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UMASS BOSTON NEWS & VIEWS

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SEPTEMBER 15, 1987



OFFICE OF PUBLIC INFORMATION

Dr. Morris honored with GSA award

Dr. Robert Morris, a Senior Fellow in UMass/Boston's Gerontology Institute, has been named the 1988 recipient of the Donald P. Kent Award by the Gerontological Society of America (GSA).

Dr. Morris, a resident of Battlegreen Road, Lexington, was cited for professional leadership in gerontology and geriatric medicine. It is the society's most prestigious honor.

He will deliver the Kent Lecture at the 41st annual Scientific Meeting of the Gerontological Society in November, 1988. The conference usually is attended by 2,000.

Dr. Morris, 76, is the Cardinal Medeiros Lecturer at UMass/Boston and Emeritus Kirstein Professor at Brandeis University, where he served from 1959. He is a Past President of the Gerontological Society of America.

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Dr. Robert Morris



On a clear day you can see down Boston Harbor, as shown in this aerial view of the Harbor Campus.

Study finds UMB faculty salaries competitive

UMass/Boston's faculty salaries remain highly competitive with local, regional and national figures, according to information compiled by Dr. Jennifer Presley, Director of Institutional Research and Planning.

Highlights:

• UMass/Boston salaries rank in the top 95th percentile of all Category 11A institutions across the country. These institutions are defined as those characterized by diverse post-baccalaureate programs, but not engaged in significant doctoral-level education.

Of the 426 institutions in Category 11A, the only ones whose average salaries exceed those at UMass/Boston are the University of Alaska-Fairbanks, Dartmouth College, Rutgers-Newark, Clarkson College and 17 institutions within the California State University System.

• UMass/Boston faculty salaries

exceed the average paid in the New England area:

The only other New England institutions ranked nationally in the top 95th percentile in at least three of the five ranks are MIT (Category I, doctoral-level institutions), and Bates, Colby, Amherst, Babson, Wellesley, Williams, Middlebury (Category IIB, general baccalaureate institutions):

• Within the Greater Boston area, where salaries can be expected to be highest because

of high living costs, UMass/Boston still compares favorably.

Average salaries are exceeded only by Babson (46.3), Harvard (52.3) and MIT (51.2).

Within ranks, salaries for Professors also are higher at Boston College (51.9), Brandeis (52.4), Tufts (51.2) and Wellesley (54.9).

At the Associate and Assistant Professor levels, average salaries are exceeded only by Babson (44.5/36.6) and MIT (43.1/35.7). (Date was not available for Boston University).

Faculty Salary Rankings, Comparative

| | PR ¹ | AO ² | AI ³ | IN ⁴ | ALL ⁵ |
|--------------|-----------------|-----------------|-----------------|-----------------|------------------|
| UMass/Boston | 51.0 | 42.0 | 34.5 | - | 42.2 |
| New England | 49.7 | 35.2 | 28.9 | 22.7 | 38.5 |

¹ Professor

² Associate Professor

³ Assistant Professor

⁴ Instructor

⁵ Total

Jocelind Gant credited with UMB's affirmative action record

"The Dwindling Black Presence on Campus" was the title of a *New York Times* magazine article by Brent Staples.

"Researchers believe blacks now constitute only about one percent of all faculty at predominantly white colleges," wrote Brent, who also noted:

"The University of Massachusetts at Boston is one of the few universities that have been successful in attracting and retaining black faculty. A lofty 8 percent of the faculty is black and 5.5 percent of the tenured faculty is black—a record in Massachusetts, a state with an abundance of universities.

"With its 10 percent black student body, the school epitomizes the ethnic balance many administrators say they are seeking," *The Times* continued.

Modesty prevents Jocelind E. Gant, UMass/Boston's Director of Affirmative Action, from taking bows. But she and Chancellor Robert A. Corrigan who came aboard in 1979, pulled recruitment tactics into a U-turn.

"We are particularly proud notwithstanding the recalcitrance of some departments, that we have been able to build up a strong and diversified staff and student body," said Ms. Gant, who has held teaching and professional positions in institutions of higher education since 1974.



Jocelind Gant, UMass/Boston's Director of Affirmative Action

"This is particularly challenging at a time when ethnic representation elsewhere is dwindling.

"Chancellor Corrigan, by means of his dedicated commitment, enables my office to aggressively implement our Affirmative Action Programs.

"I think it's noteworthy that

five percent of our black faculty is tenured. To my knowledge, this is not replicated in New England and perhaps the nation.

"But UMass/Boston goes much beyond mere numbers. We recognize that diversity is an integral component of academic excellence and to that end, we assign equal weight to

the retention of faculty, staff, the student population.

"We want at all costs to avoid the so-called 'revolving door syndrome.' We look at many types of supporting measures to retain minorities. But we still need a lot of work in that area. Recruitment alone is insufficient. It takes more," said Ms. Gant.

Fourteen percent of UMass/Boston's faculty members (70 of about 560) are either black, Hispanic, Asian or Native American.

"That's a major accomplishment," says Ms. Gant.

Ms. Gant's stewardship at Affirmative Action has been lauded by members of the black faculty, including outgoing CPCS Dean James Jennings, Dr. Philip Hart and Dr. James Blackwell, one of the nation's leading sociologists who has been a faculty member since 1970.

A major recruiting tool for competitive minority faculty has been generous salaries. They are routinely above those offered by other local institutions. Within the Boston area, where salaries can be expected to be highest because of the high cost of living, UMass/Boston's salaries are exceeded only by Babson College, Harvard University and MIT.

Ms. Gant was named Director of Affirmative Action in September, 1983.

"She brought to the position an impressive set of academic credentials and rich experience in the field of affirmative action," notes Chancellor Corrigan.

Ms. Gant received her B.S., cum laude, in English from Boston State College. She received a Masters in English from Boston College and currently is writing her Ph.D. dissertation at Boston College in Higher Education Administration.

Said Ms. Gant: "Dr. Franklyn Jennifer, the new Chancellor of Higher Education, has recognized in writing UMass/Boston's successful policy on affirmative action. We have the best record in Massachusetts—and we're proud of that fact."

Troy Whitaker wins scholarship from NSF

Troy L. Whitaker, a UMass/Boston undergraduate majoring in anthropology, has been honored by the National Science Foundation with an Incentive for Excellence Scholarship prize.

A Boston resident, Whitaker was recommended by Dr. Naomi Bishop, Chairman of the Anthropology Department.

"The National Foundation has created this award to recognize scholarship excellence in minority students and to encourage their continued study in science or engineering," said Bassam Z. Shakhshiri, Assistant Director of the NSF.



Undergrad Troy Whitaker with Dr. Naomi Bishop, Anthropology Department Chairperson

Briefly...

Professor James O'Toole of the History Dept. has been named fellow to the Bentley Historical Library, University of Michigan. He will pursue a theoretical exploration of the idea of permanence.

Fellows were selected upon recommendation of a prestigious advisory committee.

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Condolences to the family of Nellie Sanchez-Arce, 65, a retired associate professor at UMass/Boston for 20 years, who died recently. Ms. Sanchez-Arce was a specialist in the golden age of Spanish literature. She was born in Puerto Rico and received a bachelor's degree from the University of Puerto Rico, a master's degree from Mount Holyoke College and her doctorate from the University of Pennsylvania.

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Dan H. Fenn, assistant to Chancellor Corrigan, a senior associate; John W. McCormack Institute for Public Affairs and former director of the Kennedy Library, chaired a program of the Museum of Our National Heritage in Lexington. Participants discussed the merits of

NET aids new Music Department program



Thomas E. Stouter, right, Manager, Public and Community Relations for the New England Telephone Co., presents Chancellor Robert A. Corrigan with a check from the firm's Special Academic Support Program. The funds will help support the Music Dept.'s New England String Quartet program. The fund provides direct, unrestricted grants to independent and publicly-supported degree-granting institutions.

various proposals to change the Constitution.

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□ continued on page 4

Dr. Morris cited for gerontological work

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He has received numerous research awards from the Ford Foundation, the Veterans Administration and the U.S. Public Health Service. He has written numerous books and publications and has a new book forthcoming: *Retirement Reconsidered: New Economic Roles for Older People*.

The Kent Award is presented annually for professional leadership through teaching, service, and interpretation of gerontology to the public.

Dr. Morris, an innovator, has tirelessly promoted his development of social-health maintenance organizations, his examination of social and economic roles of the elderly, and his integration of local medical and social support services.

As director of the Levinson Policy Institute at Brandeis University (1970-78), Dr. Morris pioneered work on social-health maintenance organizations. This work earned him

the title, "Father of the S/HMO."

Throughout his research career, Dr. Morris has provided a rich conceptual background in social policy and aging for generations of students. As early as 1959, he pioneered in the development of a gerontology program at the Florence Heller School at Brandeis; and he recently chaired a committee at UMass/Boston to develop one of the first Ph.D programs in gerontology.

The Kent Award is named for Donald P. Kent, a pioneer in the field of gerontology and a leading advocate for the elderly who showed continuing concern for integrating findings with public policy.

Dr. Morris received an A.B. Degree from University of Akron in 1931; an M.Sc. from Western Reserve University in 1935 and a D.S.W. in 1959 from the New York School of Social Work, Columbia University.

Urban Scholars graduate



Urban Scholars from Dorchester High School, Velma Langley and Oudit Goolcharan, pose with Vice Chancellor Charles Desmond, second left, and Joan Becker, Director of the Program. They attended graduation ceremonies in the Faculty Club. This was the fourth annual Urban Scholars program sponsored by UMass/Boston.

Briefly...

□ continued from page 3

The College of Management's Dept. of Management Sciences had the distinction of two representatives in a recent edition of *Operations Research*, a journal published by the Operations Research Society of America.

Featured were "Tenant Assignment Models" by Assistant Professor Edward Kaplan and Assistant Professor Fatemeh Zahedi's "Group Consensus Function Estimation When Preferences are Uncertain."

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The Boston City Council passed a resolution honoring CPCS' Evonne Hill-Sheppard on her appointment as President and Director of the New England Regional Gospel Jamboree Family International.

□

Prof. Reebee Garofalo of CPCS has been elected co-chairman of the U.S. Branch of the International Association for the Study of Popular Music and a member of the International Executive Committee.

IASPM has more than 500 members in 20 countries and held its international conference in Ghana this summer.

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CAS Associate Dean John Conlon reports that among his recent publications are essays on the French plays of Henri Becque, on the novels of John Le Carre and on the works of the Peruvian writer, Mario Vargas Llosa. Patricia Clements, in *Baudelaire and the English Tradition* (Princeton, 1986), acknowledges and builds upon Conlon's earlier work on Baudelaire and Pater in *Walter Pater and the French Tradition* (Bucknell, 1982).

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Recognizing his public service to the Commonwealth of Massachusetts and to the nation, the University of Massachusetts at Amherst has established the Silvio O. Conte Fund. Proceeds from the Fund will augment the work of distinguished faculty members in a number of fields as well as provide support for outstanding graduate students.

UMB, State Auditor's office create Auditor's Institute



Auditor A. Joseph DeNucci and Dr. Theresa Mortimer

State Auditor A. Joseph DeNucci announced that his office has signed an agreement with UMass/Boston formalizing the establishment of the Auditor's Institute, a fiscal management training program.

"I am pleased to say that my office and UMass/Boston have collaborated and will continue to provide quality training for state employees, members of vendor organizations and administrators of government human service agencies," Auditor DeNucci said.

Signing of the agreement took place in the Auditor's office with Dr. Theresa Mortimer, associate provost at UMass/Boston, a participant in contract negotiations.

"Because of this joint educational effort, state agencies will better serve the citizens of the Commonwealth," said Auditor DeNucci.

The Auditor's Institute is a training program which is intended to help remedy financial and managerial weaknesses in the Commonwealth's purchase-of-service system, contracts management, accounting functions, audit policies and procedures and operations and record management.

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Director: D. Leo Monahan

Editor: Stephen Moniak

Assistant: Diane Vasseur

Vice-Chancellor O'Malley at Harvard



Vice-Chancellor Edward C. O'Malley, left, posed with colleagues at Harvard University's Institute for Educational Management, where he participated in an intensive month-long course with William L. Shade, center, Vice Chancellor for Public Affairs, University of Florida, and Milton F. Brown, Director of Academic Administration, New York City Technical College. Nearly 100 from all over the world were involved in the summer program.