

News & Views



Faculty and Staff Newsletter of the University of Oregon

January 22, 1996

New hiring program to begin Feb. 1

Hiring a new classified staff member is about to become a lot quicker for campus supervisors. Beginning Feb. 1, job applicants also will be able to apply directly for work at the university instead of going through Salem.

"The goal of the new recruitment and selection system is to provide a well-qualified, diverse group of applicants in a timely manner to meet the recruiting needs of departments," says employment manager Chris Lonigan, Human Resources.

These changes, widely anticipated on campus, are one of the payoffs of the Higher Education Administrative Efficiency Act, which is enabling OSSHE institutions to separate from state personnel systems where doing so will result in administrative efficiencies. In the area of recruitment and selection, each campus is free to establish a system that will meet individual institutional needs.

Each year, the university fills about 200 vacancies for jobs ranging from secretaries, accounting assistants and library technicians to janitors, groundskeepers and computer programmers. Positions such as professors, administrators and support service supervisors have been filled at the campus level for many years.

The basic elements of the new UO system, developed with the advice of a focus group comprised of management service, classified staff and administrative faculty, include:

- * Maintaining an applicant pool for office support positions. (In anticipation of the Feb. 1 changeover, Human Resources is currently taking applications for clerical positions.)
- * Recruiting for non-office support vacancies when they occur.
- * Evaluating applications based on responses to supplemental questionnaires which are tailored to the specific requirements of the vacant position.
- * Reviewing affirmative action utilization analysis for the job group prior to recruitment (or before the interview process, if applicants are from the clerical pool).

"We are confident that as we recruit directly to the UO, we can attract a more qualified and diverse applicant pool," Lonigan says. "Many feel that the delay caused by applications being submitted to Salem has been detrimental to recruitment for us."

In the case of office support positions, she notes, UO officials will be able to add applicants to the pool in two days instead of three to six weeks.

Lonigan stresses that the new hiring system will enable supervisors to fine tune generic job classifications to the specific position being filled.

"Now it will be possible, through supplemental experience and training questionnaires, to better screen candidates for individual jobs, many of which are unique to this campus," she says.

The new recruitment and selection system deals primarily with hiring of regular full- or part-time employees. However, in conjunction with the plan's implementation, Human Resources also will maintain a pool of applicants interested in temporary clerical positions.

"Although Personnel Solutions, a division of Goodwill Industries, became the our primary temporary service provider on Jan. 1, departments are not required to use temporary service contracts," Lonigan explains. "Another option when you face short-term or unexpected workload demands is to hire a temporary employee."

She notes Human Resources is currently evaluating proposals from other temporary service providers and soon will be designate some of these as secondary providers of temporary services.

See this issue's *N&V Calendar* for briefings on the new hiring process. For information, call 6-2963.

Employees support Charitable Fund Drive

The campus coordinator of the 1995 Charitable Fund Drive is proud of the generosity of her fellow employees, who contributed \$127,154 to the local community and the greater Lane County area through the annual fall campaign that ended in December.

"We hope that the spirit of community and giving will last throughout the year," says Ceci Lafayette, Early Childhood CARES Program.

"At the same time," she says, "we would like to acknowledge the many hours of service and volunteer time that--while it cannot be counted as part of this annual fund drive--we know our faculty and staff offer year in and year out to Lane County people and programs."

Lafayette's pride, however, is tempered by her disappointment that this year's campus giving didn't reach the original \$140,000 goal. Also, just 835 employees gave this year, down from 1994 when 954 faculty and staff contributed nearly \$132,000 for local and statewide charities.

Education Dean Marty Kaufman, campus campaign chair, joins Lafayette in praising employees' caring response to the yearly drive.

"Their support in these uncertain times will enable the hundreds of programs and agencies receiving these gifts to continue food programs, educational and environmental programs, and many other services to keep this a wonderful and rich community for all of us," he says.

The federations receiving designated funds in this year's drive are the Black United Fund, \$8,323; Environmental Federation, \$18,210; United Way of Lane County, \$55,883; Oregon Health Appeal, \$12,265; Children's Trust Fund, \$25,392; and Equity Foundation, \$7,081.

Kaufman and Lafayette say that departmental coordinators deserve special thanks for adding one more responsibility to their list of things to do. "On a busy campus of 4,000 employees, the drive could not be done without them."

An awards ceremony to recognize these coordinators and others is set for early spring.

Cawthorne reaches out to library patrons

The Knight Library's Jon Cawthorne believes in promoting a new perception about libraries.

"The library is an environment for everyone. When people come into the library, I want them to feel welcome, valued and respected, and that has nothing to do with whether they are students of color, international students or whatever," he says.

Cawthorne is the new reference librarian and outreach services coordinator. According to

Cawthorne, the "outreach" part of his job allows him to try to reach people whom he characterizes as carrying library "baggage."

"By `baggage,' I mean people who do not believe the library is a good place for them, either because they had a bad experience in the library, or they feel they are not smart enough to figure out how to find what they need and are intimidated about asking someone for help," he says.

"What I try to do," he continues, "is to let those people know everybody gets frustrated in the library. Although we try to make the library as intuitive as possible, it is not. It is hard. I just try and let people know that, so by the time I am done talking, they feel a little better about coming in."

In his spare time, Cawthorne enjoys spending time with his family and playing basketball.

Cawthorne believes knowledge is power. "If knowledge is power, people should feel they can use the library to get the most information to help them make a decision. If it is within their power to gather information, there is no reason why they should not take the time to do it," he says.

--COURTNEY HEDBERG, COMMUNICATIONS INTERN

Students eat healthier, faster, cheaper at UO

Will it be a hot sit-down meal, sandwich or salad bar, vegetarian fare or perhaps fast food take-out today?

For UO students, all of the above choices and then some are available through meal options offered by University Housing--at a lower cost than anywhere else in the PAC-10.

"We believe in customer service, so we're giving the students what they want with the emphasis on selection and quality," says Fred Babcock, Housing Food Services director. Last year, 1.5 million meals were served to campus diners.

Babcock says the UO has adapted its food service offerings to changing trends in diet and eating behavior. The university still offers students three traditional, cafeteria-style meals per day, but more "grab and go" fast food options are available.

This trend prompted his office to open two fast food restaurants on campus two years ago. Hammy's serves burger fare and Pizano's dishes up pizza. While both also cater to late-night noshers, a deli is planned.

"Students may use their identification cards for either the cafeteria or the restaurants, so all options are covered by their room and board fee," he says.

Suggestion boxes solicit menu and other ideas from students, and Babcock says they aren't shy about expressing their likes and dislikes. At Carson Hall alone, dining manager Cindy Lund gets about 150 comments a week.

Besides sprucing up the area, Lund added a response board for feedback. Each week, she posts replies there to every unique suggestion, whether a compliment or a complaint.

"My job is to fulfill our students' requests if possible," says Lund. "If it's doable, then we'll find a way to do it. If not, I try to explain and perhaps offer an alternative."

During winter break, Carson added a pasta, nacho and potato bar, the product of student suggestions. A new hot-food line, with heat lamps, also was installed.

"We like to think we have something for everyone," says Babcock.

Robertson to direct Museum of Art

Come Feb. 1, a new director will take the reins at the Museum of Art.

David Robertson, director of the Martin D'Arcy Gallery, Loyola University-Chicago's Museum of Medieval, Renaissance and Baroque Art, was selected for the post after a national search, according to Provost John Moseley.

Robertson, who also will hold the rank of professor, succeeds Stephen McGough, who left in March 1995 to direct the Crocker Art Museum in Sacramento.

"We are pleased and excited to welcome David," says Del Hawkins, museum interim director and professor of marketing. "He will bring experience, professionalism and enthusiasm to the museum."

"One of David's many impressive qualities is his ability to develop dynamic programming that involves a wide range of community and university groups with the museum," stated Hope Pressman, a community member of the search committee.

Robertson, 45, has been director of the Martin D'Arcy Gallery since 1992. There, he has integrated the collections into the curriculum of the university and instituted changing exhibitions and other public programming for the university and the city of Chicago and its many visitors.

While at Loyola, he also hosted a radio program on contemporary arts and exhibitions in Chicago, and he served on the Arts and Ethics Committee of the Chicago Union League's Arts Foundation.

"The UO Museum of Art is in an exciting transitional state, with substantial community and university interest in its success and growth," says Robertson. "The university's long-standing and strong commitment to the role of the visual arts in higher education and its diverse interdisciplinary programs offer excellent opportunities for the museum to forge exciting new partnerships. I am looking forward with great enthusiasm to becoming a part of this community."

Previously, Robertson was founding director of the Trout Art Gallery at Dickinson College in Carlisle, Pa. Earlier, he worked at the Victoria and Albert Museum in London, at the Yale Center for British Art in New Haven, Conn., and at the Rosenbach Museum and Library in Philadelphia. He was a Fulbright professor at the University of Munich in 1989-90.

Robertson earned a doctoral degree in art history from the University of Pennsylvania. At the University of Missouri, he received a master's degree in art history and archaeology, and a bachelor's degree in English literature.

His particular research interest is in Northern Renaissance art. However, he has published widely in contemporary art and architecture, and, as museum director, he has orchestrated exhibitions ranging from Tibetan art to Etruscan pottery.

Bulletin Board

LETTER: Staff support appreciated

I would like to thank all my fellow classified employees here at the UO for so unselfishly donating your vacation time to me so that I was able to be with my son Jeremy after his accident. Your help made all the difference in a very critical time for our family. He is home now and continuing therapy, expecting to make a full recovery! Thanks again,

Pam Stinchcomb, International Affairs

Deadlines set for awards, grants

Feb. 9 is the deadline for nominating classified and management service employees to receive one of the university's **Classified and Management Service Recognition Awards**. Recipients will be honored at an April 25 reception. Submit nominations to Helen Stoop,

Human Resources, 6-2967.

May 6 is the deadline for women graduate students who have been advanced to candidacy to apply for the \$6,000 **Jane Grant Dissertation Fellowship** to fund their research related to gender and/or women's issues. For application forms and more information, call the Center for the Study of Women in Society, 6-5015.

May 1 is the application deadline for distinguished Fulbright chairs in western Europe and Canada; **Aug. 1** is the deadline to apply for Fulbright lecturing or research grants in more than 135 countries; and **Nov. 1** is the deadline to apply for Fulbright seminars for international education and academic administrators. For application forms and information, call Research and Sponsored Programs, 6-5131.

Notify Printing about UO 'junk mail'

If you decide to take up the recent suggestion of Recycling Program Manager Karyn Kaplan to reduce waste by notifying mailers that you no longer wish to receive their unsolicited junk mail, please note that mailing lists for *News & Views* and many other UO publications are maintained by Printing Services. Call 6-3794 to adjust the number of copies delivered to your department. Postcards for mailing to off-campus publishers also are available at Printing Services.

CLARIFICATION: Printing, Mailing move

The after-hours drop box for Printing and Mailing Services in downtown Eugene is on the north side of the Register-Guard building, NOT on East 10th Avenue as mentioned in the Dec. 12 issue of *News & Views*. In addition, the street address for the UO offices at the RG building is 328 E. Broadway, NOT 975 High St.

Our People

In the spotlight

Anita Weiss, International Studies, will join First Lady Hillary Rodham Clinton for a briefing and reception for Women's Conference Circle participants at the White House on Jan. 24. During the afternoon session, Weiss and other women across the United States will hear about and discuss progress on implementing the Platform for Action from last year's United Nations Fourth World Conference on Women in Beijing.

Four faculty members have been awarded Freeman Faculty Fellowships for new and innovative research on Asian-related topics during 1996. They are **Bruce Blonigen**,

Economics; **Mike Hibbard**, Planning, Public Policy and Management; **Glen May**, History; and **Sandra Morgen**, Sociology and Center for the Study of Women in Society. The Center for Asian and Pacific Studies also has allocated Freeman Foundation funds to supplement a new U.S. Department of Education grant that will help business faculty learn about Asia and integrate Asian-related materials into their curricula.

Three Law faculty members are the first holders of endowed Kliks Professorships. **Leslie Harris** is the Dorothy Kliks Fones Professor of Law, **Jon L. Jacobson** is the Bernard B. Kliks Professor of Law and **Dom Vetri** is the B.A. Kliks Professor of Law. The professorships are endowed by a \$500,000 gift, matched with state funds, from Law alumni Bernard Brill Kliks, J. D. `39, and the late Dorothy Kliks Fones, J.D. `36, who established a perpetual trust in honor of their father, Bernard A. Kliks.

On the podium

Daniel Wojcik, Folklore and English, presented "Embracing Doomsday: Fatalism and Apocalyptic Beliefs in the Nuclear Age" at the American Folklore Society annual meeting in October 1995. He also organized a panel on apocalyptic and millenarian belief and behavior for the meeting.

In the spotlight

John Gainer has rejoined the Music faculty for winter and spring terms, teaching classes in the history of gospel music and offering classes and lessons in gospel/popular voice. **Julia Neufeld** continues to direct the Gospel Ensemble this year.

Two classified staff members--**Alicia Moccasin**, EMU, and **Ruth Ellsworth**, International Education and Exchange--and one management service employee, **Laura Littlejohn**, Music, will receive Martin Luther King Awards during a Jan. 23 buffet lunch. The trio will be honored for upholding the ideals of moral courage, nonviolence, justice, equality and racial harmony espoused by King.

Daniel Wojcik, Folklore and English, received an Individual Research Grant from the American Academy of Religion for his study of contemporary apocalyptic world views.

In memoriam

Hugh B. Wood, Education emeritus, died Dec. 10 at age 86 in Portland. An internationally known educator and philanthropist, Wood retired to Oceanside in 1974 after spending most of his 35 years on the UO faculty outside the United States, helping organize education and training systems in Nepal, Vietnam, Malawi and other countries. Wood and his late wife Helen

established the American Nepal Education Foundation in 1955 which helped nearly 400 Nepalese students gain master's and doctoral degrees, and they personally supported the high school and college educations of more than 20 Nepalese men and women. Memorial gifts may be made to the Muscular Dystrophy Association, 4800 S.W. Macadam #112, Portland 97201.

Gustaf Alef, History emeritus, died Jan. 3 at age 73 in Eugene. A fellow of the Institute of History at the Academy of Sciences in Moscow and a member of the Medieval Academy of America, he also was a Guggenheim Fellow. Alef retired in 1987. Memorial contributions may be made to the Professor Gustave Alef Memorial Foundation at the U-Lane-O Credit Union, 2840 Willamette St., Eugene 97440.

Joseph Pardo, retired Public Safety security officer, died Jan. 3 at age 76 in Eugene. A Portland native, he was an Army veteran of World War II and a longshoreman in Seattle. Memorial contributions may be made to the American Cancer Society.

In print

An essay by **Daniel Wojcik**, Folklore and English, on " `Polaroids from Heaven': Photography, Folk Religion and the Miraculous Image Tradition at a Marian Apparition Site" will be published in the *Journal of American Folklore* (Vol. 108, No. 2).

Go back to [Winter Term 1996 Issues](#).

© [1996 University of Oregon](#)