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## Chancellor Penney outlines impact of budget cuts on UMB

Stating that "my style as Chancellor is to provide full information on budget matters," UMass/Boston Chancellor Sherry H. Penney recently met with the faculty to provide a full review of the University's fiscal situation and especially the impact of the heavy budget cuts UMB sustained last summer in response to the Commonwealth's growing financial crisis.

"We are all affected by the budget decisions that are made outside the campus. I want you as the faculty and staff to have a good idea of what budget constraints we face and what options we have in addressing them," Chancellor Penney said. "This will help you to understand the decisions that are made on the third floor are not mysterious but usually come as the result of a review of many sets of information. You should know that much of my time and effort has been spent in reviewing our current fiscal situation and making plans for how we will deal with future years of limited resources."

Pointing out that she had involved the Deans, Directors and supporting staff in that effort, she explained that "this discussion with you is also part of that planning process."

The Chancellor started by reminding her audience that "our primary mission since the founding of the campus has been to provide quality, affordable education to a population which, by and large, has not had access to college."

As of press time for *News & Views*, the situation with reversion requirements—additional funds that the state would take from the current University budget—was still unresolved. The accompanying article refers to budget cuts made last summer.

### Summer Budget Cuts

- 200 qualified students denied admission
- 300 applications returned unopened
- Student headcount down by 1000
- 150 positions frozen
- 80 sections eliminated

The actual requirement for Fiscal Year 1989 (which began last July) was \$54,031,829, but, after cuts, the University actually received \$50,441,395, a shortfall of some \$4,000,000.

Chancellor Penney explained that this gap was made up by four actions. The first was freezing 150 positions, or about 10% of the total workforce. Because this action had to be taken on an emergency basis, the positions were distributed in a random fashion around the University.

Secondly, courses that were taught by part-timers had to be reduced by 157, and 80 of them had to be cancelled. "We had to ask faculty who were scheduled for some form of release time for professional service to teach more, to cover 35 sections, and we consolidated over 42 sections where numbers were lower.

"This has caused our students a great deal of inconvenience," she reminded her audience, "but it was necessary in order to meet our budget constraints."

Third, the University imposed a one-time emergency student fee to generate \$1.3 million.

And, fourth, 200 qualified applicants had to be turned away and 300 applications were returned to senders unopened because the University knew it could not accept them whether or not they were qualified. The head-count of students is down by 1000 over the last fiscal year.

The so-called "subsidiary accounts" which fund the non-salary costs of the institution—like telephone, fuel, and supplies—also took cuts, but the Chancellor pointed out that out of a total of \$12,800,000 the University has very little flexibility.

For example, the cleaning contract of \$725,000 is barely adequate; publications were cut to cover only the basic necessities; there are already insufficient funds available to meet computer service contracts; fixed telephone charges come to \$700,000; \$930,000 goes to pay for common service needs which cover University-wide costs.

Within this category, fuel presents a special problem. "Even last year," Chancellor Penney said, "the State appropriation failed to come close to meeting our energy costs. Despite stringent conserva-

tion measures, we have not been able to offset fully the sharp energy price hikes of the Pilgrim shutdown. This is a serious problem that has continued over several years at the campus."

The fuel underfunding comes to \$1,200,000 in the current fiscal year.

"Since there are myths about the budget," the Chancellor said, "I want to be clear with you about our real situation." She referred specifically to the rumor that the Chancellor has a very large discretionary fund that can be used for any purpose, saying that no such fund in fact exists, and the story that there are "piles of money in Administration and Finance that no one knows about." Associate Chancellor Jean MacCormack "can assure you that this is not true," she stated.

In closing, Chancellor Penney reiterated the four goals which she had previously presented to the CAS Faculty: to seek restorations on the base to bring the campus closer to level funding; to develop non-state sources of funds; to tighten cost controls on campus and strengthen campus management; and to enhance the sense of community within and outside the campus.



Chancellor Sherry H. Penney hosted a special faculty breakfast in the Healey Library to hear Regents Chancellor Franklyn Jenifer.



## College of Management plans minority support program

Acting on the premise that it is insufficient merely to plant the seeds of success without also nurturing them, UMass/Boston's College of Management has embarked on an effort to supplement its recruitment efforts with a special support program designed to improve the graduation rate for minority students. This ambitious undertaking, dubbed the Educational Opportunities Program, will use about \$70,000 in initial funds.

As educators have learned, it is not enough simply to pave the way for minorities to enter college. There must also be mechanisms for keeping them there.

"Retaining minority students is on the front burner of education issues nationwide," says Albert Brill, Associate Dean of the College of Management.

The fall-out from a high minority dropout rate is far-reaching. Insufficient numbers of minorities are making it into the economic mainstream, and the local and national business communi-



IBM's Samuel H. Wilson

ties are struggling to draw qualified minority personnel from a small pool of candidates.

In its approach to the problem, EOP will ease financial burdens by offering paid internships and cooperative work arrangements to undergraduates, and work placement programs to graduates.

Enhanced recruitment techniques will also be a part of the package. Martha Welch, EOP Director, will be working with the Admissions Office to identify minority students who might be destined for a management career.

"We'd also hope to get some students who might not otherwise consider going to school," Welch says.

Welch has already begun the process of gathering feedback from current management students on the factors which inhibit minorities trying to complete management degree requirements. And although these research efforts are only in the formative phase, Welch and Brill are strong believers that motivational, economic, and factors linked to societal pressures, are all major components of the minority dropout problem.

Architects of EOP contend that UMass/Boston is uniquely qualified to address the problem. Part of the University's mission is to

serve the Greater Boston community, its tuition is comparatively low, and its flexible classroom hours permit students an opportunity to maintain work schedules. Accordingly, roughly 90 percent of Harbor Campus students have full or part-time jobs.

Assisting UMB administrators will be Samuel H. Wilson, executive resources manager for International Business Machines (IBM) in Kingston, NY.

Wilson, a 1954 graduate of the United States Military Academy, holds an MS in industrial management from Rensselaer Polytechnic Institute. He is one of 49 IBM employees loaned for one year—at IBM's expense—to colleges across the country as part of a corporate outreach program.

Wilson has worked in various human resources positions at IBM for 24 years and will lend expertise to the Educational Opportunities Program recruitment, retention, and training efforts.

## Faculty recruitment enhanced by growth of UMass/Boston's stature nationally

An effective teacher is better than any learning apparatus, and at an expanding institution like UMass/Boston, the quest for quality instructors is greater than ever.

The overall growth of the University's stature in academia, due in part to the growth of its promising graduate programs, have enhanced UMB's standing in the recruiting competition, according to Richard Freeland, Dean of the College of Arts and Sciences (CAS).

"We've become both more attractive and more selective," Freeland said.

Forty-five professors were hired or promoted to fulltime status at UMass/Boston as of September 1. Eighteen have been added to the College of Arts and Sciences, which now has graduate programs in biology, environ-

mental science, computer science, public policy, and clinical psychology.

Most of the hirings were replacements, Dean Freeland said.

"We're growing through re-allocation of resources, not through increasing the size of our staff," he added.

Freeland noted the allure UMB holds in the academic community. "Boston itself is a magnet," he said. "And then we offer the opportunity to get involved in developing exciting graduate programs.

"Plus we have a good salary scale."

Dean Freeland also praised UMB as a leader in the field of affirmative action for its record of hiring blacks and women.

Recruitment is a cyclical process. Faculty staffing is reviewed semi-annually, and open posi-



Dean Richard Freeland

tions are allocated by department. It is department members who then oversee the selection, Freeland said. Advertising in the appropriate journals and personal networking are integral components.

Among the new fulltime faculty members are:

**New Full-time Faculty:** Jane Adams, Psychology, CAS; Mary Arathuzik, Nursing; Jack H. Archer, Environmental Science, CAS; Paul Benson, Sociology, CAS; Francis Caro, Gerontology, CPCS; Yung-Ping Chen, Gerontology, CPCS; Hyunok (Heida) Do, Nursing; Elizabeth Bussiere, Political Science, CAS; Richard Eckhouse, Mathematics, CAS; Margaret Edmands, Nursing; Elizabeth Fay, English, CAS; A. Mark Freeman, Community Planning, CPCS; Marietta Haeg, Chemistry, CAS; Isongesit Ibokette, History, CAS; Ronald M. Iorio, Biology, CAS; Pamela Jones, Art, CAS; Sharad V. Kanetkar, Engineering, CAS; Soheila Jorjani, Management Science, CM; Mary O'Brien, Nursing; Pearl Rosendahl, Nursing; Robert Stevenson, Biology, CAS; Satish Thosar, Accounting and Finance, CM; Janet Wagner, Management Science, CM; Barbara Warner, Sociology, CAS.

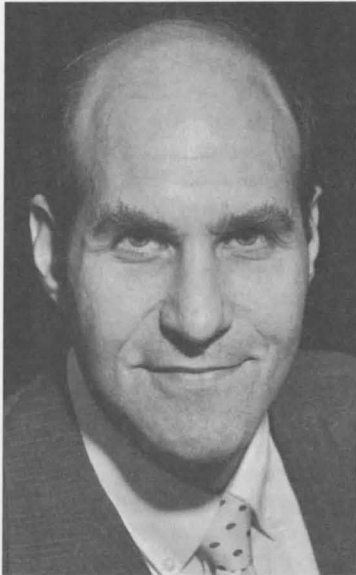
**Non-Probationary:** Randy Albedia, Economics, CAS; Eero Kasanen, Accounting and Finance, CM; Patricia McPheron, Art, CAS; Ben A. Menke, Criminal Justice, CPCS; Gina Prenwitz, General, CPCS.

**To Tenure Track from Non-Probationary:** Wilfredo Chiesa, Art, CAS; Janice Ciesle, Nursing; William Crombie, ALM, CPCS; Thomas Ferguson, Political Science, CAS; Richard Keith, Accounting and Finance, CM; Anne McCauley, Art, CAS; Patrick O'Neil, Math and Computer Studies, CAS; James O'Toole, History, CAS; N. Smith-Heffner, English, CAS.

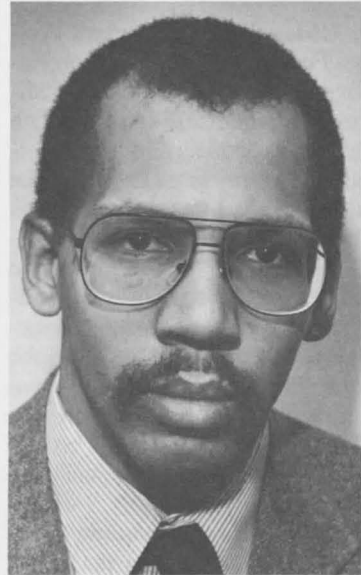
**Full-time from Part-time:** Victoria Byerly, ALM, CPCS; Malvyn Colon, Community Planning, CPCS; Nary Machanic, Marketing, CM; Angela Nannini, Nursing; T. Papageorgiou, Management Science, CM; Pauline Woodward, Analysis and Communication, CM.



# Public service awards bestowed on four from UMass/Boston



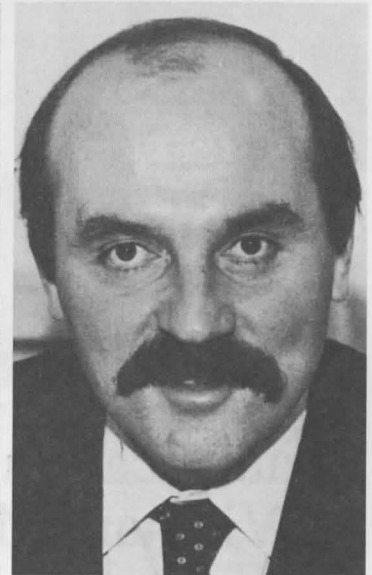
Scott Bass



James Jennings



Joseph Slavet



P. Edmund Beard

Four UMass/Boston representatives were among those honored by University President David C. Knapp at a recent reception held at the John F. Kennedy Library.

Distinguished professional public service awards were bestowed on:

- Dr. Scott A. Bass, Director of the Gerontology Institute;
- Dr. P. Edmund Beard, Director of the John W. McCormack Institute;
- Dr. James Jennings, Senior Fellow, William Monroe Trotter Institute and former Dean of the College of Public and Commu-

nity Service; and • Joseph S. Slavet, Director of the Boston Urban Observatory.

The reception was another in a series of events commemorating the University's 125th anniversary. It's also the 25th anniversary of UMass/Boston.

Those honored have performed professional service in ethnic and community affairs, urban affairs, state and regional public policy, AIDS epidemic containment, mental health, medicine and public health, social and economic policy, gerontology, counseling on death and dying, environ-

mental affairs and agricultural affairs.

Eleven recipients were honored, including from the Amherst campus and the Worcester Medical School: Sandra L. Bertman, Associate Professor, Humanities in Medicine; Stephen Coelen, Director, Massachusetts Institute for Social and Economic Research (MISER); James E. Dalen, M.D., Professor and Chairman, Department of Medicine; Phyllis K. Freeman, Chair, Law Center; Aaron Lazare, M.D., Chairman, Department of Psychiatry; Robert G. Light, Associate Director,

Massachusetts Cooperative Extension Service, and John L. Sullivan, M.D., Professor, Department of Pediatrics, Immunology/Rheumatology.

Several UMB people received honorable mentions. They were Assistant Chancellor Jean McCormack, Schools and Community Affairs; Donald Macedo, Graduate Program-Bilingual Studies, Bilingual Education and Public Policy; and Gordon Wallace, Associate Professor, Environmental Sciences, Marine Geochemistry and Coastal Water Control.

## Prof. Christine Kobel named Chair of Provost Search

Christine Kobel, Chairperson of the Biology Department, will serve as Chair of the Provost Search Committee appointed by UMB Chancellor Sherry H. Penney.

Others named to the committee were: Prof. James Blackwell, Sociology; Prof. Neal Bruss, English; Ms. Barbara Buchanan, Professional Staff Association; Prof. James Jennings, CPCS; Prof. Donald Macedo, ESL; Hilda McKenna, Financial Aid, representing Classified Staff; Yuka Okamura, representing undergraduate students; Prof.

Arthur O'Shea, ILT; Prof. Frances Portnoy, Nursing; Prof. Martin Quitt, History; Prof. Wornie Reed, Trotter Institute; Dean Fuad Safwat, Graduate Studies; Prof. Vivien Schmidt, Management; Earl Baker, Acting Director of Affirmative Action; Dan Fenn, Chancellor's Office staff.

## Gerontology Institute names two new program directors

Two new directors have been appointed to the staff of the Gerontology Institute at UMB's College of Public and Community Service, it was announced by Director Dr. Scott Bass.

Prof. Francis G. Caro has been named the first Director of the Frank J. Manning Research Division.

Ellen Adair Bruce has been named Director of the Public Policy Division. She is a graduate of Wellesley College and received a degree from Northeastern University's School of Law in 1973.

Attorney Bruce has served as Managing Attorney for the Greater Boston Elderly Legal Services.

Dr. Caro, who received his Ph.D. degree in Sociology from the University of Minnesota, has taught at Marquette University and the University of Colorado. He was Associate Professor in Social Research at the Florence Heller School for Advanced Studies in Social Welfare at Brandeis University.

He taught at Baruch College, City University of New York

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Dorchester Vietnam Veterans Memorial

## Beautification work finished on Vietnam Memorial

Phase One of the beautification work has been completed on the Dorchester Vietnam Memorial, located on University land near the entrance to the Harbor Campus.

The combined efforts of a variety of people enabled the project to be completed, among them Rep. James Brett (D-Dorchester), Boston policeman Joseph Zinck, businessman Joseph Corcoran, who operates the Harbor Point enterprise and donated workmen, George Collins of *The Boston Globe*, and UMB Chancellor Sherry H. Penney and Vice Chancellor Edward C. O'Malley, Jr.

Private donations coupled with a \$50,000 contribution from the City of Boston's Brown Fund financed the original construction of the memorial designed by

Dorchester Vietnam veteran Paul Shannon. It has three basic sections: two 12-foot-high pieces behind a nine-foot high slab that lists the names of the 79 Dorchester servicemen killed in action during the war.

The land around the memorial has been beautified with flowers and grass. The remaining landscaping will take place in the spring. The area will be maintained by the Metropolitan District Commission.

University trustees gave permission for the memorial to be erected in June, 1986. The total cost of the project was about \$100,000.

The memorial features an aesthetically appealing backdrop of the University buildings and of the Savin Hill Yacht Club.

## Gerontology Institute names directors

• continued from page 3

and is a full professor in the new Gerontology Department.

Dr. Caro is an expert on externally-funded research. He was principal investigator of the Fam-

ily Partnership program funded by the U.S. Office of Human Development Services and of research supported by the Health Care Financing Administration.

At the Gerontology Institute, he plays a leading role in implementing the Manning Research Division's goal of establishing itself as a nationally-recognized center for research in social policy.

The late Frank J. Manning was a political activist for elderly affairs. He died in 1986 at the age of 84.

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## B r i e f l y . . .

UMass/Boston Professor Walter Foxtree recently spoke on Native First People (American Indians) and their sailing ship which he claims had a technology unparalleled by any other culture of the time. His lecture was held at the Downtown Campus.

Prof. Foxtree said the native First People had a highly-advanced civilization with a capacity to circumnavigate the globe and bring home souvenirs from Europe, Asia, Africa and the Middle East.

During his 1988 sabbatical from UMass/Boston, Prof. Foxtree traveled to many museums and private collections to document the ceramic wares of the "Native American Indians" for the purpose of documenting firsthand his investigations. He claims American Indians traveled the globe long before Columbus and other voyagers left Europe.

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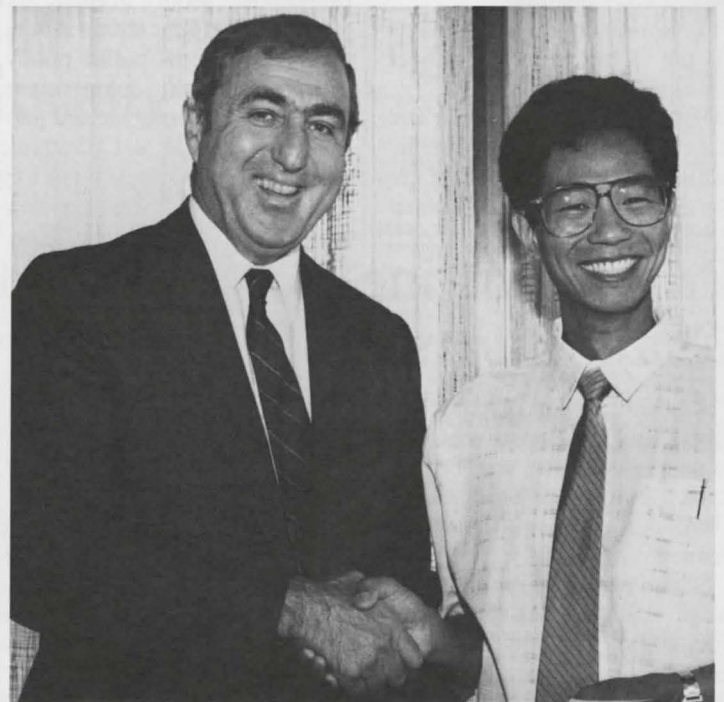
George McGovern, former US Senator and 1972 Democratic nominee for president, keynoted a session of the American Public Health Association's annual meeting entitled "Health Effects of the Vietnam War: American and Vietnamese Perspectives."

The session, held at the Hynes Convention Center, was sponsored by UMass/Boston's William Joiner Center for the Study of War and Social Consequences.

Within the session, three panels address the psychological effects of the war and family health; the environmental and health effects of chemical defoliants; and physical trauma and disabilities and the enduring needs of survivors of war injuries.

Congressman Lane Evans (D-Ill.), Chairman of the Vietnam-Era Veterans in Congress, provided closing remarks, along with Kevin Bowen of the Joiner Center and Nguyen Dinh Ngo, an elected official of Vietnam.

## Bank of Boston awards scholarship



Peter Chew, a South Boston resident, poses with Ira Stepanian, left, President and CEO of the Bank of Boston. Chew is a Bank of Boston Minority Scholarship recipient and received an initial check of \$3,000 at a special awards luncheon. UMass/Boston is one of 14 colleges and universities participating. They include Harvard-Radcliffe, Boston College, Tufts, Wellesley, BU, MIT and Brandeis.