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# Wisconsin Alumnus

Volume 82, Number 7  
November/December 1981

## ***A First-Half-Season to Sing About!***

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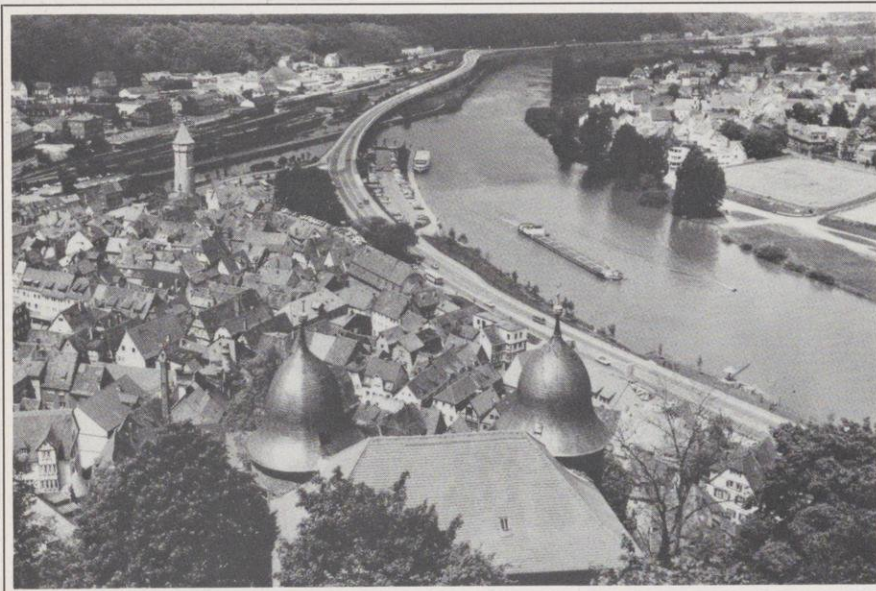
# Come along with us!

## South America! (March 16—April 2).

This fabulous trip offers natural wonders, historic cultures, and sophisticated city nights! We begin in *Quito*, Ecuador where, nestled among the Andes, we'll spend three nights at the lavish Colon International Hotel. Then to *Lima*, Peru, a cosmopolitan city steeped in legend and history. Our home in this "City of Kings" will be the posh Hotel Gran Bolivar. We can explore the city's many museums, delight in wonderfully crafted Incan gold, and

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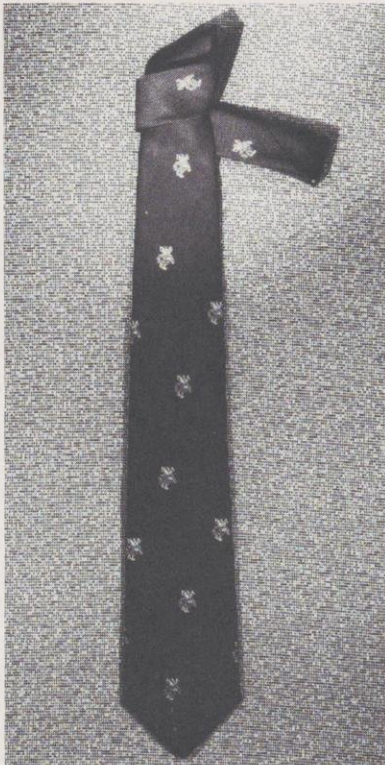
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# Wisconsin Alumnus

Volume 8<sup>3</sup>, Number 1  
November/December 1981

## The Bucky Tie



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**COVER:** The game is over, but the crowd lingers on. Bucky, the cheerleaders and a nearly packed stadium stay on to sing *Varsity* and The Bud Song, celebrating the season's second big win, this one over Purdue.

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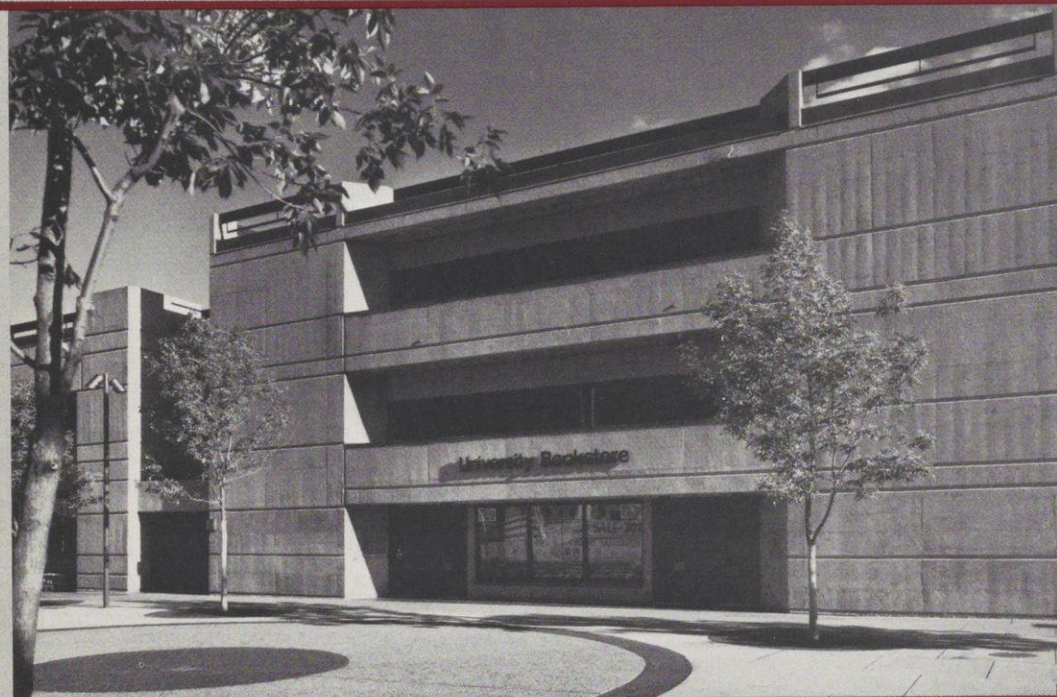
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# The News

## ILS Moved Again From Death Row

The Integrated Liberal Studies program, praised by hundreds who passed through it but lacking support in recent years from students and faculty, has been granted another stay of execution. Its existence, on-again, off-again since the mid-'70s, seemed finally doomed last year on recommendation of the L&S Academic Planning Committee. But now, says L&S Dean E. David Cronon, it will continue through 1983-84, when it will again be reviewed. He attributes the extension to changes made in the program which satisfied another review committee.

ILS Chairman Michael Hinden, professor of English, says he is optimistic about program renovations. One will offer a larger faculty. Staffing became a problem when the original, full-time faculty began to retire and campus departments were reluctant to loan their teachers to ILS on part-time assignments because teaching time spent with ILS was charged back to each department. This has been corrected, says Hinden. The new ILS program will continue to borrow faculty, but the home departments will not be charged for the time.

Students will find the program easier to enroll in. Concurrent registration in one ILS course is no longer a requirement for a second, and more of the courses have been opened beyond the freshman level.

Since its inception in 1948, ILS has tradi-

tionally been a "school within a school," and this aspect may suffer with more liberal enrollment requirements, but Hinden said he hopes to establish a certificate program for those with twenty-one or more ILS credits. This should be added incentive to continuation in the program, since certification would appear on the student's transcript.

The popularity of ILS subjects has always been that they allow students to take overview courses which expand their breadth of knowledge but which are not designed primarily for those planning to enter that area as a major.

## Government Terminates Poverty Institute Funds

The Institute for Research on Poverty, a prestigious campus "think tank" which has monitored government programs for the poor and conducted major experiments on possible policy changes, will close at the end of next June. The federal Department of Health and Human Services, which has provided a core grant averaging near \$1.5 million a year, notified institute director Eugene Smolensky that it will not make any institutional grant for a large-scale poverty research program.

Researchers affiliated with the Poverty Institute are also faculty members of academic departments, primarily economics, sociology and social work. L&S Dean E. David Cronon said the campus will pick up

the estimated \$160,000 in academic salaries which have been financed through the federal grant.

Seven institute employees—computer programmers, editors and an accountant—are paid entirely through the grant. Smolensky said these positions probably will be lost.

The Poverty Institute was unique because of its major long-term grant. Because financial support was guaranteed, researchers could spend their time on productive research rather than the quest for grants. They have produced hundreds of publications. A major project was an experiment on effects of a negative income tax on income levels and work responses of the poor. Other studies have examined the relationship of race and sex to poverty levels and the effects of government income-transfer programs.

—Mary Ellen Bell

*Continued on page 26*

## Job Mart

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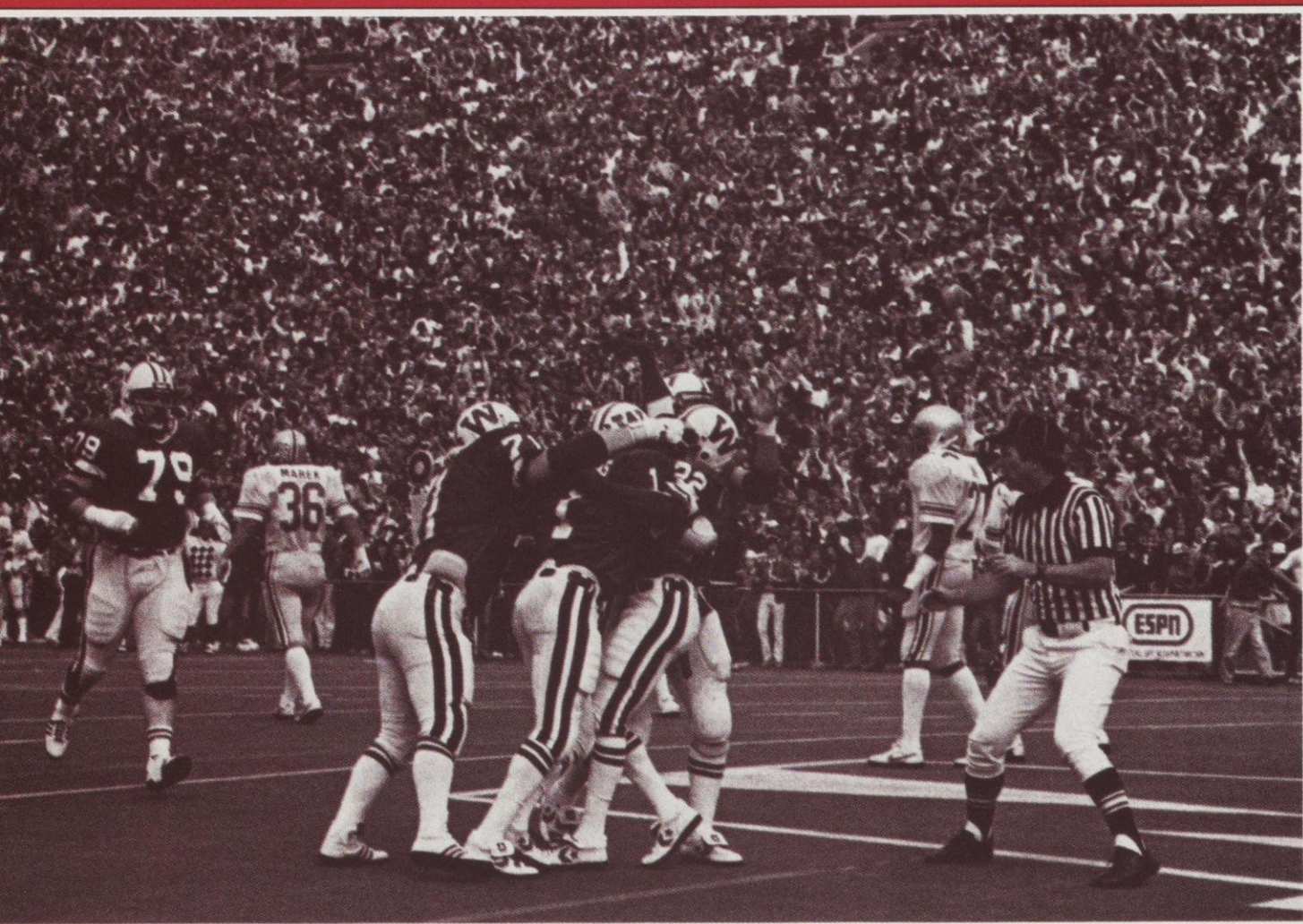
1981 Sparkplug Winners, recipients of WAA's annual recognition to outstanding club workers, received their awards at the Leadership Conference on October 10. They are: Mary Clare Collins Freeman '48, Wausau; Elaine Riopelle Paul '40, Tomah; Mary Rose Graf '48, Tomah; Alfred D. Sumberg PhD'60, Washington, D.C.; Joseph A. Gasperetti '65, San Diego; Jon C. Graan '69, Green Bay; and J. Charles Phillips '65, Baraboo.



**Wow!**

## **What a Start!**

*The first five games included wins  
over Michigan, Purdue and Ohio State  
So if you can't sing "California, Here I Come,"  
try "We'll Have These Moments To Remember."*



*All photos by Del Desens*



Today is Monday, October 12th. They used to call it Columbus Day, but now it's known as Forty-Eight-Hours-After-We-Whomped-Ohio-State-Day. Things are quieting down. Miss Forward has stopped whistling *Varsity*. By today quite a few out-of-towners have found their spouses back where they said they'd meet after the game. Elroy and Dave McClain might still be polkaing on the upper deck of the stadium, but give them that.

Of course, it wasn't just Ohio State, although there have been twenty-one consecutive years when people would have spent an evening with Howard Cosell to win that one. It was Michigan. And Purdue. Then Ohio State—the first time we've beaten all three in a season. Ever. And also Western Michigan, with what has become a kind of oh-well loss to UCLA.

Rose Bowl T-shirts went on sale the week after the Michigan opener, but you'd find them under Novelties. There were some Rose Bowl posters, but by and large it was cool-head time. So we'd fluked-out and licked Michigan—look what UCLA did to us. So we took Western Michigan, but it wasn't that easy. And look who Purdue's eating for breakfast to get ready for us. Then; can you believe it, Martha, we did take Purdue. But wait till OSU gets here next week.

Now it's the week after "next week," and we're seeing the T-shirts on someone besides the vendors. The guy selling fresh roses after the game ran out of stock in about three minutes. The poster-sellers have already financed their ski trips to Vail.

Writing about it all poses a problem. Copy has to go to the printer this week; by the time you read it in mid-November, who knows what will happen! The Badgers face six more corners on the road to Pasadena, namely Michigan State, Illinois, Northwestern, Indiana, Iowa and Minnesota. Some nose guard could step out from any one of them and cob-up the whole season.

On the other hand, why *not* think big! Our office phones started ringing this morning: if we go, will there be an alumni tour? (Yes!) Students are telling the folks not to plan on them being home for New Year's. They could be right. Whatever, the season we've had so far is one they'll talk about at Crandall's forever. It's well worth a cover picture and John Burton's proud game-by-game wrap-up.

And for the annals of football history, we'll nominate an off-the-field moment. A blond in red-and-white bib overalls sat ahead of us in the upper deck at the OSU game. She held out till after Marvin Neal scored that TD on a pass from Cole with twenty-four seconds left in the half, then she had to duck out for a few minutes. So she missed Gladem's fifty-yard field goal with no time on the clock. But when she

raced back it was clear she knew *something* magnificent had happened. With a tremble in her voice and tears of joy in her eyes she trilled, "The toilet *shook!*"

—Tom Murphy

## By John Burton '79

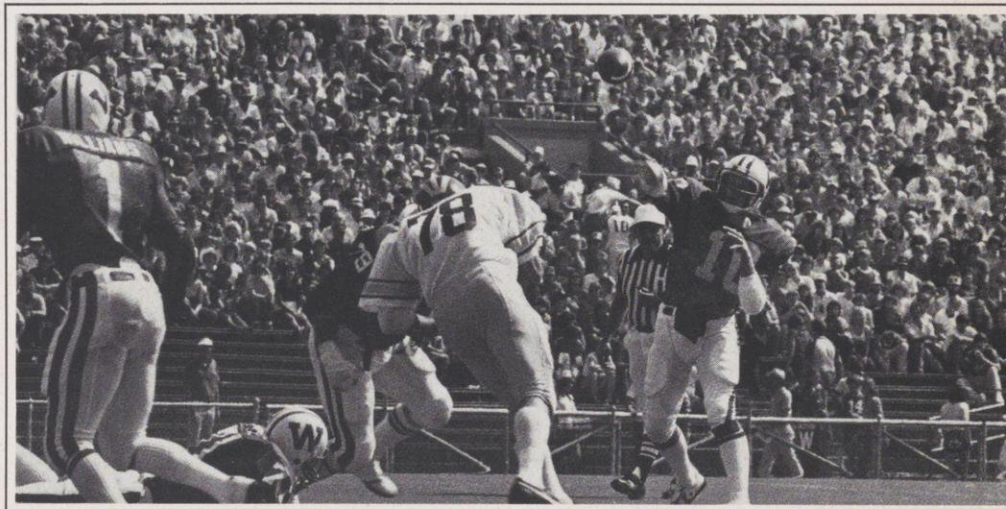
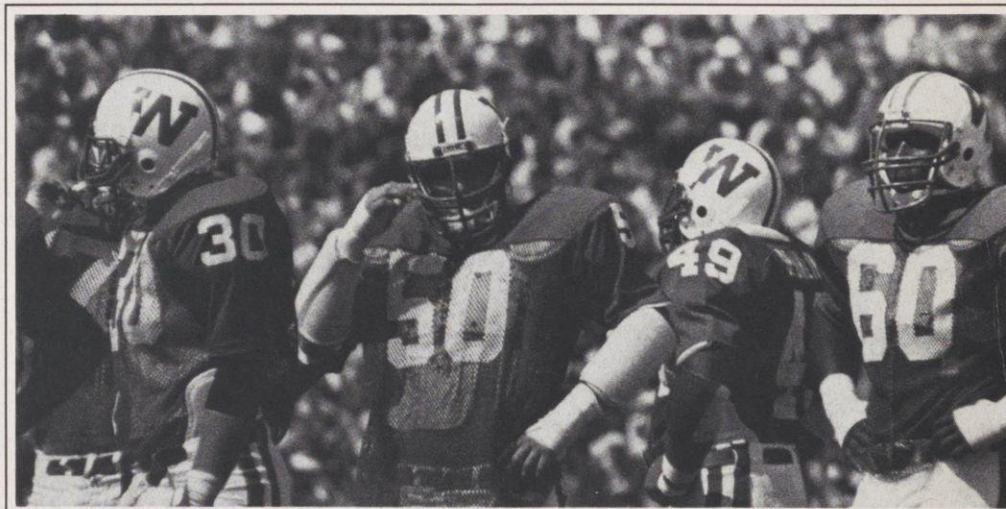
September 12: Camp Randall

### Wisconsin 21 Michigan 14

On this second Saturday of September, not even the most optimistic Badger fan expected to beat Michigan. Not because the Wolverines had not lost an opening game on the road in 100 years. Not because they had beaten and bullied the Badgers fourteen years in a row, or because Michigan was an almost unanimous choice as the top

team in the country. But because everybody knew Wisconsin doesn't beat Michigan. Everybody but the Wisconsin football team. The Badgers stunned the top-ranked Wolves 21-14 before 68,733 delirious fans. The defense, led by nose guard Tim Krumrie's thirteen tackles and safety Matt Vanden Boom's three interceptions, held Michigan to only eight first downs and 229 total yards. The key play of the game came in the third quarter, after Michigan tied the score 14-14 on an eighty-nine-yard run by tailback Butch Woolfolk. Badger quarterback Jess Cole, who completed eight of seventeen passes for 182 yards, connected with John Williams for a seventy-one-yard scoring play, giving Dave McClain his biggest victory to date as a head coach.

Michigan opened the scoring after recovering a fumbled punt on the Badger thirty-three. On the sixth play of the scoring drive, Wolverine quarterback Steve Smith rolled right and into the end zone from four

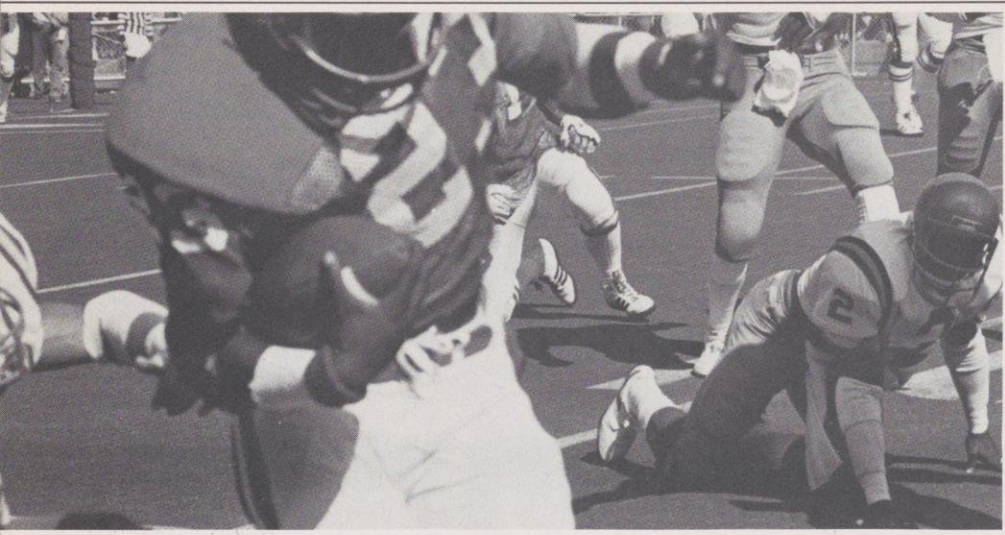


Opposite: John Williams (1) is the huggie after he ran the 2-point conversion to tie OSU 14-14.

Top: When a defensive play works, which is often, among those to be thanked are Jim Melka (30), Tim Krumrie (50), Larry Spurlin (49) and Darryl Sims (60).

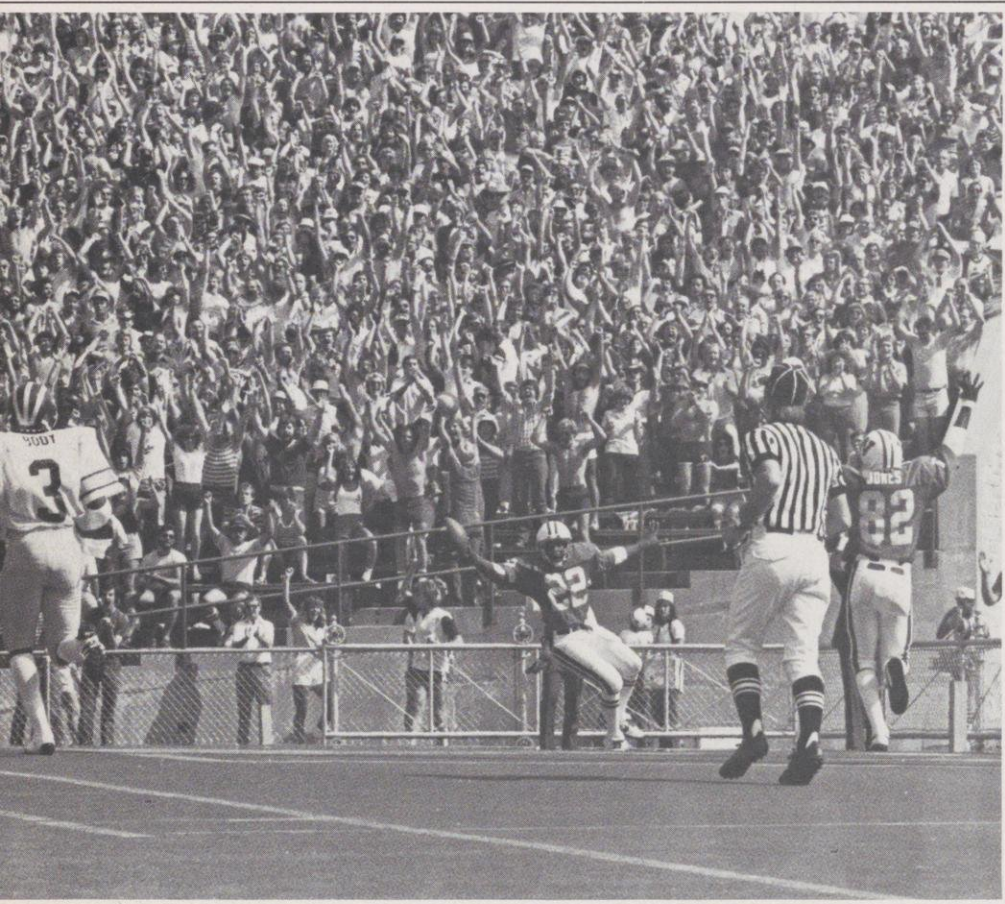
Below: QB Jess Cole went 8-for-17 and 182 yards in the win against Michigan.





**Top:** Tailback Chucky Davis (here in the UCLA game) charged 100 yards against Purdue before a mid-game injury to his knee. Till then he'd logged 322 yards on 55 carries.

**Below:** Flanker Marvin Neal started the season right when he made our first TD against Michigan since 1976, this on a 14-yard pass from Cole.



quarterback Tom Ramsey hit end Tim Wrightman with a twenty-seven-yard touchdown pass, and sneaked in from the one himself. Wisconsin failed to move the ball and was forced to punt, but on the first play, Badger linebacker Guy Boliaux intercepted a Ramsey pass on the UCLA nine-yard line. Cole moved the Badgers into the end zone quickly, with flanker Marvin Neal covering the final three yards.

The Bruins upped the margin to 21-7 following a ninety-six-yard drive, but Wisconsin came right back with a ninety-eight-yard scoring drive of our own following another interception, this one from Von Mansfield. Cole threw a seven-yard touchdown pass to freshman end Michael Jones to make it 21-13, as the extra point conversion failed.

The Camp Randall crowd began to come alive as the Badger defense held, but Cole's lateral pass slipped through flanker Thad McFadden's hands and was recovered by UCLA nose guard Martin Moss. It took the Bruins only five plays to score as Ramsey threw his second TD pass to Wrightman for the final three yards. A forty-yard field goal by Norm Johnson completed the UCLA scoring with less than ten minutes left in the game.

The defeat did little to put a damper on Wisconsin's hopes. "We've got a lot of confidence in our program," said Matt Vanden Boom. "And that doesn't change from week to week. We learned a lesson today, but psychologically, I don't think it will affect our general attitude."

yards out. Wisconsin came back with a seventy-one-yard, seven-play march, culminated by Cole's seventeen-yard touchdown pass to Marvin Neal. That was the first time since 1976 that Wisconsin had scored a touchdown against Michigan; they'd outscored us 176-0 during that stretch. Wisconsin went ahead 14-7 with only two seconds left in the first half as tailback Chucky Davis bulled over right tackle from a yard out. That left it up to the defense, whose only letdown in the second half was the long scoring run by Woolfolk.

*September 19: Camp Randall*

**UCLA 31  
Wisconsin 13**

We didn't have long to enjoy the win. UCLA arrived in Madison ranked among the top ten teams in the country, let the air out of the Badger bubble and returned to California with a 31-13 victory.

They wasted no time putting points on the board. In their first two possessions,

*September 26: Camp Randall*

**Wisconsin 21  
Western Michigan 10**

Vanden Boom's comments rang true for Homecoming the following week. The Badgers beat outmanned Western Michigan 21-10. Chucky Davis scored touch-



downs on his first two carries, the first on a thirty-yard off-tackle play and the second on the same play that went twenty-eight yards. The offense played lethargic ball for the next two quarters before Cole hit Neal with a twenty-seven-yard touchdown pass with seven minutes left in the game. Western Michigan scores came on a twenty-two-yard field goal by barefoot kicker Mike Prindle in the second quarter, and a consolation touchdown with nine seconds left in the game when Scott Smith passed fourteen yards to Bob Phillips.

October 3: Camp Randall

**Wisconsin 21  
Purdue 14**

We snapped out of the doldrums and whipped the Boilermakers 21-14. We turned four of Purdue's six turnovers into a pair of touchdowns and two field goals.

The defense was outstanding, as David Greenwood and Vanden Boom picked off a pair apiece of Scott Campbell passes; Tim Krumrie and Vaughn Thomas each recovered fumbles. The Badger defense never let Purdue's offense get untracked until Campbell hit flanker David Retherford with a sixty-nine-yard bomb with twenty-five seconds left in the game.

The offense was led by Davis, who had his first 100-yard rushing game as a Badger. Fullback Dave Mohapp added seventy-seven yards and Jess Cole threw for 104 yards on six completions in fifteen attempts. Davis twisted his knee and would be out for the next two games at least.

The two teams played an even, scoreless first half before Purdue opened the scoring in the third quarter on Campbell's six-yard keeper. Wisconsin came right back with a drive that stalled on the Boilermaker twenty-seven-yard line. From there, Mark Doran kicked the first of his two field goals to cut the margin to 7-3. The Badgers scored again after Krumrie's fumble recovery as Mohapp rambled five yards for the score. Wisconsin would score twice more, on Doran's second field goal and John Williams five-yard run before Campbell unloaded to Retherford. An onside kick following the Purdue score was recovered by John Josten, and the Badgers needed only to run out the clock for the victory.

It was the Big Play, but on the horizon loomed the Buckeyes of Ohio State.

October 10: Camp Randall

**Wisconsin 24  
Ohio State 21**

Right there in front of the first sellout crowd of the season, 78,973, the Badgers took the Buckeyes 24-21 and set the town on its ear.

Battling back from behind by 7-0 and 14-6, we scored eleven points in twenty-four seconds just before halftime to take a 17-14 lead and the momentum into the locker room.

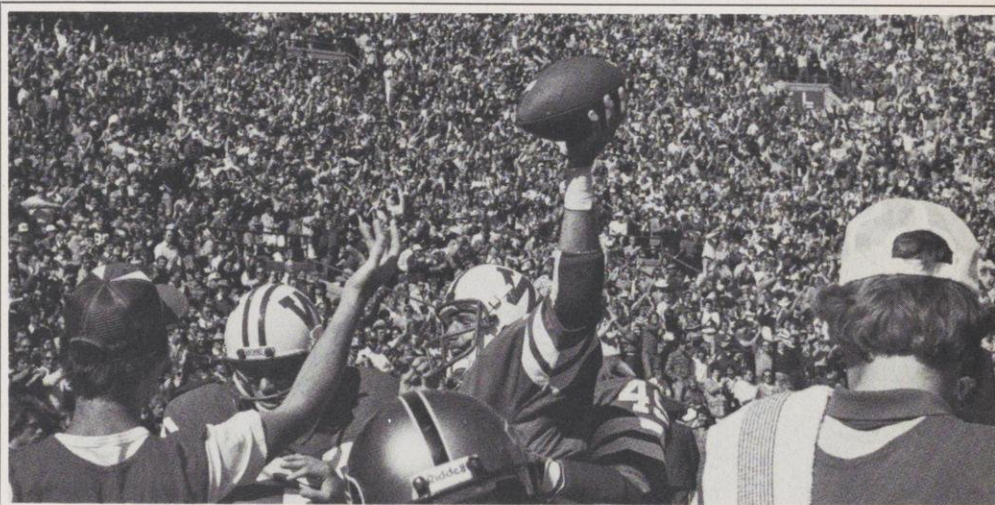
Ohio State had just scored their second touchdown on a fifty-four-yard, eight-play drive that must have prompted more than a few Badger fans to mutter "here comes the onslaught." Sure enough, the Buckeye defense held, forcing a Greenwood punt. But his kick was muffed by Ohio safety Jeff Cisco, and Al Seamonson recovered for the Badgers on Ohio's twenty-nine. On the second play later, Cole threw a perfect strike to Neal down the middle for six points. Trailing 14-12, Wisconsin elected to try for the two-point conversion. John Williams covered the three yards on a counter play and the Badgers found themselves tied with the Buckeyes 14-14. There was more to come.

Following Pat Hady's kickoff, Ohio quarterback Art Schlichter called an option, hoping to run out the clock to end the first half. But his pitch to Tim Spencer was

fumbled, and Greenwood recovered on the Buckeye thirty with eight seconds remaining in the half. A first-down pass fell incomplete, and onto the field stepped Wendell Gladem to attempt a fifty-yard field goal with two seconds showing on the scoreboard. The kick split the uprights, giving the Badgers a 17-14 advantage—the three points that would become the winning margin.

Neither team scored in the third quarter. Then, with just over twelve minutes left in the fourth, Cole hit McFadden with a ten-yard touchdown pass. The defense, which had played superbly in the second half, allowed the Buckeyes a final score on Gayle's one-yard plunge with thirty-eight seconds left. The ensuing onside kick was recovered by Troy King, and by the time the clock ran out, Badger fans were almost too exhausted from the emotional contest to sing and dance to the Budweiser song. Almost.

Theoretically, we can lose one of the next six games and still have a shot at the Rose Bowl. □



Top: Buck Dave Greenwood pulled in two Purdue passes to equal last season's performance.

Below: When you've said "How Sweet It Is" against OSU, you've said it all.



# Getting Them Ready to Get Them In



Photo/Gary Smith



# These days, anyone who wants to be a Badger had better start the project as a high school freshman.

By Tom Murphy

Perhaps now more than ever, “higher education” really begins in high school. In the fierce competition of the modern university—for grades, for acceptance in a major, for the attention of job recruiters—the race is increasingly to the swift. And today’s swiftest got off the blocks in high school, where they got the yetch requirements out of the way, grabbed another elective instead of a two-hour lunch period, probed the college catalogs and discovered exciting fields they’d never considered.

These facts aren’t always easy to sell to the young, nor sometimes to their parents. On our campus, that selling job falls to the people in Admissions. They’re the ones who travel the state each year to talk to high school audiences and who offer the annual SOAR (Summer Orientation and Advising for Registration) Program. Now, we’ve asked them to bring the message to our readers, particularly to you with young people in the crucial planning years—middle school through the junior year in high school. (When you’ve read it and made the kids read it, pass it along to the nearest principal or counselor.) The people who sat around our tape recorder are: Director of Admissions David Vinson ’59, ’61, ’76; his associate director, Al Crist ’71, ’79; his assistant director Keith White ’70; Jack Kellesvig ’60, director of the Office of New-Student Services; and his assistant director, Lewis Bosworth ’64.

**Wisconsin Alumnus:** *What basic advice would you give to the parents and young people who are reading this?*

**Mr. Vinson:** I think it’s vital that parents and teachers impress on the kids the importance of those early years of schooling. That’s easier said than done, of course, but try to convince them not to take the easy way through high school. Get them to bite off as much as they can possibly chew. Even though a lot of colleges and universities are scrambling for students, you can’t walk into a good school with a shoddy background. We see an awful lot of young people who have something to work with, but who don’t work with it until—sometimes—it’s too late.

**Wisconsin Alumnus:** *Kids aren’t usually very willing to take that kind of advice from parents or even from teachers. Is it correct to assume, then, that the high school counselor is the most logical person to encourage better scholarship?*

**Mr. White:** I agree that counselors can and should play an important informative role, but the first thing they will tell you is that they can’t devote their time to the college-bound alone. The second thing they’ll tell you is that even the best of them don’t have as much influence on grades as they would like to. There are good reasons for this: they have to overcome peer-pressure on the student; sheer numbers can preclude one-to-one time; they have a variety of other administrative duties. I think they do far less counseling than the public believes.

**Mr. Crist:** My experience has been that counselors want to make sure the student gets the minimum for what he or she wants to accomplish after high school. But much more than the minimum is necessary to do better-than-C work at this university. You have to come in with more than three years of English; more than two years of math. You probably should have four years of foreign language to avoid the overcrowded, underfunded first-semester sections here. Counselors try to get that information across, but only if there’s time for more do many of them go beyond that. So it’s really up to the parents.

**Mr. White:** This university simply isn’t a school for “minimum-requirement” kids. Our average was in the top 15 or 20 percent of the high school class. It’s the high school student’s responsibility to weigh all the options: whether to take an extra-curricular activity at the expense of, say, fourth-year Spanish which could put him or her ahead of the game here. A student who settles for the high school minimum might go through here with marvelous grades but still lose out on the job market to someone who is equally well prepared in the same major but who did enough in high school to enable him to get the equivalent of a minor here.

**Mr. Kellesvig:** You can look at it from the dollars-and-cents standpoint, too. If you come here with just the minimum and have to take all those requirements to graduate, you’re spending the same bucks as the kid who came in with those subjects already complete. He’s starting at about where you’re going to graduate!

**Wisconsin Alumnus:** *There are a lot of high school students who really know the direction they want to take, but who find themselves bogged down by some of the college-entrance requirements quite apart from their interests. Take the person who’s exceptional in the humanities, for instance, who finds his or her high school GPA pulled down by lab*

*science or math. Once we’ve bowed to the bromide that one can never get enough education, what’s wrong with letting young people prepare more exclusively for a major?*

**Mr. White:** Well, later in life you may want to change direction. And if you’ve limited yourself dramatically in the beginning, you may not be able to.

**Mr. Crist:** People make major career changes—what is it?—on an average of three to five times in their lives. And that’s not just going from one job to another in a related field.

**Mr. Bosworth:** In fact, I think colleges and universities have to be a little self-critical for having lowered some of their entrance requirements. A few years back there was all this demand for “relevancy” and breadth, so curricula were changed. So now, if we say, “This freshman class is a mess,” the high schools can say, “Yes, but you’re the ones who said they didn’t need any more than two years of this or that.” or “Let’s drop the test scores.” And they’re right.

**Mr. Kellesvig:** That can’t say that to us. Wisconsin is still very attractive to a large number of both in- and out-of-state students because we *did* hang on to our academic integrity. We still have rather stiff and straightforward requirements for degrees in most of our majors, granted that we let up on the foreign language requirements. The reason we let go on the test scores was because we thought they were educationally unsound for a lot of the people they were supposed to measure.

The pattern we have on admission requirements has been in effect since 1964. The threshold is there. But counselors have been saying, “Don’t give us just the minimum, or that’s what the kids will shoot for. Tell us more about what they’ll need for a degree.” So now we have a book, “Preparation for College,” that’s in high school offices all over the state. It says that if you’re going for this or that major you’d better have three or four years of English; you’d better have four years of math—or whatever—so that students can plan realistically.

About one-third of our freshmen were in the upper 10 percent of their high school graduating class. Two-thirds were in the upper quarter, and well over 90 percent were in the upper half. So young people are coming here into very competitive surroundings. A lot of them survive, of course. But a

*Continued on page 20*



# Fiesta Weekend

On Friday, September 18, the Wisconsin Alumni Club of Mexico brought off an historic first by flying eighty-seven of its members and their families to Madison for the weekend. Their chartered plane from Mexico City and Monterrey landed at 6:30 P.M.—about two hours late—and they climbed eagerly aboard special buses that took them to their rooms at Howard Johnson's on the south edge of the campus. There they had only enough time to change before hurrying to Eagle Heights for a fiesta hosted by the Mexican Students Association.

The recreation room at Eagle Heights is bright and cheerful and about the size of Great Hall. By 7:30 it was crowded. Fabio Gaxiola, the president of MSA, said he expected about 260; there were the students from the association with their spouses and handsome, polite children with large brown eyes, and there were old friends of the visitors—favorite faculty and people from the campus offices who'd worked with them in their student days. The reunion enthusiasm was boundless and the sound-level high. Because the tables took up most of the floor space and were set so closely together, there was very little milling around. Most of the guests picked up a drink from the small bar (they could have beer, wine or margaritas), took a seat at a table and visited within that orbit. Others threaded gingerly between tables; the best way to get from one side of the room to the other was to skirt the dining area, crossing a terraced section that forms a low stage just inside the entrance. One of the terrace-crossers was Paul Meyer '49, an insurance broker in Madison, whose wife Victoria (Junco) has taught Spanish and Portuguese here since 1954. She is a native of Mexico City. "I haven't seen some of these people for ten years," Paul shouted over his shoulder on his way toward someone at the far side of the room.

Two of the visitors were Henry ('54) and Nancy (Rogers '56) Schlicting. He has been general manager of Parker (Pen) Mexicana since 1979, and as he made introductions and talked with his fellow travelers, I commented that his Spanish was awe-inspiring. "I didn't just learn it," he said. "We lived in South America for twelve years before we came back to the States the last time." Henry introduced Marcelo Perez Ph.D.'77, a thin, smiling man who is the club secretary; and its president, Jesus Guzman MS'52.

"Marcelo Perez was instrumental in starting the club in 1978," Henry said. "He and Guillermo Soberón and Edmundo Flores. And Flores always includes Pat Lucy, who was Ambassador to Mexico at the time." He handed me a typed roster of the club's officers. Besides himself, Guzman and Perez, it lists Leonardo Jimenez MS'62, Ph.D.'69; Edmundo Calva, Jr. MS'72, Ph.D.'78; and Carlos DeLeon MS'65, Ph.D.'66. (All but Jimenez were here.) The club's honorary president and, indeed, the pater familias of the travelers, is Edmundo Flores MS'47, Ph.D.'48, a benign, portly man. With his shoulder-length white hair, goatee and beard, he bears a remarkable resemblance to Colonel Sanders. Flores had suggested the trip—they began planning last July—and he had miraculously inveigled a plane when, the night before departure, the one they'd chartered became unavailable. He is director general of the National College of Science and Technology in Mexico City.

Jesus Guzman majored in biochemistry and is on the faculty at the National University of Mexico. Marcelo Perez earned his degrees in dairy science; he is the program coordinator for Mexico's National Institute for Animal Research. "I was back here in 1979," Marcelo said. "I am practically a commuter."

Henry Schlicting pulled a newspaper clipping from his pocket. "I wanted you to see this. We are particularly proud of Guillermo Soberón," he said. The clipping was from *The News*, which is the largest of Mexico City's two English-language papers. This was an editorial, dated August 8, titled "Faith in the Future," and applauding President Portillo's newly formed National Health Services. Guillermo Soberón Ph.D.'57 has been appointed coordinator for the dozens of agencies involved, "the very integration of which into a single-unit system would seemingly require a miracle." But, continues *The News*, he is "eminently qualified," in part because of his great success as former rector of the National University.

"Many, many people from Mexico who have gone to school here at Wisconsin have very important positions at home now," said Jesus Guzman. "This is because of the very high academic level of the University. There are close ties, too. Dr. Cohen (Emer. Prof. Phillip Cohen, physiological chemistry) has come down to us many, many times. He was nominated one of the Distin-

guished Professors of the University of Mexico. He was also awarded a doctorate *honoris causa* the last time he was there."

"There is another reason why so many people from Mexico come to school here," said Marcelo Perez. "That is because the people of Madison are so nice. We met beautiful people; nice people. We tell our friends at home about this."

"Oh, yes, yes, yes," Jesus Guzman said.

"There is this very successful engineering exchange program, too; that keeps many people visiting between our schools," Perez said.

Since Wednesday there had been a crew on campus from Mexico's CONACYT television network which syndicates education-oriented programming nationally. They were doing a documentary about the University, and they brought their equipment to the fiesta. A man in a jump suit with the network logo embroidered on the pocket moved around the edge of the table area followed by another with a light. When they finished, they set up light-stands aimed at the stage, and sat down. Fabio Gaxiola went to the microphone, and the lights came on. He spoke for several minutes, welcoming the visitors. After him came Said Infante, who is majoring in economics and who had helped Gaxiola make arrangements for the fiesta. He introduced several people from the campus, many of whom were caught by surprise when they recognized their names amid his rapid Spanish. His final introduction brought on Craig Donahue, the company manager for the Wisconsin Singers. In Spanish, Craig announced that the Singers would be visiting Mexico in March, and that they would now give a preview of that concert. Out from behind folding screens at the building entrance the Singers bounded with *Celebration*, and the audience clapped with the beat. They did a few more, then went into a Forties medley; *Juke Box Saturday Night*, *Caldonia*, *Skylark*, *In the Mood*. The visitors whistled and hummed along with the ballads. A woman from the University staff, wearing a shawl, came up to Arlie Mucks. "Everyone is hungry," she said. "Can't you cut this show short?"

"No," Arlie said. The audience brought the Singers back for an encore. When they had finished, the caterers set up a buffet at a cleared area along the side, and dinner began.

Through the meal there was music. A young man played the grand piano; two



men played guitars and then a woman played solo guitar. Fabio Gaxiola sang several songs, and when he came to *Mexico Lindo y Querido*, the *God Bless America* of Mexico, the audience joined in. The TV camera crew took brief shots of everything that happened.

After dinner, Fabio Gaxiola introduced Phillip Cohen again, who spoke in English, and then Edmundo Flores came up on the stage. The crowd stood and applauded. He spoke warmly, like an old bishop. (One of the TV crew explained: "He is telling them how much he loves Wisconsin and how much he learned here. When he came here, he had to sell some clothes at the border to get enough money for the trip.") When Flores finished, they stood again and applauded as he went back to his table.

It was about 11:00 by now. Small children were asleep in parents' arms. Couples began to leave. The next day, Saturday, they were to go to a reception at Union South, then to the UCLA game, then to dinner at the Chancellor's Residence. Sunday was an open day, offering a chance to visit friends and drive around the campus. They were scheduled to leave at 9 A.M. Monday.

Louis Legarreta '73, who graduated in computer sciences, is a private consultant in Mexico City. He and his wife Lorenta said they missed the quiet of Madison when they went home after his graduation. "The quiet and the beauty," Legarreta said. "Mexico City is no longer beautiful." To say they went home after graduation is not chronologically accurate; they went to Edinburgh, Scotland, where Louis finished and where he acquired a recognizable Scotch burr.

"I want to find time to go to the University Bookstore this weekend," said Jorge Cambiaso. He had finished much of his Ph.D. work in economics when he went back to Mexico in 1973, then he came back to present his dissertation in 1977. He is an economist with the Mexican government. His wife was not on this trip because their baby was due in a few weeks. "We lived in Eagle Heights," Cambiaso said, "but before that, when I was a bachelor, I lived on Langdon Street. I want to walk along there, and go back to the library, and walk around the Heights. Then, soon, I want to bring my wife back to see it all again."

"It is wonderful to come back, but it is also sad because we don't have time to see so many of the people we want to see," said Annmary Cajuste. Her husband, Lenon Cajuste Ph.D.'72, is a soil scientist on the

grad school faculty of the University of Mexico. Annmary, an MD, did postgraduate work in our State Laboratory of Hygiene and is head of the cytology department at Juarez Hospital.

Ricardo Guajardo and Alba Trejo were boyhood friends who studied here together. Each graduated in 1969, Guajardo in electrical engineering, Trejo in chemical engineering. Their wives were with them, one of whom is tall and so fair-skinned and blond I thought she might say she was born in Sheboygan. But it was the first trip for the women. The two couples live in Monterrey, where Guajardo is treasurer of an electrical firm and Trejo is with Cuauhtemoc Brewery.

"It is not a terribly hard cultural adjustment to make, coming to school here from Mexico," said Carlos Arellano, who earned his MS in veterinary science in 1967. "You have to take an English proficiency test before you come here, so there is not the language barrier, and the people were always so very friendly." He is director general for the National Institute of Livestock Research. Celso Cartas agreed and said, laughing, "Sometimes the adjustment is when you go back." Cartas left here just short of completion of his Ph.D. in agricultural economics in 1977, and is general director of microeconomics for a government project which Marcelo Perez had earlier described as one of great promise for Mex-

ico. Its acronym is SAM, and it is aimed at achieving a greater degree of agricultural independence for Mexico. Cartas's wife, Paula Rucinski, did not necessarily look like she might come from Sheboygan—she is a dark, pretty woman—but it turned out she is from Niagara. Paula got her master's in library science in 1972, and now works for InfoTech, an information center for small and medium-sized businesses.

Outside, at a little after midnight, the Wisconsin Singers were loading the van for the second trip to bring their equipment back to Alumni House. One of the visitors stood watching them. Francisco Larrondo looks about thirty-five years old, but "it was a long, long time ago when I came here for the first time. It was 1951 and it was wonderful. I had just finished medical school, and I came here that October for my residency. I had seen Washington, so when I got here on a cold night, I saw your capitol and thought I must be in a very big place. But the next morning I found that Madison was a small town. But it was a small town which gave me not only my future medical life, but guidance for the kind of life I want to live." His friends were calling to him from a car, and he hurried to the parking lot. From inside the building I could hear a mariachi band.

—Tom Murphy



At Saturday's reception in the Union South: Soberón, Madison Chancellor Irving Shain, Guzman, Schlichting.



# Short Course

By Tom Murphy

## College for Kids

That's the name of the summer program, and that's exactly what it is. It's for gifted children, and we're the first in the nation to offer it. They arrived in third-through-six-grade sizes this first year, 250 of them, all from Dane County. They delved lasers, ecology, theater, nuclear reactors, genetics, math and a lot more. They viewed a cadaver up close for anatomy. They asked bright questions and nodded at the answers. Some of them are physically handicapped; 4.8 percent are minorities. All were chosen by their schools. You see, things can get tough for gifted children. They're often bored or left out. Their teachers might feel threatened. They can cause disciplinary problems. Their high school dropout rate is three times that of the rest of us. So singular are they that the U.S. Office of Education rates them "handicapped." So our School of Education set up this program not only to give them three weeks of companionship and intellectual stimulation, but because "we want them to know that it's wonderful to be bright and have a fine mind," said outreach coordinator Ellen Elms Notar MS'78.

## Case in Point

On page 18, Law Prof. Ted Finman, who chairs a committee writing campus laws on sexual harassment, talks about the built-in conflicts that virtually all laws produce. Not the least arises from the need to preserve basic freedoms, with Academic and Personal being uppermost around here. An October meeting of the Faculty Senate illustrated Finman's point. Last spring, the art department "routinely" exhibited the work of a grad student—his illustrated book—in a glass case. After it had been up a while, various groups labeled it too sexually explicit and demeaning to women. Somebody broke into the case and cut into the book. Spring Vacation was upon us, and the then-chairman of the department wasn't around town. So, for a lot of reasons—excluding censorship, he says, but including fear of further vandalism—Education Dean John Palmer had the exhibit removed until classes would start and

the art faculty could do whatever it saw fit. It saw fit to say that the exhibit had been up long enough anyway, but that Palmer had infringed on its academic freedom. In October, the senate accepted a committee's findings that Palmer had indeed done some infringing, but that the art faculty could have been smarter about choosing a less-trafficked area for the exhibit, so that those who might be offended would have the freedom of not having to look at it.

## Rite of Passage?

She admits there are national problems with teen-age drinking, but Prof. Joan Robertson thinks most of us are mistaken in our assumptions on them. She's in social work and is the principal investigator of our Adolescent Alcohol Research Project. She told a national conference in October that while about 81 percent of the country's thirteen-to-eighteen-year-olds probably have a nip now and then, only a fourth of them get into trouble with it. "It's amazing the number of them who exercise responsible judgments," she says after she and her colleagues interviewed "hundreds" of kids. The youthful restlessness that leads to drinking "tends to tail off as they get older. . . . Nor does drug dependency take over." And while national figures claim that 20 percent of the group are alcoholic, Prof. Robertson would correct that figure way down to about 2 percent; "The others are counted because their parents or someone thinks they're alcoholic."

## Stats

It's interesting to know that: you're one of 186,554 living alumni on record. . . . The campus, including Eagle Heights and Picnic Point, covers 903 acres; the Arboretum adds another 2,360, and experimental farms and branch stations give us 5,915 more. . . . The book value of the buildings on campus is just under \$417,000,000. . . . Last year, campus buses carried 1,477,483 passengers; UW Hospitals made 17,418 admissions and treated 217,875 outpatients. . . . There were 2,302 on the faculty last academic year teaching 3,752 classes and supported by 11,559 staff. . . . Enrollment totaled 41,349, of which 30,970 were state residents, 22,579 were

male, 18,770 were female, 9,095 were in grad school, 1,575 were in the professional schools, and 2,934 were "Specials"—usually adults back to audit a course.

## Out of Control

Elroy lost this one. He appeared before the City Council to have vendors banned from the sidewalks around Camp Randall. They block the way, Hirsch said, and sometimes move onto University property (where they must have a contract to sell), and a few peddle some fairly gross stuff which "we wouldn't condone if we had control." But the vendors had reps at the meeting, too, and the council voted in their favor, 17-4.

## Thank You

For fifteen years, our Alumni Clubs have been awarding scholarships to their local students, the money being raised by each club through such projects as Wisconsin Singers concerts, the West Bend Club's art show, or the cheese-and-brat sales in Boston and Columbus, Ohio. When such an activity is involved, the UW Foundation matches what's earned. Put it all together and you have 1,500 kids who've come here on nearly \$625,000 in scholarships. If you've had something to do with it, it's time to feel good.

## Constitution Haul

For a decade the University collected documents on the Constitution; more than 100,000 of them. Then, about two years ago, campus historians John Kaminski and Gaspare Saladino were appointed to edit the material. So far—about as far as they can go until government or private sources come through with a necessary \$800,000—they've put together nineteen volumes and



figure there's enough material for that many more. This will give us the Center for the Study of the American Constitution, and the two edited projects will be called The Documentary History of the Ratification of the Constitution and Bill of Rights, and The Documentary History of the First Federal Elections. The center will have a twelve-member board (including U.S. Supreme Court Justice Wm. Brennan) which, if Kaminski has anything to say about it, will be "well balanced, politically and philosophically." It's supposed to open next year, but the word has gotten out, and researchers are already calling to ask questions and are getting answers.

## On The Wall

Under coach John Walsh, the University made a habit of turning out NCAA boxing champs, and as of October they have a special place in the Field House. The Wall of Fame honors Walsh's nine NCAA championship teams and his thirty-one boxers who earned thirty-eight individual titles. Stop in and reminisce over: Dick Bartman, the late Omar Crocker, Don Dickinson, Bobby Fadner, Vince Ferguson, Steve Gremban, Verdayne John, the late Warren Jollymore, the late John Lendenski, Nick Lee, Cliff Lutz, George Makris, Ron McGee, Bob Meath, brothers Don and Myron Miller, Bob Morgan, the late Charles Mohr (whose death from a ring injury ended boxing here), Dick Murphy, Vito Parisi, Orville Pitts, Dean Plemmens, Bob Ranck, Gene Rankin, Jim Sreenan, Truman Sturdevant, Woody Swancutt, Truman Torgerson, Jerry Turner, Cal Vernon and Ray Zale.

## Different View

The heinousness of child abuse makes most of us boil. We'd like nothing better than to be left alone for about twenty minutes with the abuser and a horsewhip. But a new book on the subject says it's not necessarily our personal decency that stops most parents from turning punishment to violence. The book is "Child Abuse: An Interac-

tional Event," and its authors are Prof. Alfred Kadushin of our School of Social Work, and Judith A. Martin '68, Ph.D. '78. They believe that *most* of us are capable of violence when the kids fail to respond to less-strong discipline. (Incidentally, it is that failure to respond, that pushing beyond what the child really knows is the parent's limit of endurance, that gives the book its title. The authors advocate that social agencies work with the victim to modify this behavior.) What stops most parents is often the presence of a third party—frequently the other parent. This is why "we find a disproportionate number of single parents who are abusive," Kadushin says. And how does an agency work to "modify behavior" in an infant? The book may surprise you with the information that the very young are not usually the victims; the average is eight or nine years old, and "only" about 8 percent require hospitalization—most receive bruises or welts. The book is published by Columbia University Press.

## Smash Hit

It looks like the opening shot of "Solid Gold." The TV screen fills with star-filtered light, colors melding and shimmering. Against center shadows there's a big band in a frame of strobe lights which reflect off the shiny floor. The director is shiny, too, in a sequin-trimmed suit. The brasses fade and the chorus picks up: "When you've said Wi-s-s-con-sin, you've said it all." Well, what do you know! That's *our* big band, and this is a Budweiser commercial. ("This one's for *you*, Wisconsin," toasts an off-camera Darren McGavin.) This and a second commercial—the marching band on the field—have been showing throughout the state this fall. What they've done for Bud sales isn't known, but they've helped the kitty here. Without an official contract, Anheuser-Busch promised to pay residuals, and donated \$10,000 to the band; \$11,000 to the athletic department to be doled out as \$1,000-scholarships in the name of the player of the week; and \$5,000 to WHA-TV. It was the station's film that was used, says Jim Santulli, who is its executive producer for UW sport coverage. The indoor spot used footage from the band's concert in the Field House last spring; outdoor stuff came from last football season.



## Suppose We Gave a Quiz And Nobody Took It

It gets downright discouraging, that's what it gets. In our July issue, this first picture in our "The Way We Were" series featured this bevy of mid-'40s students around a Rathskeller table. Remember? We recognized Pat Hernon '50 and Don Leidel '49, and had a hunch about Polly Topping '46, Patsy Childs '47, Doris Rinehard '46 and Dick John '51. We asked you of that vintage to give us the names of the other thirteen people. Well, we've had exactly *two* letters, and one of them hardly counts. (Dick John surmised that the back-of-the-head we identified as Dick John was that of Dick John.) Nadine Joseph Kovar '48 wrote to say that the woman standing in the back row is Leta Slack '48. But that's it. C'mon, now. *You* know some of those people. We won't send the grades in till Monday.



# On Sexual Harassment

By Christine Hacskaylo

The University is moving in a formal and comprehensive way to protect students and employees from the frustration, indignity, and—at times—danger of sexual harassment. Last May, emphasizing its commitment to “an environment of respect for the worth of all members of the University community,” the Board of Regents adopted a broad definition of sexual harassment and outlined steps to end it, warning that such conduct is “unacceptable,” “impermissible,” and “not to be tolerated” at Wisconsin.

“Oh, come on,” some might be saying at this point, “aren’t we overreacting? So a prof cracks a joke or two before lecture. Who really cares?” That reaction is not unusual. A subcommittee on sexual harassment, set up in 1980 as part of the Regents’ Task Force on the Status of Women, found people often skeptical about whether or not a genuine problem exists. Most women, it noted, are afraid to publicize incidents of harassment. And such silence leads many to believe that because no one complains, no one suffers.

But in testimony gathered by the task force, these and other incidents were reported often enough to cause concern:

A professor closed his office door and unexpectedly kissed a woman student on the mouth.

An advisor threatened to withdraw support of a student’s assistantship unless she dated him.

A faculty member received an obscene pendant in her mailbox.

An instructor required a woman student to take a makeup exam at his apartment, then made sexual advances.

A department secretary was repeatedly pinched and touched by male colleagues.

A lecturer showed a slide of a nude woman to “liven up” his class.

Either women or men *can* be targets of harassment, but in practice, according to the task force, “women are overwhelmingly the victims.” Sometimes the offense is blatant; more often it’s less obvious: a joke, a leer, a whistle, a repeated *inuen*do. Women have lived with the problem, but men are frequently unaware of how common and how constant it is. Ted Finman, law professor and recently appointed chairman of the Ad Hoc Committee on Sexual Harassment, remarked, “While I never doubted the hurt to a student who is told, ‘Put out or you won’t get a good grade,’ there was a lot I didn’t know about more subtle—but nonetheless serious—kinds of harassment.” This lack of knowledge stems partly from the reluctance of victims to talk. According to the subcommittee’s report, many simply feel nothing will be done. When they do complain, they are often “ignored, discredited, or accused of ‘misunderstanding’” an intention. Moreover, a woman is generally harassed by a male superior, so that she frequently feels intimidated, fearing retribution should she complain. Until now, the absence of a standard grievance procedure has also hindered the reporting of incidents. The University has had no comprehensive policy and no mechanism to deal effectively with complaints, said the subcommittee report.

The regents’ policy statement defines sexual harassment as a “form of sex discrimination,” occurring in a “variety of situations which share a common element: the inappropriate introduction of sexual activities or comments into the work or learning situation.” It may be described as “unwelcome sexual advances” in situations where “submission or rejection of such conduct” is made a “condition of employment or education”; where such conduct interferes

with “academic or professional performance”; where it creates an “intimidating, hostile or demeaning environment in which to work or study.”

In formulating their policy, the regents perform a formidable juggling act. They must answer to the requirements of Affirmative Action guidelines, state law (Wisconsin is the only state in which certain forms of sexual harassment are a crime), the demands of campus women, and the claims of concerned faculty. They must safeguard the rights of the accused to due process even as they protect the victim’s need for confidentiality and redress. They must do all this, moreover, with one eye on First Amendment protections of free speech, trying to insure that academic freedom in the instructional setting is not violated. They appear undeterred by such complexities, ordering that a “concerted effort” be made to “rid the University of Wisconsin System of such conduct.”

To achieve this, in its implementation guidelines, the board directs each institution in the system to establish both educational programs and disciplinary procedures. Employees and students are to be informed about the nature of sexual harassment; sensitivity to the problem is to be increased; and the procedures, sanctions, and remedies that already exist are to be publicized. Each campus is asked to produce definitions of those forms of sexual harassment which will be grounds for disciplinary action, as well as to set up formal hearing procedures to address complaints. UW-Madison has already completed the first part of the task: its rules were approved by the Faculty Senate last spring.

Prof Finman, whom a colleague describes as “careful, controlled and cautious,” talked about the tribulations of rule-making and the delicate balancing required of the committee he chairs as it writes campus law.

Politically “in this kind of situation, we find people whose interests have long been neglected suddenly becoming vocal. We hear demands for things that truly ought to be done, but we hear some excesses as well. We discover people on the opposite side of the fence, resisting any sort of change, afraid of change. So we have to strike a sensible accommodation between these various interests.

“In the area of sexual harassment, as in most things in life, you don’t get something good without paying a price. When we write rules that outlaw certain conduct, they have a cost. There’s a risk that someone who really behaved properly will be disciplined. There’s always a risk, too, that definitions will be too inclusive or so ambiguous that a teacher might refrain from perfectly harmless conduct just to be on the safe side.

“Take this problem as an example. A

*Continued on page 22*



# Religion Is "In" On Campus

By William R. Wineke

Wisconsin State Journal Religion Editor

Is this the University of Wisconsin campus, this place where students are carrying Bibles, monks are chanting mantras, and chapels are packed with students? It couldn't be! "Everyone" knows that the University is a hotbed of radicalism and atheism. Students wouldn't be caught dead carrying Bibles; *everyone* knows that. But, if that stereotype of UW students was ever true—and it never was for the majority—it isn't true this year. State Street is the scene of an almost incredible religious revival, one that offers students the opportunity to be involved in virtually any kind of religious experience one can imagine.

Followers of the Rev. Sun Myung Moon stand in front of the Memorial Library talking about cosmology, while a fudge stand next door sports a sign reading, "This is not a Moonie operation, thank God."

The Rev. Ed Beers, who has been a United Church of Christ chaplain here since 1964, can hear the chants of the Hare Krishnas filter through his office window at Pres House as he speaks with students about Christian prayer.

The Rev. Steven Umhoeffer, chaplain of the University Catholic Center, can peer out of his office window overlooking the State Street Mall and watch fundamentalist preachers trying to convert his students.

The Navigators, a theologically conservative Christian group, are running no fewer than sixty Bible studies in UW dormitories.

There's no question about it; religion is "in" on campus this year. "I try to be a little cautious about it," says the Rev. James Knuth, pastor of Calvary Lutheran Chapel, the Missouri Synod student center. "I see a resurgence in interest in the church, but I also see a resurgence of conservative politics, so I don't think we in the church can take all the credit for doing things right. It may just be a phenomenon of the times."

Whatever it is, Knuth attracts an average of 700 students to Sunday worship services. "We have a number of graduate and medical students who are enrolled in two-year Bible study programs and we attract about 100 persons to Thursday night vesper

services." Knuth thinks the church offers some stability in the middle of the chaos of college life. "There's a lot of emptiness, hopelessness and self-deprecation on campus. You can see it in the faces of some of the students as they go from one bar to another. But in the midst of that, we have to be able to celebrate and worship and reach out and care."

Campus religious centers remain havens for social activists, but the chaplains say much of their work runs in more conventional lines including a great deal of pastoral counselling.

"A lot of my work is with married people," said the Rev. Gerard Knoche, a pastor at the Lutheran Campus Center, which serves student members of the American Lutheran Church and Lutheran Church in America. "Statistically, a fourth of the residents now at Eagle Heights will end up getting divorced, and many of them will want to talk to a clergyman about it. We still think of students as twenty years old and of campus ministry as involving cost suppers on Sunday nights. But today we have to meet the spiritual needs of forty-year-old mothers who are back in college as well as the eighteen-year-old undergraduate."

Another Lutheran group, the Wisconsin Evangelical Lutheran Synod, operates the Wisconsin Lutheran Chapel and Student Center.

At the Catholic Center, where no fewer than twenty-four Masses a week are scheduled, Umhoeffer says, "I don't think we're trying to program more conservatively than we did in the past, but if the students become more conservative, and if they have a say in the workings of the center, then our programs will reflect that."

The Rev. Thomas Woodward, rector of St. Francis House, the Episcopal student center, said he sees students becoming more thoughtful about their response to social issues. "There's still a lot of social action, but students aren't as polarized as they once were. Ten years ago, no one had an open mind, but today I think more people realize their own ambivalence about how to solve social problems."

Beers agrees. "There are a lot of people working on a lot of issues. I see students being very concerned about peace, for example, but they're doing their work with less noise and more insight than was true a few years ago."

But what some chaplains see as thoughtfulness, others fear may be a symbol of apathy. "It is not as interesting a time as it used to be on campus," suggests Rabbi Alan Lettovsky, who has been chaplain of the B'nai B'rith Hillel Foundation since 1972. "I see students today as being interested in knowing what they have to know in order to get a grade. Questions of spiritual or intellectual meaning are not so much in vogue as they once were."

Lettovsky suggested that students, like the public in general, may be looking to conservative religion and conservative politics because their personal lives have little certainty. "I see a trend in our students, one I see in the Christian churches too, toward a conservatism, a fundamentalism. I think liberals, whether they are Jews or Christians, are still grappling with questions of what makes sense in this world," Lettovsky said. "I think fundamentalists are addressing issues that are of concern to people, and responding to their needs with certain answers. We liberals can't do that because we know the answers the fundamentalists give aren't acceptable; they won't work in the long run."

No matter how much students may change, however, the chaplains who serve them say they maintain their enthusiasm for the job.

"It never loses its excitement," Beers explains. "There's something about students that keeps you active, keeps you thinking, keeps you alive." □

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**Mr. Vinson:** Yes, I think parents should try to discourage any tunnel vision their children have about a career. The person who comes here and says, "I want to be a nurse, and *only* a nurse," may not even know what, say, anthropology is. But after he or she is here a few weeks and hears more about it, the reaction is, "Hey, anthropology—or nutrition or whatever—looks even better than nursing." Much of this could be avoided by a careful study of the catalogs while the student is back in high school.

**Mr. Kellesvig:** And there may be more involved than mere inconvenience. Almost any new freshman can go into the pre-professional portion of our programs but, with resource limitations, getting into the professional school may be another story. It isn't that they're not good students, they're just not good enough. When they're turned down, they don't know where to go. But if they've kept a few options open and prepared for an alternative major or two, they might be okay.

**Mr. Vinson:** One option is to leave for a while, and it's a good option for a lot of people. It's become rather common: they did a study here in 1978 and it showed that grades were appreciably higher with people who'd "stopped out" for at least two semesters than they'd been for them the first time around. I think the process is of particular value to someone who's becoming disenchanted with his or her field of study. It's a good way to think about things and gain a new perspective.

**Wisconsin Alumnus:** *You've talked to a relatively small circle, the student, the family, the high school. Is there a broader audience, too, whom you'd like to reach?*

**Mr. Bosworth:** Yes. I read an anecdote the other day in which the schoolboard member and the district superintendent were discussing the serious need to cut costs by restructuring the curriculum. So what is kept in is band; what is kept in is football. What is axed is foreign language and fourth-year math. This happens!

**Mr. Kellesvig:** You can remember the flap in Rockford a few years ago when they cut out their athletic program. Would that same hue-and-cry go up if they'd cut out lab science or trig? I know that in some places it certainly wouldn't!

**Mr. Bosworth:** If we want our kids educated, we can't *not* support public and private education, and we can't be apathetic about what is dropped if something has to be dropped. Too often—particularly in small communities—valuable programs are not offered because the public won't give them the resources. Then they can't understand why their kids can't get into the better colleges and universities. Every community has to be responsible for keeping its educational system running at its potential.

**Mr. White:** It's going to cost more and more. We can make the analogy to heating our homes. We've turned the thermostats

down about as far as they can go, but the heating costs keep rising. We're just going to have to pay out more to keep what we have. Maybe schools today can't be transportation agencies; maybe they can't be nutritional agencies anymore. Maybe they can't be recreational agencies anymore. But they have to continue to educate. □

## Moving?

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Class Yr. \_\_\_\_\_

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### Wisconsin Alumni Association

*June 30, 1981 Year-End  
Financial Statement*

RECEIPTS	AMOUNT
Annual Dues . . . . .	\$159,838
Varsity/Contributions . . . . .	25,629
Life Dues . . . . .	38,357
Withdrawal from Life Fund . . . . .	106,643
Insurance Gifts . . . . .	34,409
Advertising . . . . .	7,300
Program Registration . . . . .	62,608
Tours/Merchandise . . . . .	50,128
Other . . . . .	954
<b>TOTAL RECEIPTS . . . . .</b>	<b>\$485,866</b>

EXPENSES	AMOUNT
Wages & Staff-Related . . . . .	\$277,418
Printing & Mailing . . . . .	130,458
General Overhead . . . . .	21,972
Program Related . . . . .	39,792
Travel & Promotion . . . . .	9,531
Other . . . . .	43
<b>TOTAL EXPENSES . . . . .</b>	<b>\$479,214</b>

### *Summary of Expenses by Program*

PROGRAM	AMOUNT
General Administration . . . . .	\$301,160
Volunteer Leadership . . . . .	5,036
Continuing Education . . . . .	9,561
Alumni Weekend . . . . .	19,511
Alumni Clubs . . . . .	10,569
Student Relations . . . . .	6,048
Member Benefits . . . . .	11,372
Recognition/Awards . . . . .	2,178
Magazine . . . . .	53,297
Member Promotion/Renewal . . . . .	37,854
Other . . . . .	22,628
<b>TOTAL EXPENSES . . . . .</b>	<b>\$479,214</b>



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## Sexual Harassment

Continued from page 18

student who is asked for a date by a faculty member is likely to feel pressured to accept even though she would prefer not to. Now, if there were a rule prohibiting a faculty member from asking a student for a date, this would protect the student, and such protection would be a good. On the other hand, in the face of such a ruling, a lot of spontaneous relationships—indeed, some that end in marriage—might never get off the ground. So we've got to decide whether, on balance, it's best to have any sort of rule, and if so, how to write it to protect a potential victim at the least cost.

"One important thing our committee did—which to the best of my knowledge no one else in the country has done—is to understand that there is not a problem of sexual harassment but a variety of problems. No one has written a rule specifically directed to the teaching enterprise. We need to deal with it. We have to be very careful to protect academic freedom. Some things that are done for legitimate teaching reasons and that a teacher probably ought to be entitled to do, nonetheless might have consequences harmful to women. Some material legitimately used for teaching might be especially offensive or demeaning to women, or put them in an inferior position. Suppose you are teaching an important novel which suggests that a woman's place is in the kitchen and in the bedroom. What should the law be? Since all of us involved in formulating these rules are part of the academic enterprise, it's not surprising that we came to the conclusion that the teacher should be allowed to choose these materials and use them. This is a case in which we simply can't have our cake and eat it too. It's a question of where the greater good lies.

"At the same time, we need to protect students against abusive treatment in the classroom. One concrete example: a teacher might, for pedagogical reasons, use racial epithets or those demeaning to women, not because that teacher wants to demean blacks or Jews or women, but perhaps as shock technique. Should the pedagogical value of doing that outweigh the negative impact on the students? We came to the conclusion that it should *not*. So one of our rules makes it clear that a teacher is not allowed to subject students to that kind of offense—not allowed to use racial epithets, for example, or to call a woman a bitch for the sole purpose of trying to wake people up, shock them, or make a point.

"Our committee heard about absurd things faculty did, things terribly demeaning to women, with no significant teaching function. One classic example: a faculty member shows a slide of a nude woman in a course to which such a slide is totally irrele-

vant. And the excuse is to gain attention! Well, any faculty member who can't get students' attention in some other way needs to learn something about teaching. Yet, there were no rules against this kind of thing before.

"Often such outrageous behavior stems from a lack of awareness that it offends. This is the way some people have grown up, what they are accustomed to doing, and they never stop to think that it might be hurtful to others. I know of instances where, when it was brought to the faculty member's attention, he was perfectly happy to discontinue it. For others, however, it's not simply their sensitivity that needs to be increased; they need to know that the rule is there.

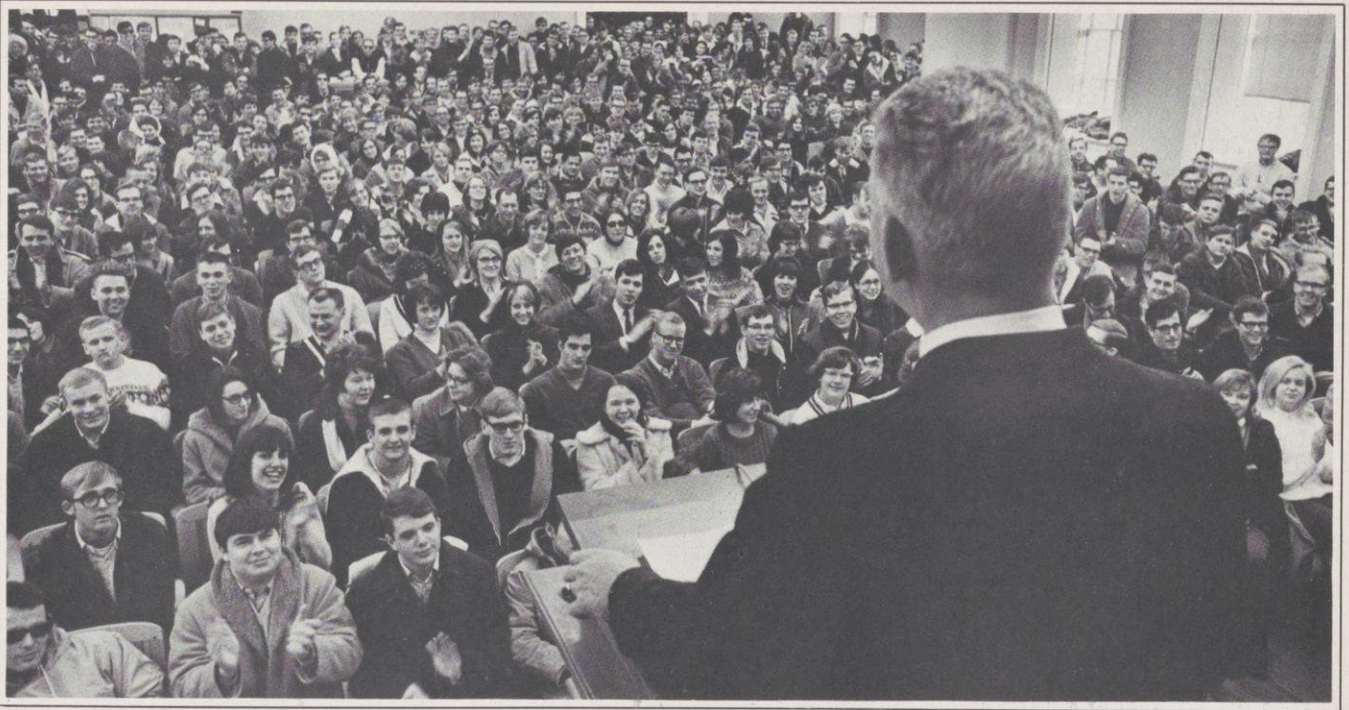
"I don't mean to say that sexual harassment happens every day or that it is common among faculty members. I don't think that is so. I think it's clearly the exception. I think few faculty members, for example, offer to exchange grades for sex, or otherwise pressure students for sexual favors. But, on the other hand, it isn't one-in-a-million, either. Sexual harassment happens often enough on our campus that we need to be officially concerned.

"We've been talking about faculty and students, but a great deal of the problem exists elsewhere in the University. There are many complaints from women in the classified staff (secretaries, clerks, maintenance staff) about sexual harassment. You see, when a woman moves into an area long dominated by men, sometimes men resent it. They can't prevent her having an equal opportunity to get the job, but they can find ways of getting back at her; ways of saying, 'You may have the job, but we're still the boss.' And they can make her life miserable by physically and verbally harassing her.

"This semester our committee will look at ways to make the new rules against sexual harassment effective. Suppose someone is accused of a violation. If the matter is pressed, there will be a hearing. (We've always had a hearing procedure, but we don't know if it is adequate for handling charges of sexual harassment. There is, for example, no assurance that any member of the hearing body will be female.)

"The very process of investigating a complaint is sensitive. When a person brings a claim of sexual harassment to us, we have to find out the other side of the story, of course. But a host of problems thus arise: for instance, does the victim want us to go to anyone? Often an inquiry would have to identify the complainant, and she, feeling understandably vulnerable, may not want her name known. Sometimes victims don't want to lodge a formal charge of misconduct, yet they do want it to stop. We need to provide a place where such a person can come and feel comfortable. We recognize that all the rules in the world won't do any good unless people feel free to use them." □





## The Way We Were—3

**Friday, February 24, 1967.** Tuesday of this week had seen the first major protest on the campus against the Vietnam War. On that day, Students for a Democratic Society had marched on the Chemistry Building where job interviews were being held by Dow Chemical representatives. For the next couple of days there were attempts to close the University. Seventeen were arrested for sit-ins. Then, on this Friday, about 800 jammed 272 Bascom as part of a hastily formed "We Want No Berkeley Here" group. (They referred to student activities which had virtually shut-down that university.) Then-chancellor Robben Fleming told the audience, "This is the first time all week I haven't felt lonely in a crowd."

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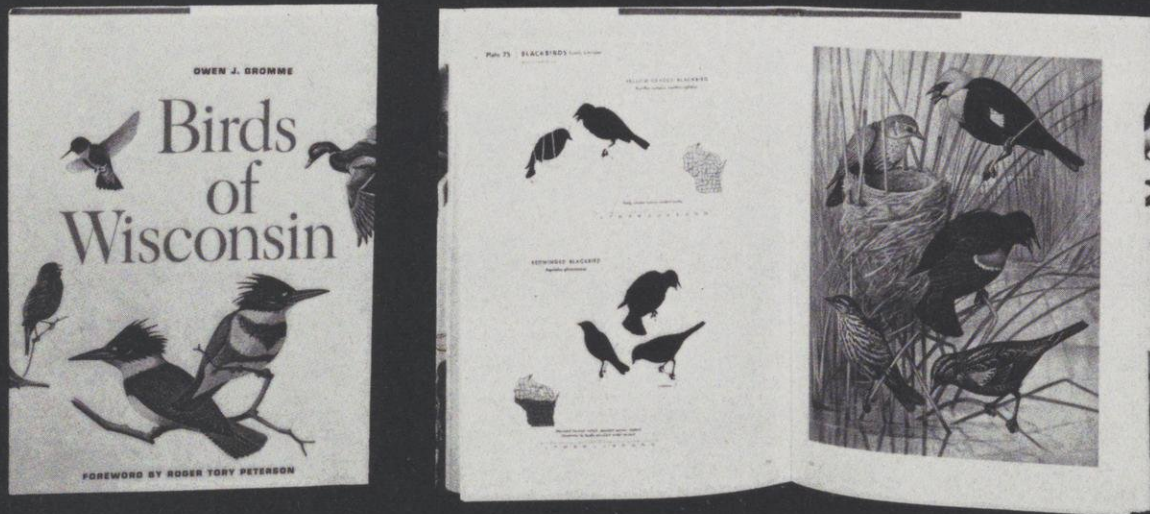
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## The News

Continued from page 7

### Entering Law Students Set Test Score Record

First-year students entering the Law School this fall set a record for average scores on the admissions test. The average was 650, about ten points higher than for last year's entering class. Fifty-five students scored above 700 out of a maximum 800 points.

The class of 302 is the largest since 1971 and twenty-five higher than the class of 1980. Ed Reisner, placement director, said more students accepted for admission this year decided to enroll. Women comprise forty-two percent of the class. The average age of all students is twenty-six, and the majority of them have been out of school for a year or more since they earned undergraduate degrees.

Eighty-two students have attended graduate schools. Their advanced degrees include one doctor of divinity, one dentist, and three Ph.Ds. Another forty-three have earned master's degrees. More than three-quarters of the first-year students are Wisconsin residents.

### Accounting Students Win \$88,000 In Scholarships

Accounting students in the School of Business have accumulated the biggest dollar total in scholarships—more than \$88,000—ever recorded by the school in a single year.

The accounting and information systems department said the scholarships were presented to twenty-nine undergraduate and twenty-six grad students. The awards were based on competitions at the departmental, university, state and national levels.

Two undergraduates, Linda Gorens, Milwaukee, and David Morrison, La-Crosse, won \$2,500 Arthur H. Carter Scholarships. UW-Madison was one of three universities to have more than one winner of this award, according to accounting department chairman Ernest Hanson. The department recently was ranked second in the nation among undergraduate accounting programs by professional recruiters. Graduates of the department have one of the highest passing rates in the country on the Uniform National CPA examination, Hanson noted.

### Musicians Ready to Hit the Road to Wisconsin Communities

The musicians load up a vehicle with clarinet, flute, horn, oboe and bassoon. Then the five faculty members climb into the station wagon, and they're off to bring their talents to a Wisconsin community. The mixture of instruments, baggage and per-



formers bouncing along state roads results in "steady contact," says clarinetist Glenn Bowen of the University's Wingra Woodwind Quintet.

The quintet has logged thousands of miles on state highways since 1965, as it takes a week to give concerts and instructional clinics. The first musical notes often are heard at a mini concert at the high school. Then students are split into sections for instruction according to the instruments they play.

"We can help students become better performers and listeners," Bowen explains. "In smaller communities the conductor can't be proficient at every instrument. So we try to provide an example."

The high school teacher benefits, too. Often the quintet members are able to spot a technique that is consistently overlooked and explain its usage to the teacher.

The Wingra quintet is part of a University Arts Outreach program which last year provided some sixty musical events for an estimated 10,000 state listeners.

Other members are Robert Cole, flute; Marc Fink, oboe; Richard Lottridge, bassoon, and Douglas Hill, horn. The group also travels nationally. Last year it performed at Carnegie Recital Hall in New York and at the National Music Educator Conference in Miami.

UW-Madison choir, brass, opera, string and woodwind groups are available to visit grade and high schools, community centers, libraries, museums or other fine arts centers interested in hosting outstanding college-level performers or professional musicians. The groups are being scheduled for the 1981-83 seasons. For travel expenses of \$225, they will present a concert or a clinic. Appearances by student groups cost more because of greater transportation costs. Sponsors may contact Ken Chraha for more information by phoning (608) 263-4086.

Joe Sayrs

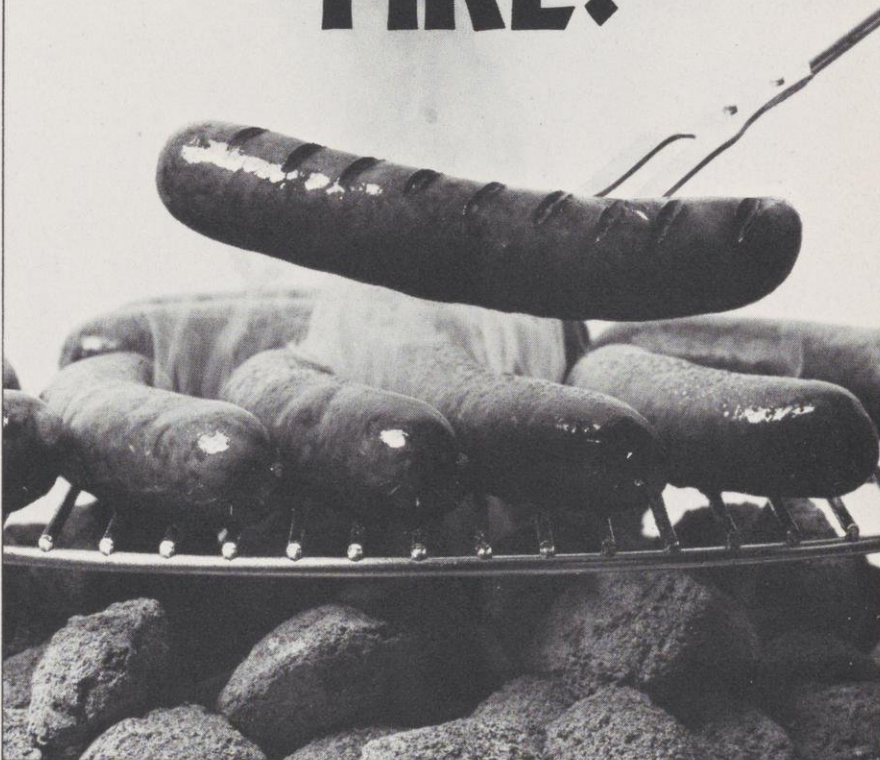
### Dean's Scholars Named in L&S

Eight entering freshmen have been selected Dean's Scholars in a program that awards four-year scholarships in L&S to minority or disadvantaged students likely to excel academically.

Winners of \$500 scholarships for this semester are Tammy Lee Clausen and Alicia Nichols, both of Milwaukee; Vandana Y. Bhide of New Berlin; Jorge A. Busot of Whitewater; Annette Y. Calud of Beloit; Alexander F. Pak of La Crosse; and Hector L. Valdivia and David J. Whitehorse-Klauser, both of Madison.

The scholarships are funded by private contributions, and students receive additional awards of \$500 each semester as long as they remain eligible. Dean's Scholars must seek a degree in L&S or in a school or college requiring two years' study in L&S.

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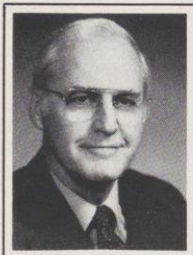
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# Member News



Stucki '48



Petri '69

## The Early Years.

*Harvey W. Edmund '11*, who was in the signal corps in World War I, got a nostalgic gift for his ninety-fourth birthday. A grandson arranged for him to fly in a 1918-era Jenny, the type of plane he had flown in during the war. Edmunds lives in Santa Cruz, California.

*Herbert V. Prochnow '21, '22*, Evanston, retired in September after thirty-seven years as director of our summer School of Banking. (Last December, the school was named after him.) Prochnow served as Undersecretary of State for Economic Affairs in the Eisenhower administration and was counselor to various foreign governments. He was founder and president of the International Monetary Conference, and was a financial columnist for the Chicago Sunday Tribune from 1968 to 1970. He recently edited *Bank Credit*, an in-depth study of credit and loan practices authored by thirty-four banking authorities.

*Eugene J. Zander '28, '38*, Silver Spring, Md., has been appointed to the board of trustees of state universities and colleges for a five-year term. Zander served twelve years in the House of Delegates of the Maryland Legislature.

**40s** *Glenn Bailey '46* was the subject of a feature in *Forbes Magazine* for last March 16. The Tarrant, N.Y. president of the Keene Corporation formed a holding company, Bairnco, "with Keene as the first and for a while only subsidiary, (which) will be buying small growth companies that will be fattened up and eventually spun off partially or entirely to stockholders," *Forbes* says.

*Jacob C. Stucki '48, '51, '54*, Kalamazoo, director of pharmaceutical research and development for The Upjohn Company, has been promoted to a vice-presidency.

Chicago's mayor Jane Byrne has appointed *Theodore G. Schuster '49, '51* to head the city's ailing transit authority. Schuster retired as attorney for the Burlington Northern Railroad.

*Harold E. Scales '49*, a past president of the Wisconsin Alumni Association, has been named our rep to the UW Athletic Board to fill the unexpired term of David J. Spengler '60 (see below). Scales is board chairman of Madison's Anchor Savings & Loan Association.

**50s** *R. Dennis Cosgrove '50* retired at the end of September as president of Madison's Ohio Medical Products Company and will now do private consulting. He's been with the firm for thirty years.

*Peter Weinberg '58, MD '61*, head of the department of neuroradiology at Northwestern Memorial Hospital in Chicago, has been honored by the FDA for his contributions to its "learning file." He is credited with contributing most of the cases in the file dealing with head and neck sections. He has also completed a specialty section on the skull.

*Charles W. Thomas '59*, Summit, N.J., managing director and chairman of the operating committee of Blyth Eastman Paine Webber Inc., has been elected to the board of Paine Webber.

**60s** *David J. Spengler '60, '62*, a former vice-president of the Bank of Madison, has joined the staff of the UW Foundation as a fund-raiser for the athletic department.

*Willard A. Murray '65, '66, '71*, Alameda, Calif., has joined Dames & Moore in San Francisco as a senior hydrologist. He leaves Lawrence Livermore National Laboratory, and before that was a professor of civil engineering at Lehigh University.

*Joan Schurch Thomson '64, '65, '69*, coordinator of staff development for Penn State University, has been named to a two-year assignment as editor of the *Journal of Education*. She lives in Warriors Park, Pa.

*David J. Storm '67* has been elected to a partnership with Arthur Andersen & Co. He lives in Mequon, and has been with the firm's Milwaukee office since 1973.

Wells Fargo Realty Advisors, Marina Del Rey, Calif., named *Fredrick W. Petri '69, '70* its EVP and chief operating officer. Last year he was successively named vice-president and head of the firm's Western and Midwestern regions and, later, senior vice-president.

**70s** *David L. Thomas '71* leaves Oregon State University to join the University of Illinois faculty as an assistant professor of animal science.

*Lisbeth Fenton Grossman '74* has been promoted to assistant vice-president of the United States Trust Company of New York.

Marine 1st Lt. *Peder T. Fugere '76* is now assigned to the Marine Corps base at Camp Pendleton, Calif.

*Alexander Scheeline Ph.D. '78*, since 1979 an assistant professor at the University of Iowa, has moved to the University of Illinois, Urbana-Champaign, as an assistant professor in chemistry.

Marine 1st Lt. *David J. Lueder '79* graduated from the Navy's Aviation Indoctrination School at Pensacola, and is now in flight training at nearby Whiting Field.

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# Deaths

## The Early Years.

Mrs. Eugene H. Sanborn (*Helen G. Whitney '06*), Madison, in August.

Roy Albert Brendel '14, who founded the Wauwatosa High School Band in 1923 and was its director until 1954, in Wauwatosa in August.

Mrs. Christian Otjen (*Maud Eunice Neprud '14*), Milwaukee, who, in 1917, became the first woman in the state to head a county school board; in 1919 was appointed the first female member of the Wisconsin State Board of Control; and who served terms as president of both the Milwaukee and Wisconsin League of Women Voters, in August.

Daniel M. Spohn '16, Goshen, Ind., in June.

Malvin Helmer Teige '16, Stoughton, in July.

Mrs. Wm. Balderston (*Susan Bowen Ramsay '19*), Meadowbrook, Pa., in July.

**20s** Paul Philip Sanders '20, '21, Merrimac, a musician and teacher, in August. In 1923 he initiated the annual Christmas pageant in the rotunda of the State Capitol.

Alva Curtis Wilgus '20, '21, '25, Miami, in January.

Mrs. Samuel Young (*Mary Lenore Martineau [Edgerton] '21*), Medford, N.J., in March of 1979.

Charles Dwight McCabe x'21, San Diego, in August.

Rudolph Mark Schlabach '21, '22, state senator from La Crosse in the 1940s and early '50s, in La Crosse in August.

Ralph Wm. Clark '22, '29, '33, Norman, Okla., in August.

Montrose Keller Drewry '22, '33, Milwaukee, in June.

Eleanor Pray Sheldon '22, Glendale, Ariz., in March.

Mrs. George M. Becker (*Alice Fay Atherton '23*), Wauwatosa, in June.

Paul Odin Nyhus '23, Atherton, Calif., in June.

Margaret Esson Reid '23, Toronto, Ontario, in August.

Edward Wilfred Sanborn '23, Ft. Wayne, in July.

Robert Taylor Porter '25, Chicago, in March of '80.

Edward Frank K. Gansen '26, '31, La Crosse [\*]

Ruben Levin x'26, Chevy Chase, in January.

Magnus Ingvald Smedal '26, '27, Tuftonboro, N.H., in July.

Walter Samuel Watson '26, '37, Bogota, N.J., in 1978.

Myron Edgar Baechler '27, White Sulphur Springs, Mont., in August.

Edith Lucile (Goldmann) Gilbertson '27, '33, Romoland, Calif., last November.

Simon Horwitz '27, Oshkosh, in August.

Richard D. Miller x'27 in March of 1980, and Jean D. MacGregor Miller x'28, last June, in Racine.

Iveaux Wm. Anderson '28, Bristol, Conn., in August.

Angus B. Rothwell '28, Madison, who served as State Superintendent of Public Instruction from 1961 to 1966 and headed the Coordinating Council on Higher Education from 1966 to 1969, in August.

Frederick Harold Prosser '28, Mequon/Sun City, in August.

John H. Dahlman '29, Milwaukee, in July.

Mrs. Neil B. Hayes (*Ruth Critchell '29*), Chicago, in June.

Mrs. E.L. Simmons (*Glenna Sherman '29*), La Jolla [\*]

**30s** Chester G. Lampert '31, Bethesda, Md., in April.

**Correction.** We regret the erroneous report, in our July/August issue, of the death of *Hjalmar A. Skuldt '31*.

Bethana Eliza Bucklin Deighton '32, Briarcliff Manor, N.Y., last December.

Julie Vautrot Byard '34, '36, New York City [\*]

Pearson Wilbert Cramer '34, Wausau [\*]

Theodore Trubshaw '34, Three Lakes, Wis., in July.

Albert J. Gollnick '35, Brookfield, Wis., in July.

Virginia Kiesel Spence '35, '37, Atlanta [\*]

Catherine Ann Kelley Bremner '36, Poland, Ohio, in May.

Everett Burgess Baker '37, Burbank, Calif., in March.

George W. Whaples '37, '39, Amherst, Mass., in May.

Mrs. J.F. Bradley (*Ardith Lillian Hurley '38*), Evansville, Wis., in July.

Robert J. Crikelair '38, Neenah, in 1979.

Henry Hamilton Derleth '38, '54, Beaver Dam, in September.

Kenneth Gordon Hovland '38, Kansas City, Mo., in May.

Mrs. Wm. H. Dieter (*Elizabeth Graf Rebhan '39*), Madison, in August.

Dean B. Service x'39, Phoenix [\*]

**40s** Elmer Emil Greicar '40, San Diego, in March.

Glenn Wm. Leupold '40, Pewaukee, in July.

Earl Frederick Aiken '42, Boise, Idaho, in April.

Mrs. Frank D. Myers (*Estella Magdalena Montemayor '42*), Denver, in February.

Joseph Michael Soha '42, '52, Antigo, in July.

James Frederick Lahey '43, '49, '58, Corvallis, Ore., in August.

Karl Hilmer Sonnemann '44, DDS, Lake Mills, in August.

Philip John Dahlberg '46, Kenosha, in July.

Wm. James Mullen '48, Shawnee Mission, Kan., in August.

Roger Elmer Manders '49, Green Bay, in early 1981.

Donald Adolph Erdmann '50, Tonawanda, N.Y., in July, 1980.

Mrs. Theodore Kanvik (*Patricia A. Dienes '50*), Deerfield, Ill., in September.

David Leonard Loken '50, Eau Claire, in August.

Percy A. Piddington '51, Whitewater, in July.

Donald George Raffel '51, Verona, in July.

Agnes E. Spencer '51, Indianapolis, in May.

Gilbert Frederick Hartwig '53, Hattiesburg, Miss., in June.

Eugene Howard Cooper '55, Stoughton, in August.

James Edward Sullivan '57, Janesville, in August.

## [\*] Informant did not give date of death.

Judith Mathilda Nelsen '65, Cudahy, in August.

Barbara Mabel Blahnik '71, Madison, in August.

Blanche Goldberg '73, Madison, in July.

Ange Lee Foeller '74, Green Bay, in August.

Robert I. Baxter '77, Hartland, in a motorcycle accident in August. Memorials in his name to the UW Foundation, 702 Langdon Street, Madison 53706.

Richard Donald Jeffries MD'78, Shawano, in August.

## Faculty

Emer. Prof. Theodore Donald Tiemann '30, '31, '33, professor of metallurgical engineering from 1959 to retirement in 1978, in Madison in September, aged 73.

Emer. Prof. Sergei Alexander Wilde, 83, a pioneer in forest-soils research, and a member of our soils science staff from 1930 to 1968, in Madison in September. Memorials in his name to the UW Foundation, 702 Langdon St., Madison 53706.

Emer. Prof. Perry Wm. Wilson '28, '29, '32, Madison, in August. A bacteriologist on our faculty from 1943 to 1973, Wilson was a world-renowned authority on biological nitrogen fixation, a possible answer to agriculture's dependence on petroleum-based nitrogen fertilizers. Memorials to the UW Foundation at address above.

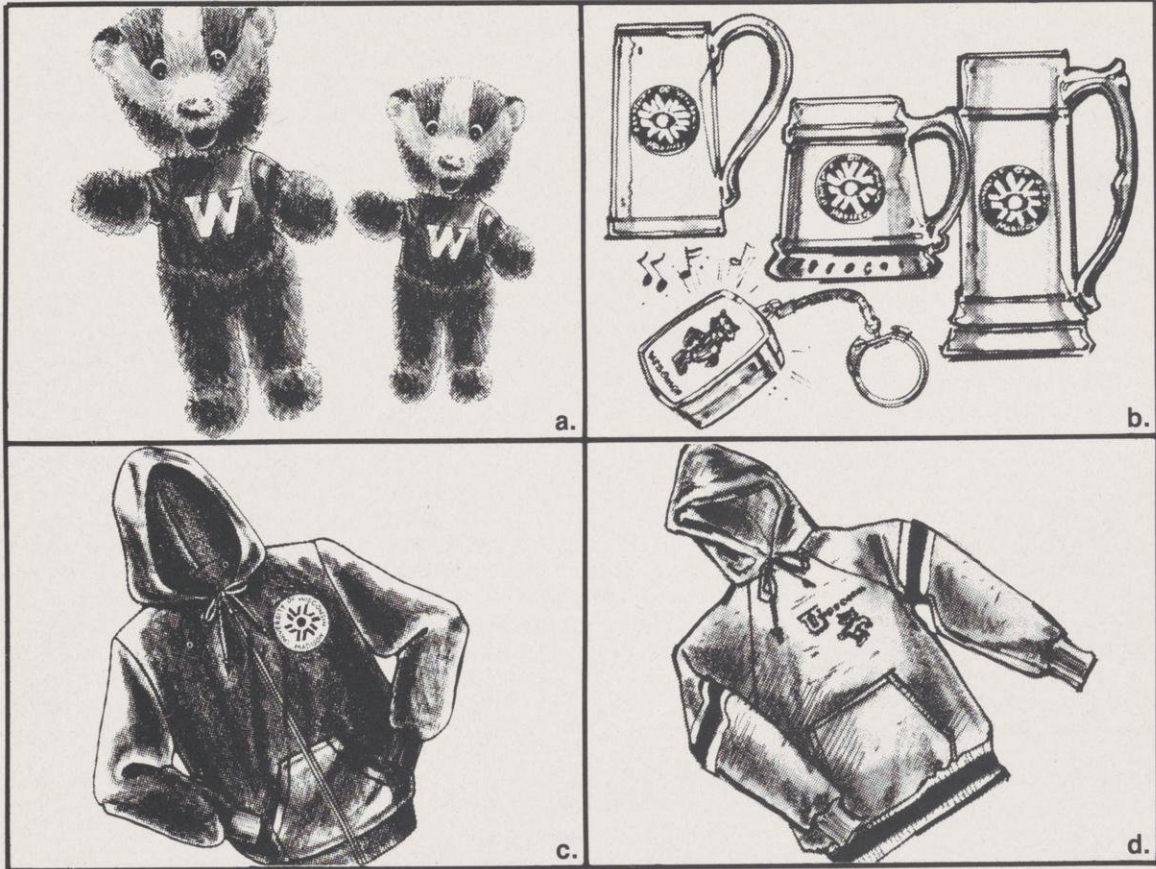
We reported the March deaths of the following in our July/August issue but inadvertently failed to note their faculty status.

Assist. Prof. Raymond Barnard Esser '49, '61, was an instructor in technical writing in our department of mechanical engineering, where he was still active, since 1957. Involved in continuing education programs in technical communication, he was the Mechanical Engineering representative for the American Association of University Professors.

Prof. William Henry McGibbon Ph.D'42, was an active member of our Poultry Science faculty. The author or co-author of more than seventy scientific publications, his research in poultry strains has served as a model for the study of disease and developmental processes.



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# We're Losing Some of Our Best

*The grass keeps getting greener  
a long way from The Hill.*

**By Rob Fixmer '80**  
*Capital Times Staff Writer*

With around 1,500 full-time faculty on campus, you wouldn't think a mere sixty-four who have left for higher paying jobs on other campuses or in the private sector would be missed all that much. But a quick check of which professors have left during the last two years—or are expected to resign in the near future—reveals that many are among the UW's most outstanding scholars, researchers and teachers.

Nor is this so-called "brain drain" confined to the physical sciences as is commonly assumed; it affects all areas of the University and appears to be accelerating at a frightening pace.

Following is a sample of some former faculty whose loss will be hardest felt:

Matthew Holden will be leaving the Political Science Department for a position at the University of Virginia. Holden, who had recently been on a leave of absence while working for the U.S. Office of Energy, was one of the department's key experts in the workings of the federal government.

Nuclear Engineering Professor Robert W. Conn, one of the nation's top nuclear technicians, has accepted a job at UCLA.

David Mechanic, an expert in the sociology of health care, has left the sociology department for a position at Rutgers University.

Molecular biologist Robert Rownd, whose work with gene plasmids won him international acclaim, has left for Northwestern, as has Larry Cummings, who was recently named dean of Northwestern's School of Business.

The University of Minnesota's home economics department has snared two top faculty from our School of Family Resources and Consumer Science—art-and-design expert Mary Steiglitz and Pauline Boss, an authority in family relations.

The Nursing School will lose two of its best faculty—Julie Hover has accepted a position at Edgewood College,

while Marjorie White will be moving to Florida.

Anthropologist Louisa Stark has moved to the Hurd Museum in New Mexico.

Peter Smith, a top Latin-American historian, will be going to MIT.

Steven H. Chaffee, former director of the School of Journalism, has gone to Stanford.

In addition to those professors who have actually resigned, a number have taken leaves of absence to try new positions at other institutions. Many have been offered tenured positions and are not expected to return. Among these are: Larry Travis of the computer science department, who is expected to stay at the University of Delaware; Ray Bowen of the chemical engineering department, now at the University of Washington; and Elaine Hatfield, who had dual appointments in sociology and psychology and is now at the University of Hawaii.

*(Ed. note: By late September, biochemist Robert D. Wells had announced his resignation effective at the end of the first semester, for his move to the University of Alabama; Timothy C. Hall of the department of horticulture had resigned; and bacteriologist Winston Brill had gone on a half-time appointment. The two will be involved in private industry here in Madison.)*

Some turnover of this type is expected in academic life, but the loss of so much quality in such a short period of time is alarming to those administrators who have watched the campus grow, prosper and achieve an international reputation in the post-World War II era.

"This place has a long-standing tradition of finding the most promising young people, nurturing their skills until they have achieved national prominence, and then hanging on to them," Vice-

Chancellor Bryant Kearl reflected. "During the last few years that seems to have changed somewhat. There's no question that other universities are offering our best people salaries and benefits we just can't match. We aren't keeping up."

During a special meeting of the Board of Regents in July, Chancellor Irving Shain gave one example of the "benefits" to which Kearl referred. He told of one UW professor who had been offered not only a much higher salary by another university, but a guaranteed home mortgage at 7½-percent interest.

Perhaps the situation was best summed up by Max Carbon, head of the UW's nuclear engineering department. When attempting to analyze the loss of Robert Conn, he said: "You just can't replace somebody like Bob. We can always find another body, of course—somebody to teach or somebody to do research. But it's a matter of degree, a matter of finding someone who is as outstanding, who brings equal prestige to the University, the kind of prestige that reflects on the program as a whole. That's what Dr. Conn gave us, and that's what we've now lost."

Even finding promising young people whose skills and talents can be nurtured is no easy task. Carbon estimated that "it takes at least a year and a half to two years to find top-notch people, the sort of calibre we want on our faculty. And it's extremely difficult to attract them. In almost every case, our salary levels are quite a bit lower than at the schools we're competing against."

According to Shain, the average outside offer being made to UW professors is \$17,000 more than their UW pay. To that, Regent William Gerrard of La Crosse stated the obvious.

Pleading with his fellow regents to use their political clout to win higher pay for faculty, Gerrard said, "We need to retain our best people. All the bricks and mortar around us won't educate anybody."

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