of Montana may mean ornithology might not be offered next year since Philip Wright, UM zoology professor and instructor of the course, will be absent Winter Quarter.

Lee Metzger, chairman of the zoology department, said wildlife biology and zoology students might not be able to take the course since the administration recently decided not to fill any vacant staff or academic positions.

Also, Metzger said if the freeze continues, the zoology department might not have a mammalogist after Wright retires in two years.

Wright to Retire

Wright, who was granted quarter-time employment, will only teach mammalogy the next two Winter Quarters, then will retire.

Quarter-time employment allows persons near retirement age to work only part time and still be paid up to 25 per cent of their salary.

Wright said he requested part time employment because he wants to do wildlife research.

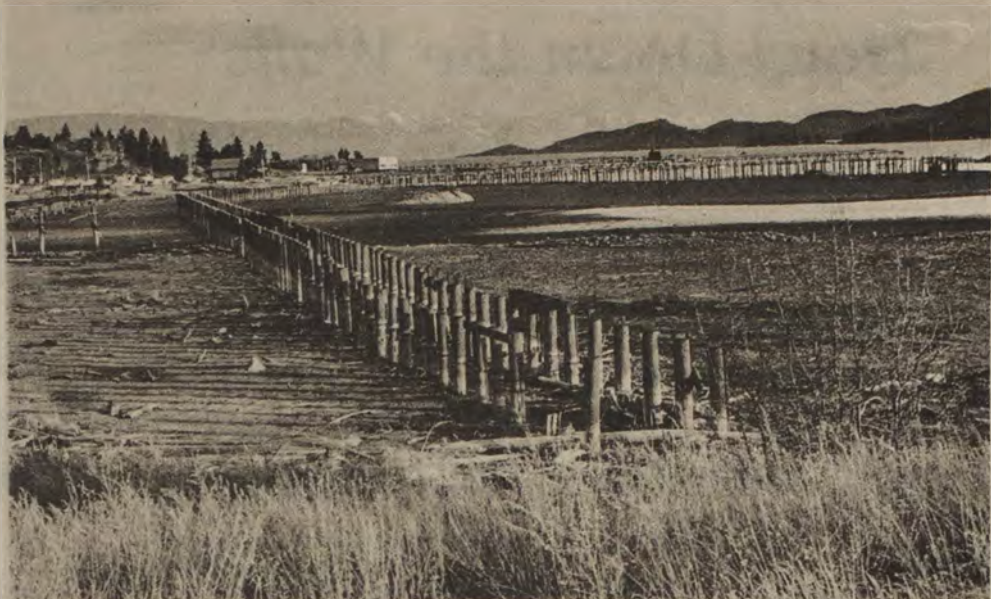
Metzger said he has talked with both Richard Solberg, dean of the College of Arts and Sciences, and Arnold Bolle, acting academic vice president, about the importance of replacing Wright.

Both men have been "very supportive" of the request, he said. They know the position is crucial, he said, since both mammalogy and ornithology are required for graduation in wildlife biology and zoology.

Wait for Money

But, Metzger said Bolle and Solberg must see how much money will be appropriated by the Legislature before they can determine whether they can replace Wright.

On March 11 the administration put into effect a moratorium on filling vacant academic or staff positions since the Joint Appropriations Subcommittee on Education said UM may only receive a five per cent increase or \$41.3 million for the 1977-1979 biennium. Therefore, the administration decided that to stay



DON'T UNPACK YOUR SWIMMING SUIT YET. The low water level and dry docks at Flathead Lake indicate that winter is still with us and summer is going to be dry. (Montana Kaimin Photo by Natalie Hoover.)

Baucus and Carter agree on basic energy priorities

By PETER TALBOT
Montana Kaimin News Editor

Responding to President Carter's energy package, which was released in part Wednesday, Western District Congressman Max Baucus said that conservation and solar energy development should have top priority in the nation's energy policy.

In an interview with the Montana Kaimin yesterday, Baucus seemed to be in agreement with the majority of the President's energy proposals.

He stated that he is "in favor of a light-to-moderate shift from oil to coal" as an energy source for industry. Baucus said he also favors some controls being dropped from gas and oil prices.

Both proposals are in the Carter energy package.

Baucus did disagree, however, with Carter's proposed tax on gasoline. Baucus said that although the tax may be good for urban areas in the eastern part of the country, it would hurt the westerner.

Baucus said that he thinks Congress would be relatively receptive to Carter's energy package, but that it is "hard to get 535 horses to pull a cart in the same direction."

Concerning his possible bid for retiring Sen. Lee Metcalf's Senate seat, Baucus said "I have not made any commitments, but we'll assume I'm running."

If Gov. Thomas Judge decides to run for the Senate seat, thus going against his statements to the effect that he would serve his entire four-year term, Baucus said he would not make this a campaign issue.

This issue is "for Montanans to decide," he added.

Baucus did acknowledge that he might have trouble getting votes in the eastern part of the state where he is not as well known.

Another member of Congress, Sen. John Melcher, was also in town during a 10-day Congressional recess. Melcher presided over a public hearing for gathering information on two possible wilderness areas in Montana. Baucus did not attend the hearings but added that he had walked through the proposed McGregor-Thompson wilderness area and had found it "very impressive."

The other area under consideration is the Welcome Creek drainage.

Baucus closed the interview by showing a photograph of his baby boy and revealing the child's name: Zeno Benjamin Baucus.

Howl Down the Walls

People who had causes in the 1960s used some rather effective tactics. They would March, Howl and Make Headlines. Bureaucrats, getting the prickles, would often be forced to issue some new regulations. Politicians, getting named by the demonstrators in those headlines, would get nervous and try to accommodate their demands to some extent.

The March, Howl and Make Headlines routine stirred up emotions and made people talk about things, think about things and sometimes even confront those things. And changes came about in 10 years instead of a hundred.

People with causes in the 1970s have generally opted for "working within the system." This usually involves hiring expensive and shifty lobbyists, barraging the press with news releases, and "being professional." The Professionals turn up their noses at the tactics of the 1960s, calling them juvenile and ineffective. The daily press has followed suit by not taking the marches of the 1970s seriously.

This change has meant that we've become dull. And working through the system has meant that if you can't

afford a lobbyist, you won't be heard.

The new way has been very effective at keeping the "kooks" and "weirdos" out of the system.

In Missoula the old methods are being revived. Two very different groups have sprung up to protest the mounting problem of nuclear arms. Today, one of those groups will be marching to the courthouse, where city politicians will address the crowd. It's beginning to look like someone is looking at Missoula as a *community* for a change—a community that can do something.

How refreshing! Doing things on a local level is probably be the only sane way to confront the problems that face us.

But most students today are more concerned about finding a job than anything else. Our generation is so big and the job and housing pressures are becoming so critical, that this response is natural. But if students keep their sights on the methods of the "real" (or unreal) world, they are going to be in for a rude shock.

Our inactivity, our lack of howling, has allowed our state politicians to get away with cutting our school to the



bone financially. National politicians and bureaucrats, thinking that the country is in a calm mood, will try to get away with murder. Nuclear armament escalation, if not curbed, will end in worldwide murder.

The "Don't Blow Us Up Committee" should be applauded for organizing its community march. I'll be there howling along with them.

But, for those of you who aren't too concerned about this particular cause, there are thousands of others waiting to be taken up.

In Hawaii, 5,000 students and faculty members marched on the state capitol to protest the cuts in their schools' budgets. Pollution, land use and population problems are others.

So, you've got a choice. March and Howl, hire a lobbyist (go into debt), or sit back and be spoon-fed the decisions of those with the power and the bucks.

Barbara Miller

Letters

Memorial Service

Editor: Bill Tucker, a junior in psychology, died Tuesday night in a Missoula hospital. A member of the Assiniboine tribe, he was active in Indian education.

He founded the Montana United Scholarship Services. In the 1960s, Mr. Tucker was a field worker for the Indian Community Action Consortium with headquarters in Salt Lake City, Utah, Community Action Director on Fort Belknap Reservation and a tribal Council member in Fort Belknap.

From 1969 to 1972, he was field representative for the United Scholarship Services of Denver. During this time, he assisted local Indian communities' efforts to achieve educational self-determination. He was also instrumental in the school redistricting of Rocky Boy's Reservation and aided establishment of tribal control of Busby School on the Northern Cheyenne Reservation. In recent years, Tucker and his family operated an arts and crafts trade on Fort Belknap Reservation.

A wake will be held at the Assembly of God

Church in Lodgepole Friday night. Funeral services will be in the Assembly of God church in Lodgepole Saturday at 11 a.m. A memorial service will be conducted in the University of Montana Clubhouse at 7:30 p.m. on Thursday, April 21.

John Skelton
sophomore, social work

Inane Drone

Editor: Re: the attitude of YOU-LACK towards

Program Council: the desperate whinings of Sir Henderson and Herr Junkermeier reach my ears only as the inane drone of slave bees who are oblivious to their doomed state. Imagine a charge of incompetence from an individual whose supreme accomplishment has been to offer the incredibly droll package of (dare I utter them without gastral convulsions?) Dr. Hook and Flash Cadillac for last year's "event."

To even insinuate that PC's work on this year's "event" is inferior to YOU-LACK's pitiful offering of last year is the product of moronic meanderings of mental maladroits. If PC truly wished to "screw" YOU-LACK, Herr Junkermeier, or Sir Gregory, that disgusting copulation would have been consummated months ago.

Ian Marquand
junior, radio TV
PC Concert Coordinator

No Matter What

Editor: I would like to thank you for your article on Page 1 of yesterday's *Kaimin*. It was informative, imaginative and filled with the *Kaimin's* usual share of misquotes. But all this being aside, I would like to tell you readers that despite what seems to be problems and uncertainties — the kegger will be here.

If ULAC is to be knocked for its efforts to try and bring a quality event to this campus, then I say fine. But remember UM and Missoula, bands may fall through, and there may be cancellations, but no matter what happens, there will always be a kegger benefit.

Bill Junkermeier
junior, finance, economics
chairman, ULAC

Old Salt Speaks

Editor: Had Dave Hill run for student body president a second time, the most urgent campus-wide concern would have been over the best means of recording a negative vote.

Leroy F. Berven
perennial political barnacle, ASUM division senior, chemistry, history/political science

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Through the keyhole

Not For 50 Grand

By GORDON DILLOW
Montana Kaimin Columnist

Montana Student Lobbyist Mae Nan Ellingson doesn't think there should be a Montana Student Lobby during the 1979 legislative session.

And while that may seem like an odd attitude for a lobbyist to take—that her \$1,500 a month job should be abolished—consider this statement, made by Ellingson during an interview earlier this week in Helena:

"I would not take this job again. Ever. Even if the salary was \$20,000."

How about \$50,000?

"Nope."

Which in a way is too bad, because Ellingson, by almost anyone's standards, is a very good lobbyist. She knows everybody; a walk down a legislative corridor with Ellingson takes a long time, because she has to stop to chat with "Carroll" (South, D-Miles City and chairman of the important Joint Appropriations Subcommittee on Higher Education), or "Chet" (Blaylock, D-Laurel), or "Francis" (Bardanouve, D-Harlem and chairman of the extremely powerful House Appropriations Committee) or any one of the other movers and shakers of the Montana Legislature. A lawyer and a delegate to the 1972 Constitutional Convention—"the Con-Con" in Montana political parlance—Ellingson is accepted by the legislators and other lobbyists as one of them. She is a pragmatist, given to reason instead of stridency, and at the risk of sounding hopelessly sexist, her attractiveness and soft Texas accent probably don't hurt.

So if she's such a good lobbyist, what's the problem?

The problem, as Ellingson sees it, is the students she is supposed to represent.

The Montana Student Lobby was established to represent student interests in the Legislature, just as Montana Power Company lobbyists, for example—the principle one of whom, incidentally, is Board of Regents member John Peterson of Butte—are supposed to represent their clients' interest.

But deciding what student interests are is never easy, and sometimes it's damn near impossible.

According to Ellingson, "Students are so different at every campus that they can't agree on anything. It's like trying to be a lobbyist for the National Organization for Women and the Montana Right to Life organization at the same time."

Take the marijuana bill for example. According to polls conducted by the lobby, many students were in favor of a bill introduced by Sen. Joe Roberts, D-Libby, to decrease the penalties for possession of marijuana. But the lobby co-directors—Pat Pomeroy from the University of Montana; Chris Kolstad of Montana State University and the son of Sen. Allen Kolstad, R-Chester; and Ron Vanden Boom of Northern Montana College, who was later replaced by Shawn Iholts of Eastern Montana College—instructed the lobby to stay away from the bill, saying it was too controversial an issue, that to support the marijuana might adversely affect the university system budget appropriation.

The marijuana bill died—it probably would have died anyway, with or without student lobbying—but students who were in favor of the bill, students who contributed a portion of their activity fees

to the lobby's \$9,500 budget, were not represented.

On the other hand, had the student lobby supported the marijuana bill, students who were against the bill—once again, students who contributed to the lobby's budget—would not have been represented.

According to Ellingson, the lobby co-directors decided before the legislative session that the university system budget was to be the major priority for the lobby, and that all other issues—environmental, legal or social—should be secondary in importance.

But according to Ellingson, "the effect we have on the budget isn't worth" the money it costs to have a lobby in Helena, and anyone who has seen the legislature's recommended budget for the university system would probably agree.

Another problem, probably the most painful to accept, is that Ellingson thinks most of the students involved with the lobby on the campus level—whether they be seniors or freshmen—are just too sophomoric to be effective.

"It's kind of hard to have a meeting when everyone wants to hurry up and finish so they can go out and get drunk," Ellingson said.

In the future, Ellingson said, each campus should send its own representative group, and students who are interested in a particular issue should work to further their cause on their own, instead of expecting the lobbyist to do it.

One thing is certain: Mae Nan Ellingson won't be the Montana Student Lobbyist next time.

Not even for fifty thousand dollars.



news briefs

By THE ASSOCIATED PRESS

Recall Judge

The citizen's group that promoted last fall's initiative for a recall law in Montana said Thursday they are launching a drive to recall Gov. Thomas Judge from office. Spokesmen for Independent Americans made the vow following a meeting with Judge shortly after the governor signed into law a bill reviving the recall initiative. The group tried to persuade the governor not to sign the Legislature's revision of the initiative, which allows citizens to petition for special elections to remove appointed and elected officials from office.

No \$50 rebate

President Carter decided Wednesday night to scrap his controversial plan to give \$50 tax rebates to 200 million Americans because he is convinced the economy will improve without the stimulus, administration sources said today. The rebate would have put about \$10 billion in the pockets of taxpayers. An average family of four with income below \$20,000 could have expected \$200 in rebates. The rebate was a major element in the \$31 billion, two-year economic stimulus program that Carter proposed to Congress soon after taking office in January.

FBI agents demonstrate

At least 300 agents and former agents of the FBI came from as far away as Buffalo and Baltimore to mass on the steps of the U.S. Courthouse to show their support for one of their own; former supervising agent John J. Kearney, who was being arraigned on charges of illegal mail interception and wiretapping. He is accused of using improper mail interceptions and wiretaps in an investigation of the radical group known as the Weather Underground. Kearney, 55, pleaded innocent to the charges before U.S. District Judge Morris Lasker and was released without bail.

Can freshman trauma be alleviated? Proposal would let them register first

By SALLY THANE CHRISTENSEN
Montana Kaimin Reporter

A proposal that would allow freshmen entering the University of Montana next fall to register first will be introduced at an Academic Advising Committee meeting next Friday, April 22, according to William Feyerharm, associate dean of the College of Arts and Sciences.

Feyerharm said Wednesday that he will introduce the proposal to help alleviate some of the trauma faced by incoming freshmen who are not acquainted with the registration process.

"Freshmen find it very difficult to get courses they want and to handle the stress of registration," Feyerharm said.

Another proposal to re-institute pre-registration at UM will be introduced at the meeting by Feyerharm and Graham Thompson, associate professor of geology. Feyerharm said that a computerized pre-registration system would allow students to register at the end of each quarter for classes the following quarter.

Pre-registration would enable students to "reserve" courses, and

would also be a time for students and their advisors to plan for the coming quarters, Feyerharm said.

Philip Bain, director of the Office of Admissions and Records, said Wednesday that he will begin a study in the near future to determine the feasibility of pre-registration. Bain said that no decision on the implementation of pre-registration will be made until after the study is completed.

The University of Montana did use a pre-registration system several years ago, but it was abandoned, Bain said, because it was not computerized.

Bain also said that he had "no objection" to the proposal to allow freshmen to register first "if the University can guarantee that seniors who need classes to graduate can get them."

Feyerharm said he anticipates that some students will oppose allowing freshmen to register first, but said he felt that there should be "no real competition" for classes between freshmen and seniors.

Feyerharm emphasized that seniors would still be given priority under his proposal. Although the committee will ultimately decide how to implement the proposal if it is ap-

proved, he said that possibilities would be:

- to allow freshmen, seniors and graduate students to register on the first day.

- to allow freshmen to register the afternoon before seniors and graduate students.

John Stewart, graduate school dean, said that he didn't think Feyerharm's proposal would affect graduate students because they "shouldn't be in competition with 'freshmen for classes.'"

Deadline for summer registration June 24

The 1977 University of Montana Summer Session will include a one-week pre-session, two 4-week sessions and an 8-week session.

In addition to more than 20 pre-session courses, the summer program will include 37 "innovative" courses offered by 21 departments, according to Carol Ann Nord, summer session administrative assistant.

Registration procedures will change this year, Nord said. A registration packet will be used and students must apply through the ad-

missions and records office for pre-session registration just as for the regular four- and eight-week sessions, she said. In the past, pre-session registration was conducted by the Center for Continuing Education.

Students planning to register only for the pre-session must complete registration and pay fees by June 17. Students planning to register for the four- and eight-week sessions must complete registration and pay fees by June 24.

Information and copies of the

summer bulletin may be obtained at the Center for Continuing Education, 107 Main Hall.

1977 UM Summer Session Schedule
May 15 — Deadline for submitting applications from new students and packet request cards from currently enrolled or former UM students.

June 13-17 — Pre-session.
June 20 - July 15 — First four-week session.

July 18 - August 12 — Second four-week session.

June 20 - August 12 — Eight-week session.

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New VP must decide how to trim faculty

The biggest problem facing the newly-appointed University of Montana academic vice president will be deciding where to cut faculty at UM, Arnold Bolle, UM acting academic vice president, said yesterday.

Donald Habbe, dean of the College of Arts and Sciences at the University of South Dakota at Vermillion, was appointed Tuesday to take Bolle's place. He starts work on July 1.

Bolle said it appears that UM may have to fire faculty, and not replace resigning or retiring faculty members.

Bolle said other tasks confronting Habbe will include:

- developing a "role and scope statement" for UM. In short, Bolle said, the statement describes "everything we do" at UM.
- refining unit standards for faculty evaluation. This involves

taking suggestions from departments and schools at UM and developing a university-wide system for evaluating faculty.

Members of the search committee said they were pleased with Habbe's recommendation and appointment. Donna Booth, academic advising coordinator, said she has no qualms about the committee's decision.

Habbe will be the first permanent academic vice president UM has had since July 1975, when Richard Landini resigned to become president of Indiana State University in Terre Haute.

Since then, UM has had one other acting academic vice president besides Bolle. James Talbot, who took over July 1, 1975, left UM on June 30, 1976 to become vice president for academic affairs at Western Washington State College at Bellingham, Wash.

Bolle, whose term ends June 30,

has held the position since Talbot resigned.

Habbe was the first candidate to accept the position, after rejections by four other candidates from three other search committees.

Habbe has served as dean of the College of Arts and Sciences at USD since 1970. He served as associate dean of the college from 1967 to 1969 and as acting dean from 1969 to

1970. He has been a professor of government since 1965, and has taught at USD since 1959.

After receiving a B.A. in government from Denison University in Granville, Ohio in 1952, Habbe went to the University of Wisconsin at Madison for graduate studies. He was awarded an M.S. in political science in 1954, and his Ph.D. in political science in 1957.

Local dentist pushing for fluoridation

Fluoridation of drinking water is still the cheapest and most effective way to prevent tooth decay, Dr. Terry Klampe said in an interview Sunday, "and it is going to come to Missoula."

Klampe, a 28-year-old Minnesota native who has been practicing dentistry in Missoula since June, said he will soon begin a public education program in Missoula to introduce the idea of fluoridating Missoula's water supply.

He also said that fluoride, which opponents of the program believe can cause cancer, occurs naturally in nearly all water, and that a program of fluoridation only adjusts the level of fluorides to insure adequate tooth protection.

Reduces Dental Care

Fluoridation only affects people between the ages of one and fifteen,

Klampe said, adding that a fluoridation program would reduce the number of people needing dental care and could even "put some dentists out of business."

Klampe said that the prospect does not worry him because "I'm just doing something that needs to be done."

"It would save a lot of money," he added. "And a lot of tooth aches."

Referendum

Klampe recently spoke with the Missoula County Health Department, the only agency which can approve such a program, and was told that the department would take no action on the question unless a referendum on the issue is approved by the necessary 15 per cent of Missoula voters.

Klampe said the health department officials asked him to conduct a survey after the public education program is completed, in order to demonstrate that enough Missoula voters favor fluoridation to justify putting it to a vote.

Good Idea

Walter Koostra, chairman of the health department, said that he thinks fluoridation is a "good idea technically," but does not believe a referendum would pass in Missoula because of opposition to fluoridation, and because "it's one thing to want something, but another thing when it comes time to pay for it."

Klampe said feeders would have to be installed at each of Missoula's water sources to introduce fluoride into the water system. He said they would cost about \$1,000 per feeder and about 20 cents per year, per capita after that.

Klampe said there are approximately 20 water sources supplying water for Missoula.

EEO . . .

• Cont. from p. 1.

ing more than female associate professors, despite the fact that they trail the women in the amount of time they have held that rank. It also showed that men are earning \$650 more than women, as opposed to \$294 more last year, constituting a 121 per cent increase in the gap. Also during this time, according to the report, men almost caught up to women in the time they have held rank — from .5 years difference last year to only .1 years this year.

Advantage Increased

The situation is different with assistant professors, the report said, where the salary advantage men have has increased 2 per cent, despite the fact that the males have had no gain in the number of years holding rank.

In the instructor and lecturer positions, however, it is a different story.

Women instructors, Holden's study indicates, have gone from earning \$440 less than their male associates last year, to making \$1,219 more this year. Also shown is that it is the women instructors who have an advantage in years in rank — an advantage that has grown in a year,

from 1.6 years in 1975-1976 to 3.3 years in 1976-1977.

The report also shows that female lecturers are earning more than male lecturers this year. The women, it indicated, went from earning \$1,611 less than the men last year to earning \$1,577 more this year. Women lecturers, the report showed, also have an advantage in the number of years they have held their rank — an advantage that increased from 1.1 years last year to 2.3 years this year.

Holden said it is possible that women hold the lower echelon jobs of instructor and lecturer for a longer period of time because they cannot get promotions.

Bucket of Nails

(CPS) — Those participants of the sport of descending the churning, white water of many of the country's rivers had best begin to look for another way to get their thrills. The U.S. Customs Service has thrown a bucket of nails into the inflatable raft rental business.

The service has ruled that foreign-made crafts, roughly 60 per cent of the total in U.S. commercial use today, are in violation of the Jones Act, which prohibits foreign vessels from trafficking between U.S. ports. Most of the rafts come from Britain and France.

Although the raft operators may ignore the ruling, figuring that it is unlikely that an inspector will trek out into the wilds, the Coast Guard, if they decide to enforce the law to its letter, may prepare a series of regulations on raft safety that would require an inspection. And, according to the Guards' inspection office, they "couldn't certify a raft that was foreign made."

The rafts, which fit neatly into the definition of coastwise trade (they can carry up to twelve passengers and cargo between two U.S. destinations, and successfully navigate the treacherous rapids), may be saved a beaching if a bill is passed by Congress exempting the rafts from the Jones Act.

However, looking back on Congress's track record for swift action, raft operators and participants had better start to seek alternative means of thrill-seeking.

On committees

(CPS) — A worker at Carroll College in Wisconsin recently sent the *Chronicle of Higher Education* the following memo her office received from the National Collegiate Athletic Association. It speaks for itself:

"In an effort to involve more of the membership in the committee structure of the College Sports Information Directors of America, the Future of COSIDA Committee has initiated a Committee on Committees subcommittee."

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North Siders to decide fate of HUD grant

By ED KEMMICK
Montana Kaimin Reporter

Ten residents of Missoula's North Side met last night with Tom Herrick, planner for the Missoula City-County Planning Board, to make some preliminary decisions on how to spend a \$250,000 grant from the Department of Housing and Urban Development.

Herrick said the planning board has "quite a bit of flexibility" on how the grant, which is designated for North Side community improvements, is to be spent, and that it welcomes any suggestions from North Side residents.

The meeting was held at the home of Dalton Ellsworth, 125 N. 3rd St. E., and was the second meeting of the North Side Neighborhood Association, an organization formed April 4.

The North Side residents were concerned mainly with a \$110,000 portion of the grant set aside for housing acquisition and relocation. They asked Herrick if demolition of run-down houses would be on a mandatory basis, regardless of whether the occupants want new homes.

Voluntary Basis

Herrick assured them that the housing program would be on a voluntary basis and that the planning

UM alumnus lectures

Alaska wilderness needs protection

A former University of Montana wildlife biology student called on an audience of about 250 Wednesday night in the University Center Lounge to help preserve "one of the last really wild areas left on the face of the earth."

George Wuerthner, an outdoorsman, conservationist and photographer, presented an hour-long slide show on the Alaskan wilderness.

Interspersed with his slides of glaciers, wildflowers and wildlife such as caribou, grizzly bears, sheep and moose, Wuerthner stressed the need to preserve the Alaskan wilderness and its resources.

According to Wuerthner, The Alaskan Coalition, a group dedicated to preserving the wild areas, is backing legislation to set aside over 114 million acres of Alaskan land to be used for national parks and wilderness areas.

After several slides depicting wildlife and miles of wild river valleys, Wuerthner showed a slide of the newly completed Alaskan pipeline snaking across the green tundra.

"In the past, Alaska's isolation used to be its protection," he said. "This is no longer true . . . the pipeline proves this. Every technological advance we have; we have a corresponding loss of freedom. Land to me is like a living object. We must learn to look at it like it is a living creature."

Wuerthner suggested that society has "become detached from the real cost of things."
"We need to realize everything has

Energy sources

Members of the Montana Academy of Sciences will gather tonight and Saturday at the University of Montana to present research papers and to listen to a speech by Charles Greene, program manager in the Montana Department of Natural Resources and Conservation.

Greene will speak on renewable energy sources at 8 p.m. tonight in the Music Recital Hall.

Beginning at 8 a.m. tomorrow, academy members will present almost 150 papers during 11 sessions in the Liberal Arts Building. The papers will cover alternate energy resources, physical sciences, life sciences, mathematics, microbiology and science teaching. A \$1 fee will be charged.

board would consider any options in trying to uphold the "spirit" of the program, which he said seeks to improve and strengthen the neighborhood.

Herrick said one possible option would be to purchase a delapidated house from the owner at a "fair market price," demolish the house and either build a new house or move an old one onto the lot, which would be sold to the home-owner at "below the market price."

Herrick briefly outlined another possibility when North Side resident Louise Kalpa asked him what portion of the grant could be used for recreational purposes.

Parks and Community Centers

Herrick said that only \$15,000 of the grant is officially designated for recreational purposes, but that some of the housing money could be used to purchase land for parks and community centers.

If a resident whose house is to be demolished wishes to move to a new site, Herrick said, the old site could be used for a park, with money for facilities coming out of the \$15,000 recreation fund.

He also discussed a \$50,000 portion of the grant to be used for maintenance of streets, including paving and construction of curbs and gutters.

If the city could "cough up the

pavement," Herrick said, the planning board could build a system of sidewalks, curbs and gutters radiating out from Whittier School at Worden and Phillips streets.

Herrick said this plan would provide the school area with needed

sidewalks and would give the community a core around which to plan, since the school is in the center of the North Side neighborhood.

Several North Side residents said the plan was a good one and there

was a round of nodded approval when Herrick said, "We have to keep this neighborhood together."

The next meeting of the North Side Neighborhood Association is scheduled for next Wednesday at 641 Turner Ave. at 7:30 p.m.

Burnham rehired for Kaimin study job

Publications Board last week voted unanimously to hire Wayne Burnham, University of Montana graduate in business administration, to conduct a feasibility study on moving the *Montana Kaimin* operations from the Journalism Building to the University Center.

The board members voted to accept Burnham after Board Chairman Dan Cobb informed them that Burnham was the only applicant for the post, though its availability had been advertised for more than a month.

Cobb said that no contract has been drawn up yet, but that the salary for the post could be "up to and including \$2,000."

The board also discussed budget requests from the *Kaimin*, and from the campus literary magazines, the *Gilt Edge* and *OutBank*.

Cobb said he expects trouble from ASUM, which gives final approval to budget requests, over the *Kaimin's* suggested budget of "about

\$46,000," because the budget is considerably more than last year's.

Cobb pointed out that the *Kaimin* used \$20,000 from a reserve fund last year, making the actual budget as large as the one requested for this year.

Cobb said that *CutBank* has submitted a budget request, and though it is somewhat higher than last year's, it should be approved because "they have been doing a good job."

Board member John Filchak, junior in history, said that *Gilt Edge*

failed to submit its budget request on time and would have to give the board a late budget request or ask for a special allocation.

Filchak said that since *Gilt Edge* is "geared towards women" and not the whole campus, the board should refuse its request, if it is submitted.

But Sylvia Clark, *Gilt Edge* editor, was contacted after the meeting and said that *Gilt Edge* had submitted its budget request directly to ASUM, and would submit it to PB for preliminary approval next week.

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LOST: GOLD Gruen watch. Without band. Lost in L.A. bldg. Wed. Call 243-4448. 083-4

FOUND: ONE yellow hard contact lense in 2nd floor women's room. Liberal Arts bldg. Thurs. a.m. Claim at UC info. desk. 083-4

LOST: HELP I need my physics book, need desperately, call Virginia at 243-4783 or 549-4527 or leave on 4th floor of Chem-Pharm bldg. 083-4

LOST: BROWN SPIRAL NOTEBOOK with important notes. Contact: Kevin, 243-4877. 082-4

HELP! I left a library book, AMERICAN ALPINE CLUB'S HANDBOOK OF AMERICAN MOUNTAINEERING in Women's Center, room 203 after a Monday night class Winter quarter. By noon Tues., it was gone. PLEASE turn it in!! 081-4

FOUND: BLUE notebook containing Geog. and Indians of S.W. notes on Rattlesnake road on Friday. Call 243-4488. 081-3

FOUND: BROWN/white knit hat. Maurice Ave. Last Thurs. Call 243-6284 ask or leave message for Frank. 080-4

LOST: SMALL fergale long-haired cat, multi-colored near Roxy. Call 542-2209 after 7 p.m. 080-4

LOST: 2 keys on blue leather key chain. Call 243-4568. 080-4

FOUND: MONEY. You call and say where, when and how much. 543-8980. 080-4

JADE BUDDHA necklace lost. Oval or field house area. Handsome reward. Thanks. 243-5735. 080-4

LOST: BROWN WALLET. Lost in FH Annex. Return to FH Equipment desk. 080-4

2. PERSONALS

PAM: WATCH the Oly or you'll end up on Ward 8. Have a happy birthday. 083-1

JEFF, GREG and RICH would like to welcome all O.W.'s to the Spring Time 429 WHOOP-TI-DO. Sat. at 6:00 SHARP! 083-1

JANE CHERIE: I didn't want to embarrass you in front of your French teacher, so... have a very happy birthday! 083-1

1,000 KEGS of Olympia beer on order for you. Come to the ULAC kegger May 18. 083-1

IT'S NICK ADAMS day again April 16th. Celebrate! Yea, Nick! 083-1

FIRST ANNUAL eye-opener Sunday the 17th at 8 a.m. Call Mac. 083-1

DIVORCED? JOIN growth group at CSD - Wed's from 3-5, call 243-4711. 083-2

CONCUBINES! EUNUCHS! Princess! Wives and two (count 'em, two) Brass Bands. April 17, UT - 8 p.m. 083-1

BELSHAZZAR'S FEAST featuring Kim Simmers & Brad Kenning. April 17, UT - 8 p.m. 083-1

MIKE, I'll buy the pizza tonight at MY PLACE if you buy the pitcher of beer for 25¢. Susan. 083-1

VAN BUREN Estates is ready. 083-1

FRIENDS (QUAKER) MEETING, Sunday 10:30 a.m. 1106 Ronald. 542-2310. 083-1

LIVE MUSIC THURS., FRI. EVES. Lunch and dinner specials: home cookin and fresh coffees, teas, and pastries. CHIMNEY CORNER COFFEEHOUSE. Open 8:30 a.m.-10:30 p.m. Breakfast too! 082-6

BELLY DANCING in the Copper Commons Saturday night at 8 p.m. 082-2

GAYS - BIS. Correspond. Inquire: Forum Box 129 Sheldon, New York 11784. 081-5

SPURS ARE SOMETHING other than what you wear on your boots. 081-4

UNPLANNED PREGNANCY OPTIONS - Call Marie Kuffel at 728-3845 or 549-7721. 077-32

• Cont. on p. 8.

\$10,000 rent increase possible for students' store

The Associated Students' Store will face an annual rent increase of up to \$10,000 if a proposal submitted to Store Board Wednesday by Ray Chapman, University Center director, is approved.

The store's rent is now \$50,000 plus 50 per cent of the store's net profit, up to a maximum of \$70,000 per year. Chapman's proposal would raise the rent ceiling to \$80,000. Chapman said that the bookstore's rent was based on the percentage of UC maintenance costs, utility bills, security costs, bond retirement expenditures and capital improvement costs that could be directly assigned to the bookstore.

The actual assignable costs of the store during the 1975-76 fiscal year were \$71,795. According to Chapman, the estimated costs for 1976-1977 will be \$63,962. He added that the decrease in costs was due primarily to the rescheduling of bond payments.

Chapman said that the proposal in effect "is asking the bookstore to contribute funds beyond its share of the actual costs to the operation of the University Center."

Larry Hansen, students' store manager, said he was not upset with the proposed change because he felt the UC's operating expenses were student costs, not state costs. He said that helping to pay those expenses with bookstore profits, which are student funds, was a way to "share the wealth."

Hansen said the store has paid the \$70,000 maximum rent the last two years, and that the store would have paid about \$75,000 in rent last year under the proposed \$80,000 ceiling.

Hansen added that the rent increase would help pay rising maintenance costs and provide a "cushion against future enrollment

drops, which will decrease the bookstore's income."

The board delayed action on the proposal until next month's meeting.

In other action, the board:

- approved an agreement with the Montana Bank of South Missoula, which will give the bookstore a discount of one-and-one-half per cent on the 3 per cent usually charged for handling Master Charge accounts. The discount will allow the bookstore to accept Master Charge cards again.

- heard a report from store merchandising manager Lewis Roberts, who said that the bookstore could sell school supplies at prices below retail because it belonged to the Western College Bookstore Association, a bulk buying organization.

- approved the printing of a t-shirt catalog at a cost of \$1,350, which will be mailed by the Alumni Center to its entire membership of 30,000 during the last week of April.

Heart testing available

The University of Montana Student Health Service is launching an advertising campaign for its free heart-disease screening clinic, which began in 1974, according to Dr. John Bruckner, health service physician.

The purpose of the clinic is to test people for heart disease "risk factors," Bruckner said. A person who shows signs of being a likely candidate for heart disease is notified, and his case is referred to a doctor, he said.

To determine those risk factors the clinic includes a form which asks the person undergoing screening about his family history, diet, smoking habits and the medication he takes, Bruckner said.

He said blood pressure, body weight and blood fat also are checked. The last test, which measures cholesterol in the bloodstream, requires that the student fast for 12 hours before having blood drawn. Nothing should be taken by mouth except water, according to information provided by the health service.

Bruckner explained that blood-fat levels fluctuate according to when a person has last eaten.

Bruckner said the entire screening process takes less than half an hour. Appointments can be made, he said, by calling the health service at 243-2122.

goings on

- Native American Careers in Health conference, 8 a.m. today and tomorrow, UC Montana Rooms.
- AAUW book sale, 9 a.m. today and tomorrow, Missoula County Fairgrounds, Home Arts Building.
- Don't Blow Us Up Committee march, 11:30 a.m., corner Higgins and Connell.
- Law Faculty luncheon, noon, UC Montana Rooms.
- Montana Association of International Studies, 3:30 p.m., UC Montana Rooms.
- Phi Alpha Beta fundraising cocktail, 4 p.m., basement Double Front Cafe, 122 W. Alder.
- UM Baseball club vs. Idaho State, 4 p.m. today, 10 a.m. tomorrow, Dornblaser Field.
- Muscular Dystrophy dance marathon, 5 p.m. today (through 9 a.m. Sunday), UC Mall.
- Montana Academy of Sciences dinner, 6 p.m., UC Gold Oak Room.
- International Folk Dancing, 7:30 p.m., Men's Gym.
- PC film: *Tunnelvision*, 9 p.m. today and tomorrow, UC Ballroom.
- Mortar Board initiation, 1 p.m. tomorrow, UC Lounge.
- Orienteering class, 1 p.m. tomorrow, Women's Center 215.
- Bou-Saada Dance Troupe, 8 p.m. tomorrow, Copper Commons.
- Choir and orchestra concert, 8 p.m. Sunday, University Theater.
- PC concert: Stanley Turrentine, 8 p.m. Sunday, UC Ballroom.
- Lecture, F. B. Salisbury: *The Growth of Plants Under Snow*.
- Christian Science meeting, 7 p.m. Monday, Music 205.
- Texas Opera Theater in Residence, through Wednesday.
- Montana Artists Drawing Invitational, through April 29, Turner Gallery.

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—VARIETY



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The great feast of Belshazzar

Belshazzar, the king, made a great feast to a thousand of his lords and drank wine before the thousand. (Daniel 5:1)

In the same hour came forth fingers of a man's hand and wrote over against the candlestick upon the plaster of the wall of the king's palace: and the king saw the part of the hand that wrote. (Daniel 5:5)

By JERI PULLUM
Montana Kaimin Associate Editor

With two brass bands echoing each other from opposite sides of the balcony, a beefed-up percussion section playing the jazz-based rhythms and a professional soloist singing with three choirs and an orchestra, Missoula musicians will gather Sunday at the University Theater for a performance of a contemporary oratorio.

The short performance of *Belshazzar's Feast* by William Walton will be presented at 8 p.m. as the kick-off event for the Missoula Festival of the University Theater which will have to be remodeled.

Charles Nelson from East Texas State University is returning to Missoula to sing the narrator's part



DONALD CAREY, associate music professor, who will be the musical director for *Belshazzar's Feast* this weekend.

of the Biblical story of King Belshazzar and the handwriting on the wall. Nelson sang last year at the university in Mendelssohn's *Elijah*.

Belshazzar's Feast, which was written in 1931, is not performed much because it is "too difficult," according to Donald Carey, associate professor of music who is conducting the work.

"It's a tribute to the musical potential of the university and Missoula community that we have the forces capable of performing it," Carey said.

Charles Nelson, the baritone soloist, will give an individual concert in the Music Recital Hall at 4 p.m. At his concert, which is also free, he will be accompanied by Constance Speake, assistant professor of music, on the piano. Nelson is from East Texas State University.

The annual Missoula arts festival, started in 1972, sponsors performances by dancers, actors and musicians, literary panels and exhibits of art, jewelry, photography and pottery.



tival of the Arts. The performance is free.

The oratorio is taken from the Biblical story of King Belshazzar.

Belshazzar calls a great feast and invites thousands of his lords. During the feast, the revellers use the sacred vessels from the temple of the Jewish people. Suddenly the feast is interrupted by a hand that appears and writes a strange message on the wall.

Because of the number of musicians in the production, the

MEET OUR CREW

Dairy Queen

Jacque took Felicia for a ride down Elaine to The Dairy Queen. Joni said, take every Penny you Kim get from my Peggy bank. It will only take a Jeff and Patsy, you Rita the menu. We don't Karen if Kathy buys Anne-thing her Darlene Janice wants. Florence says you Mike call this a work of Art.

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Mother pie

(CPS) — Apples and oranges don't mix. A New York legislator may have proved that politicians and homilies don't, either.

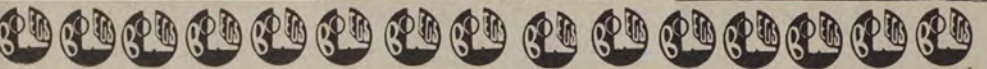
Amidst the heat of a debate on a bill that would exempt heating fuel from the state sales tax, Assemblyman Melvin N. Zimmer told his colleagues: "We're not opposing that — that would be like opposing applehood and mother pie."

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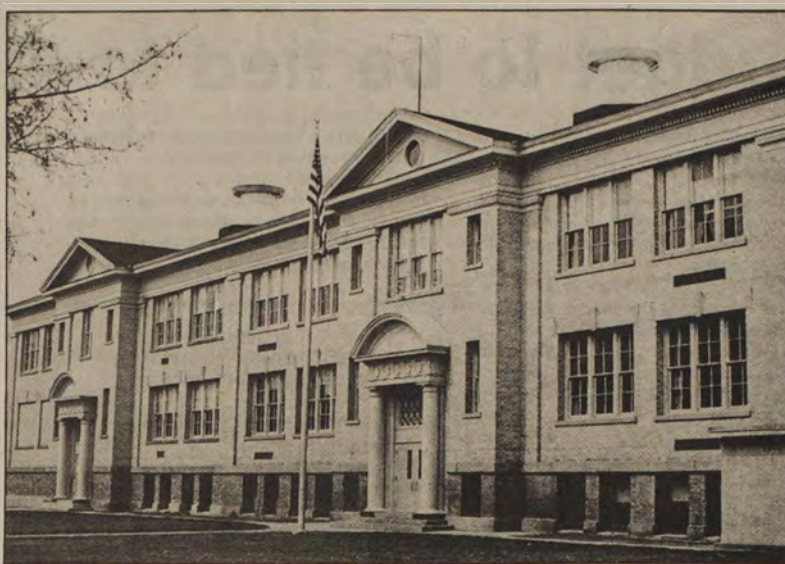
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montana review

Friday, April 15, 1977

This report was researched and written by Montana Kaimin reporters Daniel Doyle, Dan Struckman and Bryan Abas.



On March 8, the Missoula Elementary School District 1 School Board voted 5 to 2 to close Lowell Elementary School. The board was forced to make cuts in the face of declining enrollments. On April 5, three of the five board members who voted to close Lowell were defeated at the polls by candidates supporting a reexamination of the decision to close Lowell. Is this an indication of things to come at the university level? (Montana Kaimin photo by Natalie Hoover.)

What effect will the end of the baby boom have on our colleges and universities?

To most University of Montana students, the decision to close Lowell Elementary School may be of little, if any, interest. The problems encountered by administrators of elementary and secondary schools seem far removed from the concerns of university students.

But the same factor that caused the closure of Lowell may eventually result in the elimination or curtailment of entire departments at UM and at every university across the country.

Lowell was closed because of declining enrollments and enrollments are declining because the baby boom of

the post-World War II years ended in the mid-1950s.

The rapid decline in the birth rate that followed has had, is having, and will continue to have a profound impact on almost every aspect of society, including higher education.

At universities, the difficulty posed by having to adjust to declining enrollments presents "the most serious problem, now and in the future, for higher education," UM President Richard Bowers told a legislative subcommittee earlier this year. Bowers explained that university administrators were fooled in the 1960s into believing that enrollments would increase forever.

That belief led administrators to take a free and easy approach to adding

courses, departments, degrees, administrative positions and to tenure faculty without regard to student demand per department.

But as enrollments drop, whether in the short run because of competition from other schools, or in the long run because of a smaller student-age population, all that must change.

The drastic cuts that will come with lower enrollments may not be enacted until the 1980s, but the process of tying budget allocations to student demand at the department level has already begun at UM to make it easier to determine where those cuts should be made.

There is a variety of criteria that can be used to determine what to cut and where, but each criterion measures

something different and none is a perfect guide to what should be eliminated. The pros and cons of the alternatives that administrators face in dealing with declining enrollments are discussed in the following pages.

Regardless of the decisions that are made, the response from students and faculty members is likely to be as vocal as the response to the decision to close Lowell.

There are some fundamental questions about higher education involved and anytime there is a smaller pie to divide, someone is bound to be unhappy.



**"The most serious problem, now and in the future for higher education."
—Richard Bowers**

Budget to be tied to student demand trend

The dwindling share of state support of the Montana University System that is earmarked for the University of Montana will probably be divided among UM's departments at least in part on the basis of trends in student credit-hour production in each department.

University administrators are in the process of compiling and analyzing information on where student credit-hour (SCH) production is increasing and where it is decreasing, in order to determine the changes in student demand over the past few years.

"We have to re-allocate in the direction students have been going," explains Arnold Bolle, UM's acting academic vice president.

In the past, university administrators have paid little attention to student demand per department when making budget allocations, primarily because enrollments have been increasing and so has the university's budget.

Increased Reliance

But as enrollments decrease, the pressure to make cuts in the budget forces an increased reliance on what students want.

Bolle says that in the past the university

"We need to reallocate in the direction students are going."

—Arnold Bolle

has been "geared for when we had more students than we knew how to deal with."

The tight budget for the next biennium "is driving home something that the faculty

should have known all the time," Bolle said. "The university is for students."

Because the budget for the next biennium has not received final action by the state legislature, Bolle said it was "premature to conjecture" on exactly how and where cuts will be made. This would

TRENDS IN CREDIT HOUR PRODUCTION BY DEPARTMENT, 1971-1976

Largest Percentage Decreases

1. Aerospace Studies	-80%
2. Military Science	-44%
3. Anthropology	-42%
4. Humanities	-30%
5. Foreign Languages	-23%
6. History	-22%
7. Zoology	-22%
8. Geology	-19%

only serve to "unduly concern" the faculty, he said.

Furthermore, the legislature has tentatively approved budget amendments which would lessen the impact of the budget cuts next year and postpone any significant cuts until the second year of the biennium.

But Bolle did say that the lower the final allocation, the greater the reliance on SCH production per department for budget cuts.

"We'll focus our attention on where enrollment is dropping," he added.

A student credit hour is a statistical measure of how much teaching is going on. It is defined as one faculty teaching one student the equivalent of one credit hour.

Thus, if a faculty member teaches 300 student a three-credit class, he is producing 900 credit hours.

Departmental totals range from 111

SCH's produced in the 1975 academic year in Aerospace Studies to 27,000 in the School of Business Administration.

The trends in departmental SCH production are outlined in the tables on this page.

University administrators agree that this information gives an accurate picture of the shifts in student demand per department.

Spiraling Affect

But one of the problems with tying budget allocations to these shifts is that it institutionalizes the spiraling effect of enrollment declines.

TRENDS IN CREDIT HOUR PRODUCTION BY DEPARTMENT, 1971-1976

Largest Percentage Increases

1. Computer Science	+149%
2. Radio/TV	+105%
3. Forestry	+66%
4. INCO	+50%
5. Religious Studies	+41%
6. Physics and Astronomy	+36%
7. Pharmacy	+31%
8. Home Economics	+30%

That is, lower SCH productions will result in lower budgets, which means a lower quality of education, which attracts fewer students, which means even lower SCH production and the cycle is complete.

Furthermore, as Richard Solberg, the dean of the College of Arts and Sciences points out, trends in SCH production per department measure only shifts in student demand and not the relative demand from one department to another.

In fact, it is very difficult to measure

student demand per department.

The best, if not the only, method that UM officials have of measuring student demand for departments and courses is through the use of information from demand sheets, which students fill out during registration.

Each student is asked to indicate which courses he or she plans to take during the next quarter. This information is then compiled and sent to department heads so that they may adjust their course offerings to conform with expected student demand.

But several problems have developed with demand sheets and according to Philip Bain, the director of admissions and

"We will focus our attention on where enrollment is dropping."

—Arnold Bolle

records, they may not be used again.

The percentage of students who have filled-out the form has declined from over 70 per cent when the system was first instituted in the fall of 1975, to less than 50 per cent Winter Quarter, Bain said.

He added that the results from Winter Quarter registration were not tabulated because of too few returns.

Bain said he thinks the declining rate of return is attributable to an increasing realization among students that it is only a simulation and that often little is done to adjust to student demand.

Many departmental chairman claim that the demand indicated by the demand



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Deciding where to cut: what criteria?

sheets is seldom realized and bears little relationship to eventual enrollment.

Furthermore, because of limited course offerings, it is difficult for many departments to adjust to rapid changes in demand.

Bain said that it is difficult to assess the value of the demand sheets. He said he has received a "mixed reaction" from faculty members.

"I don't really know if it is successful," he said, adding that the decision on whether to continue distributing demand sheets will probably be made by the new academic vice president.

Without demand sheets, the only alternate method of measuring student demand is to keep a list of all those who want a certain class, regardless of whether they get in or not. But Bain points out that once students learn a class is closed, they stop asking to get in.

Perhaps the biggest indication of the failure of demand sheets is that for the most part classes close as frequently as they always have.

Bain said there were fewer closures during this quarter's registration because university administrators asked each department to go out of its way to avoid closing classes. This request was

"You can't do everything tomorrow that you are doing today."
—Richard Solberg

prompted by declining enrollments at UM, Bain said.

But even so, many departmental chairmen responded that it was impossible to conform with the request.

According to Bain, the departments on campus that have the highest rates of class

closures are the interpersonal communication department and the schools of business administration, forestry and journalism.

This is either a reflection of high student demand for these departments, or too few faculty members, or small class sizes and

faculty. Thus, sociology classes tend to be the largest and music classes the smallest.

To a large extent, this is as it should be. You cannot teach 500 students to play the bassoon in one mass gathering.

But according to Robert Solberg, there are at least two instances in which these figures indicate overstaffing in relation to

faculty member. He says there are so many variables involved, including class size and the need for low student-faculty ratios in certain departments, that meaningful figures are "just about impossible to get a hold of."

Another way of measuring student

STUDENT CREDIT HOURS GENERATED PER FACULTY BY DEPARTMENT, 1975 ACADEMIC YEAR

		Student/Faculty Ratio
Fewest		
1. Music	253	6:1
2. Communication Disorders	334	8:1
3. Drama/Dance	475	11:1
4. Journalism	522	12:1
5. English	563	13:1
6. Foreign Languages	567	13:1
7. Geology	589	13:1
8. Pharmacy	593	14:1
Most		
1. Sociology	1,291	29:1
2. Anthropology	1,230	27:1
3. Political Science	1,132	25:1
4. Computer Science	1,129	25:1
5. Radio/TV	1,121	25:1
6. Math	1,021	23:1
7. Economics	1,015	23:1
8. Forestry	1,005	22:1

probably all three factors are involved to a certain extent.

One way of measuring the demand per faculty members is to look at the amount of student credit hours (SCH) that each generates. (See tables this page.)

Class Size

But in reality the information more accurately measures class size and has little, if anything, to do with demand for

demand: English and foreign languages. Solberg said he thinks that the credit hour production per faculty is low in these two departments because of the elimination of groups requirements in the early 1970's. The university still has not completely adjusted to the drop in the demand caused by the elimination of group requirements, Solberg said.

Bolle said he puts very little credence in figures measuring the SCH output per

"An institution should do more than respond to society: it should lead."

—Richard Solberg

demand per department is by looking at the number of majors in each department.

The number of geology majors at UM has doubled since 1971 and increased by one-third in botany, music and wildlife biology.

On the other hand, the number of liberal arts majors has dropped by 56 per cent. Physical therapy, political science, and history all have more than 40 per cent fewer majors than in 1971.

The problem with this measurement is that some departments, such as humanities and English, cater to non-majors more than others and this statistic discriminates against those departments.

In addition, both Bolle and Solberg point out that this information provides no indication of what classes a student will take outside his major. "It doesn't tell me anything about the problems he is going to cause by running across campus taking every other class he can get into," Solberg explains.

Furthermore, Solberg adds, "most of the real enrollment problems are not due to the number of majors in a department, but enrollment across campus."



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Do universities respond to or lead society?

Yet another way of approaching the problem of what to cut from where is to examine the cost of running each department. It costs more per student credit hour to run the music department than it does the sociology department. Just how much more is shown in the tables on this page.

It is possible to justify many of the differences in cost per SCH between departments on the basis of variables such as class size and equipment needs. Because of the need for laboratory equipment, it costs more to run the chemistry department than it does the economics department.

Nevertheless, as the pressure to make cuts increases, the pressure on the more expensive departments to justify the cost of their services also increases.

Perhaps the biggest roadblock that university administrators face in making cuts, regardless of which criterion they use, is the problem of tenured faculty.

**"The numbers game can get awfully nasty."
—Richard Solberg**

The percentage of tenured faculty at UM has increased from 40 per cent in 1974 to 57 per cent in 1976. But some departments have an even higher percentage of tenured faculty.

That makes it difficult, if not impossible, to make cuts in those departments, even though student demand for that department may be plummeting.

The faculty members could be shifted to another department, but most are so specialized in their field as to make this solution unworkable.

It is ironic that tenure, originally designed to protect and enhance academic freedom, may end up locking universities

into a pattern of services inconsistent with student demand.

Bolle concedes that the administration doesn't know how to solve this problem yet. "We're still in the 'scratching our heads' stage," he explains.

"Tenure is one of the best things that

COST PER STUDENT CREDIT HOUR BY DEPARTMENT, 1975 ACADEMIC YEAR

Least Expensive	
1. Sociology	\$16
2. Geography	17
3. Anthropology	17
4. Economics	19
5. Political Science	20
6. Math	21
7. INCO	21
8. Forestry	21
9. HPER	21

higher education has in an educational sense, but not in a budget sense," adds Solberg.

If the enrollment at UM continues to drop, the administration may have to come up with answers to these problems before this year's freshman and sophomores graduate. Significant changes in registration procedures, course and degree offerings may be enacted within a few years.

But even if enrollment increases temporarily it almost certainly cannot do so for long. The end of the baby boom means a smaller student-age population and almost inevitably smaller university enrollments.

Significant enrollment declines are "on the horizon," Solberg says, adding that universities are going to have to realize that "you can't do everything tomorrow that you are doing today."

Once that is realized, there are two fundamental ways of responding.

Formula Budgeting

One is to analyze in detail the type of statistical information discussed in the preceding pages and to adopt some form or degree of formula budgeting. Currently, formula budgeting is only used to determine an institution's needs, and not to allocate the money once it has been appropriated.

Formula budgeting is "a way to quantify and regularize, taking out judgmental decisions, the allocation of budget dollars," Solberg explains.

However, this approach has little

COST PER STUDENT CREDIT HOUR BY DEPARTMENT, 1975 ACADEMIC YEAR

Most Expensive	
1. Communication Disorders	\$77
2. Music	72
3. Radio/TV	56
4. Drama/Dance	47
5. Native American Studies	46
6. Botany	44
7. Chemistry	42
8. Religious Studies	40

relationship to educational quality, Solberg adds.

"There are so many complexities in educational costs, plus the wide spectrum of needs that all departments represent" that formula budgeting would have an adverse effect on higher education, he maintains.

It is possible to place an increased emphasis on statistics without using a strict formula completely.

Bolle says that tying budget allocations to student demand trends "ought to cause

a re-analysis of our instructional methods."

"There may be ways we can be more efficient," he explains, adding "that doesn't mean we're going to reward large classes, but where they're just as effective, we should use them."

An increased reliance on statistical comparisons of departments can also have the effect of pitting departments against each other in the fight for money.

"The numbers game can get awfully, awfully nasty," Solberg says. "The vultures come out of the woodwork."

Solberg is reluctant to put any great reliance on trends in student demand. "The university is for something other than responding to the ephemeral demands of society," he says.

"An institution should do more than respond to society; it should lead."

Core Departments

Solberg says the university should respond to declining enrollments by deciding what disciplines constitute the core of the university, and which are on the periphery.

Administrators, students and faculty must ask "what is the core of the university, without which it would fall apart," Solberg maintains.

But at the same time, Solberg concedes that such a position, to the extent that it ignores what the majority of students want, may be labeled elitist.

Thus the battle is joined. A university forced to make cuts can respond to the demands of its student body, sometimes at the expense of core, often high-quality programs geared to knowledge for the sake of knowledge, or it can stubbornly maintain some degree of independence and dedication to knowledge at the expense of fully meeting student demand.

This choice is vastly oversimplified, but decisions like this will have to be made once the end of the baby boom hits higher education.

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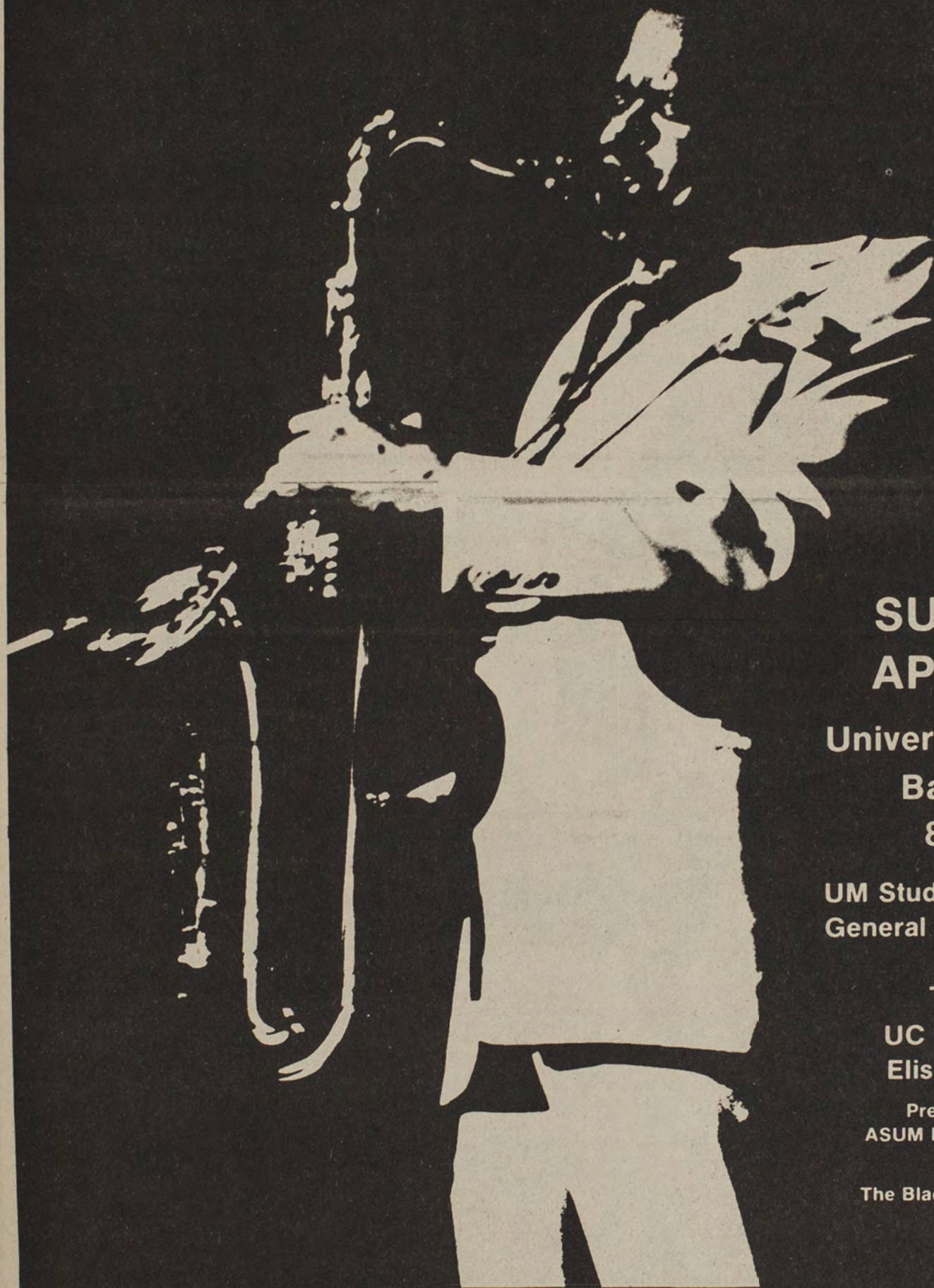
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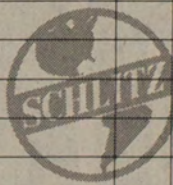
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