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Salaries can't lure new faculty, deans say

Low salaries at the University of Montana make recruiting experienced faculty difficult, if not impossible, according to six of the seven deans representing UM's professional schools.

"It's a problem that we all share," said John Mudd, dean of the law school. "We've got faculty on the clock. We've got the need to entice people to come to the University."

"Our salaries are abysmally low," said David Goldman, dean of the pharmacy school. "We've got competition. We've got to hire and keep people.

"Our salaries are low. We have to raise them," said John Mudd, dean of the law school. "We have to be competitive with other universities."
letters

No exploration
Editor: Forest Service Chief Max Peterson will make a decision regarding oil and gas exploration in OUR Bob Marshall, Great Bear and Scapegoat wilderness areas on Dec. 15. It will probably be YES to allow such seismic exploration.

Such a violation of my (our) beloved wilderness areas is totally unacceptable to me.

I am (I alone?) love that country just the way it is. Come Dec. 15 I'm likely to get very mad. I will not allow the out-of-state exploration feverkeys to rape a place I hold so dear. Will the rest of you?

Tom Sewell
senior, geography

Larger issues
Editor: It is naïvely presumptuous of Rick Ryan and Sue Grebelinger to identify their invitation of David Duke to this campus because of his eloquence as a speaker, his professionalism as a lecturer, or simply because his social-political stance is contrary to theirs. To make the argument concerning freedom of speech on a university campus is, at most, mood and academic gymnastics. Moreover, to deny that the National Association for the Advancement of White People is a pale shadow screen for racism is to contribute to the inexorable simplicity of response so destructive to responsible leadership.

As a member of the faculty cannot attempt to censor on what or how ASUM, which represents student interest, chooses to spend its funds. However, to remain publicly silent over the David Duke con- troversy might be interpreted by some as consent, or at best, apathy. After much thought and dialogue with my classes, individual students, and community citizens, I offer these thoughts.

There are larger issues which I believe confront us, and the David Duke crazes serve to invite such possible dialogue. We are a nation still under the shadow of Vietnam and Watergate, and face to face with double digit inflation, unemployment, the world powers on the verge of confrontation at every turn, anti-Semitism rising again in Europe, the murder of America's Black children, and the Buffalo race murders, not to mention the ever-growing tide of ultra-conservatism. Such conditions ought ask of us many questions. The response, more urgent than ever, should be the call for the best within us to seek the best around us that we might individually and collectively not feel as alone, as separated, and alienated from each other as we have been conditioned to feel because of sexual, racial, or religious differences.

Not since those early hours when civil rights demonstrations were witnessed being clubbed down by police and clubbed down by feet by high pressure hoses have we needed more, needed those who might invite us to grasp what we as mortals have in common and to learn in which ways we might fight and live together. But the time for all of us to think about the good, to fight for a future that honors the best of American idealism and American principles. It is time that hope be the parade of necessity and courage the badge of possibility, for as a community we should honor no less, nor settle for anything less. Indeed, it is within this embrace that the best within all of us can take seed and sprout the larger visions and dreams of a some day "we" people and a we nation.

Ulysses Doss
director, African-American studies program

Support Lang
Editor: This is an open letter to the kids in Romper Room — a.k.a. Central Board. Now that you are at a High School (we hope) you would not want that you could not set a meeting with diversity within your group in a more productive way. It is true that our University President, Robert Lang be made the scapegoat for the failings of the whole student government. It also seems very clear that the reason that her requested resignation is not her supposed failings, but her liberal politics. How reactionary can you be?

One must look at the past administration's record, Pete Peterson and his administration is known to have made more expedient in his completion of the faculty evaluation process? The answer is clearly no. Should Linda be given the blame

for the student body's apathy about par- ticipating on committees? The answer is clearly no. Has Linda done anything unethical or illegal to bring about impeachment proceedings against her? The answer is clearly no. Should we students allow diversity to be silenced with such a fragrant lack of power (The students have it)?

For those of you who agree with me and support Linda, I am asking you to express your support in a tangible way for the Central Board meeting Wednesday night at 7 p.m. and show your support for her, and express your anger at C.B.'s latest power play. Be there.

Patty Tallmadge
sophomore, nursing
Impeachment explained

Editor: In case you haven't read the Kamian lastly, Central Board is getting attacked from all directions because 15 CB members might impeach Linda Lang, the ASUM vice president.

CB is getting attacked by Gadzooks of the Kamian who is sensationizing every CB move, Lin Dan Gang of One and her honorable lawyer, who are after the Fearless Gang of Fifteen, and even the Women's Resource Center are putting on their helmets and gathering their cans of mace for a battle against CB. The Student Action Center wants to ban CB members from scavenge hunting in December. (No fair, SAC gets to do it the other 11 months of the year.)

My, CB sure knows how to get things stirred up — the natives are restless. Well, before people start attacking CB, let us see why those 15 CB members are for a possible impeachment of Lang.

First, contrary to what people might think, CB is not impeaching Lang because it doesn’t like her. If I didn’t like her I would stick my tongue out — it’s a lot easier than impeachment proceedings. The 15 CB members’ decision is based on professional grounds. Lang is not doing her job as vice president as established in the ASUM by-laws.

The ASUM by-laws state that Lang is the coordinator and organizer of all ASUM student-faculty committees. CB’s main complaint is Lang has not organized or coordinated the ASUM committees effectively. Lang has hindered the progress of committees by failing:

• to organize the committees until late in the fall, even when she was given additional time last year by CB to organize them.

• to notify people that were appointed to the committees until late in Fall Quarter.

In particular, the ASUM student-faculty evaluation committee has suffered the most by Lang’s neglect. Lang did not organize the evaluation committee soon enough to get the faculty evaluations tabulated so they could be used to evaluate UM faculty members at the beginning of Fall Quarter. Lang has also jeopardized the UTU Collective Bargaining Agreement. The agreement states that if an extension is needed for completion of the student-faculty evaluation forms, a two-week notice is needed. Lang informed ASUM Legal Services five hours before the deadline that she needed an extension. This infuriated the UTU and because of this, Lang might have jeopardized future student involve-

ment in the collective bargaining process.

Some people say that the student-faculty evaluation committee was Dave Curtis’ fault. Not true — and I will again remind people that all ASUM committees are Lang’s responsibility.

Well, for one thing, we established a tutoring service for students with ASUM picking up part of the tab. The tutoring service is located in the Center for Student Development. You might want to go over there and get a tutor for “Basic Letters-to-the-Editor Writing” so you obviously need help, Sue.

Another project we’re working on at ASUM, specifically Student Union Board, is a get-more-students concept of the UM and more control of the spending of student money. It is apparent by your remarks, Sue, that you do not feel this is necessary.

Another endeavor of ASUM is the legislative effort. Did you know, for instance, that ASUM has hired two lobbyists, Dave Carey and Mike Dahlen, to represent the university in the upcoming Legislature? In conjunction with this, the Legislative Committee, an ASUM sponsored commit-

tee if you can imagine that, is doing research for Mike and Steve so that UM can get adequate funding it deserves in this next Legislature.

And then there’s the Faculty Evaluation Committee. You Sue, of all people should realize the importance of this committee as you are a member of it. ‘For you to state, question the need for student government’ are you implying that ASUM (note ASUM, not ASU) shouldn’t have participation in the evaluation of teachers?

Well, Sue, I could go on and on about the endeavors and achievements of ASUM but I think I’ve made my point. The fact is ASUM is a valuable and intricate part of this university and its role is one of more than just handing out money during budgeting.

In the future, Sue, if you decide to write any more letters maybe you should consider choosing your words more carefully or write about something you have more knowledge of.

Carl Burgdorfer
CB delegate
Student Union Board member

Epitaph for John

Editor: John Lennon died Monday, Dec. 8, 1980. At 40 years of age it seemed as if Lennon was finally at peace with himself, having exercised any demons which had plagued him in his younger days and having resolved his inner conflicts. By all accounts he was living at peace with his wife Yoko Ono and their son Sean Ono Lennon. His recently released record album is a mirror of a man finally contented. He loved his wife, his child and his life.

He recently told Newsweek reporter Barbara Gruastark of his discovery of his identity, “I wandered around Hong Kong at dawn, alone, and it was a thrill. It was rediscovering a feeling that I once had as a youngster walking the mountains of Scotland with an auntie. The heather, the mist . . . I thought — aha! This is the feeling that makes you write or paint . . . It was with me all my life! And that’s why I’m free of the Beatles — because I took time to discover that I was John Lennon before the Beatles and will be able at the Beatles and be so free.”

The influence John Lennon had on many of our lives is incalculable on any given subject. He was the most articulate and the most sensitive member of the most influential musical group in rock history. He called desperarly for peace in a time when the world was filled with war, and he spoke of love when the ratio of love was threatened to suffocate life. These messages were not new, but Lennon repeatedly shouted them in a time in which the messages were scarcely whispered by others.

Today we remember him for this love that he conveyed so well through his music.

“...And in the end the love you take is equal to the love you make.”

— John Lennon

1940-1980

Shawn Swayarter
Sophomore, General Studies

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Lennon's music breached traditional barriers

NEW YORK (AP)—Comparing John Lennon to the average rock star is like comparing Abraham Lincoln to Millard Fillmore. The Beatles, of whom Lennon was the most dynamic, and perhaps the most creative member, were more than rock stars—they were innovative and original musicians whose arrival changed the face of popular music.

Bob Dylan, who stood at the top of the 1960s rock pyramid with the Beatles has openly acknowledged he did not think about changing his style until he heard the Beatles. The Beatles did not think about it—they simply breached the barriers, those previously sacrosanct boundaries of rock and roll, folk and country and jazz and classical.

Growing up in Liverpool, England, they were weaned on rhythm and blues and early American rock—on Bill Haley and the Comets, Elvis Presley, Carl Perkins, Chuck Berry, Roy Orbinson, Buddy Holly, Little Richard, Fats Domino. Performing in the seamy cellar night clubs of Hamburg, West Germany, they fused those styles into a distinctive sound that even today may be recognized as "early Beatles."

Some testimony from Dylan, who was a folk singer with a relatively restricted following that frowned on rock'n'roll as childish frivolity when the Beatles exploded onto the International Top 40 in 1964.

"We were driving through Colorado and we had the radio on and eight of the Top 10 songs were Beatles songs. I thought to myself, 'Holy Hand,' all those early ones. They were saying things nobody was doing. They were outrageous, just outrageous, and their harmonies made it all valid."

"I kept it to myself that I really dug them. Everybody else thought they were the teenyboppers, that they would pass right away. But it was obvious to me that they had staying power. I knew they were pointing the direction where music had to go. In his head, the Beatles were 17."

By 1966, they had gone far beyond what anybody in rock had done before, both instrumentally and lyrically. "Yesterday" and "Eleanor Rigby," for example, both emphasized the cello, of all instruments, in rock music.

Those songs, as were most Beatles tunes, were credited to Lennon and Paul McCartney. But they were usually the work of one or the other, and Beatles aficionados could spot the difference.

McCartney was sweet, melodic, lyrical, whimsical, sometimes bordering on the saccharine. Lennon was hard driving, tough, often angry and irreverent toward Queen and country.

"Yesterday" was typical McCartney. "Yesterday, all my troubles seemed so far away."

Typical Lennon was "Her Majesty." "A dirty lass than a minute long that ended the 1969 'Abbey Road' album. 'Her Majesty's a pretty nice girl but she hasn't got a lot to say.'" "Post-'66 Beatles songs were analyzed to death for covert meaning."

"I am the Walrus" was said to contain the words, "Paul is dead!" if played backwards. The rumor that McCartney was indeed dead and had been replaced by a double swept the Western world.

"Sgt. Pepper's Lonely Hearts Club Band" in 1967 was considered their classic album, a peece to rebellious youth and to the drug culture in particular with "Lucy in the Sky with Diamonds" said to be an abbreviation for the drug LSD.

"But it kept on in 1971 and the subsequent careers of the individual Beatles.--Lennon, McCartney, George Harrison and drummer Ringo Starr--demonstrated that the whole was greater than the sum of its parts. McCartney was the most commercially successful, but without Lennon, his music was cute pie-pop-rock, appreciated by teenagers but not by most critics.

Lennon was only moderately successful, in part because, at age 30, he was tired of writing and performing for teenagers. His music meandered into the eclectic and he insisted on teaming with his second wife, Yoko Ono, whose talents, to be kind, are not in music.

His new album, "Double Fantasy," its first in five years, was made with Ono, and is number 16 in the Cash Box Top 100 Albums. It's Lennon's longest—"Let It Be"—sixth among singles.

Lennon, who played rhythm guitar for the Beatles, was never considered a great instrumentalist. But he understood music, in explaining how the Beatles built layers upon layers of music, he cited basic 12-bar blues as the root of rock'n'roll. As he told an interviewer in 1970:

"The blues is a chair, a design for a chair or a better chair. It is the first chair. It's a chair for sitting on, not chairs for looking on or being appreciated.

"You sit on that music. We don't sound like anybody else, that's all. 'Please Please Me' and 'From Me To You' and all those were our version of the chair. We were building our own chair.'"

The chair lives on. Praised by highbrows like Leonard Bernstein and Aaron Copland, performed by classical orchestras, jazz and pop and rock artists like Ella Fitzgerald and Frank Sinatra, lumped with Ger...
The issue of impeachment...

QUESTION: What do you think about Central Board's vote tonight on impeachment proceedings against ASUM Vice President Linda Lang?

Dave Blair, senior in resource conservation/geography: "Their basis for impeaching her is real shaky. If an elected official is impeached, it should be for doing something wrong—it doesn't seem like that strong a stand for them to take."

Elaine Caton, freshman in zoology: "It seems to me there's a lot of controversy. I think it needs more consideration. It should be taken very seriously."

Phil McCreedy, senior in economics: "I don't think she should be impeached. I think it's just a personality thing. It would be a symptom of the fact that student government isn't that important, and it will set a bad precedent."

Mark Peterson, sophomore, honors program: "I'm against them impeaching Linda Lang. They're using Linda Lang as a scapegoat, and I don't think it will improve ASUM."

Sandra Purdy, freshman in pre-nursing: "I haven't heard enough to form an opinion. I really don't know which is true—you hear so many conflicting views."

Duke debate

KUFM radio will broadcast a discussion about the scheduled speech of David Duke, former leader of the Ku Klux Klan, tonight on its evening news between 5:30 and 6.

Participating in the discussion of whether Duke should appear on the UM campus in February will be Sue Grebeidinger, ASUM lectures coordinator and Terry Messman Rucker, senior in journalism.

'Golden Fleece' award given

WASHINGTON (AP) — The Federal Highway Administration was given Gen. William Proxmire's "Golden Fleece" award for December for spending more than $240,000 on a computerized system to direct people who can't or won't read maps.

Carter Dove, a spokesman at the Federal Highway Administration, confirmed that the agency is experimenting with a telephone, call-in computer system that he said is designed to conserve energy and save lives.

He said it will do more than provide directions, and will be capable of giving information about the time, travel restrictions and key bridge closings.

The Wisconsin senator said the system was "paternalistic" and an example of "technological overkill at its worst."

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Regents, teachers’ union to begin negotiations for 1981-82 contract

The University Teachers’ Union will meet with the Board of Regents bargaining team Tuesday to begin negotiating for a 1981-82 contract.

Howard Reinhardt, UTU president and University of Montana mathematics professor, said that the union and the administration met Dec. 1 to exchange lists of items to be negotiated, but said that specific proposals are kept secret.

Not surprisingly, faculty salaries is the most important issue up for negotiations.

Reinhardt said that faculty have seen their “earning power drastically reduced” in the past 10 years, and that he would like to see across-the-board comparable to those in 1970.

Reinhardt said that he has not heard from Jack Noble, vice president of academic affairs for the university system, on the proposed employee compensation plan, which recommends faculty salary increases of 12 percent and 11 percent respectively over the next two fiscal years.

Reinhardt said that faculty evaluations will also be discussed at the bargaining table.

Reinhardt said that the UTU will suggest ways for the students to be able to meet their Nov. 15 deadline for faculty evaluation in the future. “We don’t want to write the students out of the process,” Reinhardt emphasized. He said that the UTU will be suggesting ways to improve students role in evaluation.

Bob Brown, the student representative in collective bargaining, said that the student grievance procedure and the rights of students to participate on campus committees will be discussed.

Members of the UTU bargaining team include Charles Bryan, bargaining team chairman and math professor; William Derrick, math professor; John Lawry, philosophy professor; Richard Barrett, economics professor; Mark Behan, botany professor; Charles Bloquent, library professor; and Michael Brown, chairman of the accounting and finance department.

The management team will include: Don Habbe, UM academic vice president; George Mitchell, UM president’s legal counsel; Patricia Douglas, UM vice president of fiscal affairs, Noble, and Joe Scottie, director of labor relations in the commissioner’s office.

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Lolo Pass bus route?

The fate of a weekend bus service to Lolo Pass will be decided tomorrow in a meeting between several local bus operators and the U.S. Forest Service.

The meeting is at 2 p.m. in the Missoula Ranger District Office, 2801 Russell St.

Steve Morton, forest service director of the project said more than 60 people have called him in support of the service, which would carry skiers from Missoula to Lolo Pass and back for about $4.

Morton encouraged the public to attend the meeting to show support for the bus service to the popular recreation site.

A nation without a conscience is a nation without a soul is a nation that cannot live.

—Winston Churchill
Vannini . . .  
Cont. from p. 1
Vannini in July 1978, is a private non-profit corporation organized with the goal of raising money for the university.

"Our obligations," Vannini said, "is to provide for the quality-of-life things that improve the total educational experience, the front-of-the-class type of things.

As an example, he cited the construction of a new freshwater research laboratory at Yellow Bay on Flathead Lake, which brought the Wildlife-Wildlands Institute directed by John Craighead, an expert on the grizzly bear.

Although Vannini is employed by UM, the foundation, and not the university, UM contracts with the foundation for its services as development director for $50,000 a year.

According to UM President Richard Bowers, a non-voting member of the foundation board, Vannini's success has been easy to gauge.

"It's like a coach and his win-loss record," he said. Vannini has been successful.

Private donations for the 1979-80 fiscal year totaled $1,607,005 more than twice as much as was donated the previous year.

Vannini presents potential contributors with plans for donating to the foundation in ways that will benefit them as well as the university. Besides immediate donations, he tries to persuade them to leave posthumous gifts.

"We talk about what they can leave behind," he said. "Death is a reality and we talk about it."

While Vannini confesses he has only limited contact with students, the academic standards of the university are important to his success.

"Students winning awards and bridging the home the bacon helps me. When we have a student who wins an award in music, it's a whole lot easier to go to a donor who wants to support the music school."

It was during his appointment as acting director of the UM admissions office this summer that Vannini became involved in controversy.

Bowers assigned Vannini to reorganize the office to place a greater emphasis on recruiting students.

In the process, six women employees were fired and the acting director of admissions, Marilyn Parker, was shifted to the financial aids office.

At the time Vannini said the six women did not have enough experience in recruiting to fill new positions in the office.

After negotiations with the union representing the employees, the women were rehired. Three of them have since left the office.

Parker, now on extended sick leave, called the reorganization "the poorest type of management."

She accused Vannini of biasing his decision to retain the office on a single staff meeting he attended and a 30-minute tour of the admissions office.

Vannini, however, said the meeting and tour were only a small part of what he called his "management audit" of the department. He said he based his plan on discussions he had with admissions personnel on campus and admissions personal at several universities around the country.

Although Vannini acknowledges his public relations efforts on campus have been lacking, he said he realizes it is important that the foundation have a good image.

"If you have a bad experience with the UM foundation while you're an undergraduate, when I see you when you're a graduate, you're going to say 'That jerk never gave me the time of day and now he wants my money.' "

Vannini earned a B.A. at Eastern Connecticut State College at Willimantic in 1972 and a master's degree in public administration from the University of Maine at Orono in 1973.

Curtis . . .  
Cont. from p. 1
Curtis is scheduled to leave the annual student-money allocation from Spring Quarter to Winter Quarter. CB will vote either "no-confidence" or "confidence" in the suggestion. If the latter, the review board will begin a study on the proposed change.

Grebelinger, the board's chairman, said the budgeting process should be switched to Winter Quarter because CB members who allocate the money would then have been in office for almost a year, and would be more familiar with the groups requesting money. A similar proposal was voted down last year 17-14, she said.

Salaries . . .  
Cont. from p. 1
"If you find a faculty member that says salaries aren't too low, you found a rare bird," he said.

Richard Solberg, dean of the College of Arts and Sciences, found it difficult to make a general statement about recruitment in all the departments under his jurisdiction.

However, he said the departments which have the toughest time recruiting faculty are computer science and geology. He said the history, English and foreign language departments probably have an easier time recruiting faculty than any of the professional schools on campus.

Currently, Solberg said, the turnover rate in the College of Arts and Sciences is low because of bad economic conditions. At this point, he said, faculty members can not leave Missoula although they may want to.

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