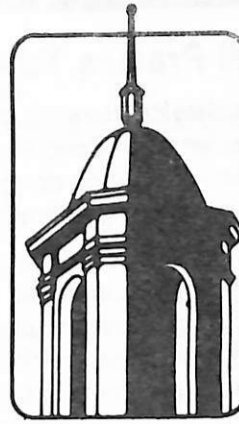


ACCENT

Faculty, Staff and Student Publication



Vol. 13, No 13 November 23, 1982

TSU Leads In Advancing Faculty Skills

TSU's lead in advancing faculty skills in the use of computer technology for instruction and research is being followed by its associate institutions in the State Board of Regents.

A TSU workshop hosting representatives from 16 schools was the most recent vehicle underscoring the University's prime role in the new computer-based technique. Much of the material presented at the workshop was initiated through the pace-setting TSU project which has drawn commendations from Regents Chancellor Roy S. Nicks.

"Faculty and staff at TSU are to be commended for speed and thoroughness in developing this project," Nicks said. He said TSU's project— "a quality undertaking"—is the first of its kind on a statewide basis.

Courses for faculty members are offered by the mathematics department and participants earn three graduate credits for each course. Course fees are paid by the Board of Regents and the institutions under the Board's grant-in-aid program.

"We are very pleased with the overwhelming positive response by the faculty because it signifies a recognition of the growing need for computer literacy in today's classroom," Nicks said.

Nicks noted that before computer literacy for students can be addressed on a significant scale, it is essential to ensure a greater level of computer science competence by all faculty and to train greater numbers of faculty to teach computer science.

He stressed that the TSU project represents one phase of the Regents' three-part plan to improve computer literacy at the 16 schools governed by the Regents.

The Regents are sponsoring a program at Memphis State University in which selected faculty from other colleges can earn a master's degree in computer science by studying two summers and completing an

(Continued on page 2)

TSU's Share

State Higher Education Appropriation

Tennessee ranks 23rd among the 50 states in the amount of tax funds—\$374,255,000—appropriated this '82-'83 academic year for higher education, a story in *The Chronicle of Higher Education* said.

The state's per capita spending of \$81.15 gets a 40th ranking, and its national average of \$9.61 spending per \$1,000 personal income for higher education ranks 32nd, according to the story on a report compiled by M. M. Chambers, professor of education administration at Illinois State University, who has compiled comparable data from the 50 states every year since 1958.

TSU's share—\$13,881,000—of the total state higher education appropriation amounts to a minus 11 percent in funds received over a previous two-year period, the report said.

"In this year of economic recession, the increase in state appropriations for higher education is the smallest in more than 20 years—only 6 percent above the total for 1981-82, the Oct. 20 story points out.

It adds that during the previous 20 years, the yearly increases in state tax funds earmarked for colleges and universities averaged nearly 14 percent. But now such spending has been caught in the economic slowdown, which has depressed the states' sales and income tax collections.

"Only twice in the previous two decades has the yearly growth in higher education appropriations dipped as low as 9 percent—in 1962-63 and 1976-77," the story said.

It's noted in the article by Jack Magarrell that "during higher

education's boom years in the late 1960s, the annual increase in support from state tax funds twice reached highs of 25 percent—in 1956-66 and 1967-68."

Legislatures in two states—Oregon and South Dakota—have actually appropriated less money for colleges and universities than in 1980-81. Oregon's \$240.5 million is down 4 percent from \$250.4 million in '80-'81; South Dakota's \$53.5 million is \$236,000, or .04 percent less than was appropriated in '80-'81, the report said.

Total state support for higher education this year amounts to more than \$24.2 billion, according to Chambers.

The report said the University of Tennessee at Knoxville received 6 percent less over two years with an

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The United Way Works For You

The United Way works for you because you give.

Tennessee State University is now involved in the 1982 United Way fund drive. TSU participates in two annual volunteer fund drives each year—the research and development campus fund drive and the United Way Fund drive.

All of us have had our lives touched at one time or another by United Way agencies whether we

were aware of it or not. The United Way gives financial and volunteer support to over 56 agencies. They help supplement the agencies' budgets after they receive their initial funding. Because of the budget cuts, the agencies will soon begin to feel the financial crunch as they begin planning for 1983. They are realizing they will need more assistance from United Way than they have in previous years.

The United Way set a goal for TSU of \$6600 or a 25% increase over the \$5000 that TSU gave last year. President Humphries at an organizational meeting of the fund drive set new goals for TSU. "We are going to double what was given last year," said Humphries, "We are committed to improving our circumstances; if anyone should know it, we should know it, that need

(Continued on page 3)



Pacesetters (l-r) Rosa Mimms, scholarship committee chairman and Geraldine McGowan, president, presented a check to the Foundation for student loans. The organization forfeited its 1982 Annual Tea to help TSU students.

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National Accreditation Council Praises Teacher

Preparation

The strengths of TSU's teacher education programs lie in the faculty's qualifications, the close supervision of students, flexibility in the graduate curriculum and required field experience in speciality areas according to a highly complimentary report from the National Council for Accreditation of Teacher Education (NCATE).

"The NCATE report tells us that we have a quality program for the preparation of teachers," said Dr. Everette Witherspoon, dean of the School of Education. "The strengths listed by the Council indicate that we go far beyond the standard requirements."

The Council, which represents a myriad of professional education organizations, has 52 standard requirements for accreditation. TSU met all of the requirements and consequently was granted reaccreditation of all its bachelor's, master's and specialist programs for teacher preparation.

Based on a site visit and program review earlier this year, the Council also identified strengths and weaknesses in the program. Specifically, the strengths include:

- * Joint supervision of student teachers by the methods instructor and a university supervisor, which provides an exceptionally close and competent supervision of field experiences;

- * An eminently well qualified, both academically and through elementary or secondary teaching and/or administrative, experienced faculty.

- * Requirements that all undergraduate education majors

complete coursework and clinical experiences in special education is a particularly strong component of basic teacher preparation programs.

- * Flexibility of curricula for programs in curriculum and instruction provides unusual latitude for the individualization of programs of study for program majors.

- * Strong commitment on the part of faculty to the evaluation and follow-up of graduates of basic programs was noted and applauded.

Program weaknesses, as identified by the Council, included insufficient provision for structured representation of students on several policy-making bodies; insufficient flexibility in the master's programs in teaching, which are designed around state certification requirements; teaching loads, particularly for graduate faculty, were judged excessive; and, a shortage of secretarial services and inadequate travel funds to support representation at professional conferences and clinics.

"The weaknesses, which are not to be overlooked, are minor compared with the strengths of our programs," Witherspoon said. "The important thing here is that the qualifications of our faculty have been recognized. Their training and experience makes them aware of the trends and practices in today's public schools, which they pass on to their students."

"During this time when there is so much criticism of public schools and the teachers in them, the public needs to be assured that the teacher preparation programs at the University meet or exceed the national standards," Witherspoon added.

MARC Program: An Inside View

"Every student graduated from the program so far has been accepted into a major university with full scholarship—everything paid."

The program is TSU's Minority Access To Research Careers Undergraduate Honor's Program. The speaker making claims for its achievements is Dr. Prem S. Kahlon, professor of biology and program director by appointment of President Frederick S. Humphries.

Noting that the program, known as MARC and in the third of a five-year federal grant of more than \$600,000, attracts only "top caliber" students. Kahlon said that when students leave here for graduate study at schools around the country like Massachusetts Institute of Technology, "they bring a good name in academics to TSU."



Dr. Barbara Nye, director of the Center for Training and Technical Assistance and assistant professor of education was recently congratulated by President Humphries for regional and national recognition of her outstanding leadership and dedication in the development of children's services in the Southeast region, composed of eight states. She was also chosen president elect of the Tennessee Association for Young Children during its meeting in Knoxville the first week in November.

Students in the sophomore through senior year, majoring in biology, bio-chemistry, chemistry or physics-mathematics and have a 3.0 or better grade point average, are eligible to enter the program.

A MARC student also must have a career goal leading to a Ph.D. in biomedical science. Stated formally, MARC's objective aims to "enhance the competitiveness of minority (students) to enter and succeed in graduate programs leading to a Ph.D. degree in bio-medical research," Kahlon said. (Those students accepted by MARC, students "of unusual maturity and academic attainment," will have their full tuition fees and travel expenses paid and will receive a monthly stipend (it's \$350 this year; will be \$420 next year).

Program facilities include research laboratories and classrooms in the department of biological sciences and a reading skills laboratory. Additionally available are an animal and plant facility and a specialized instrumentation center with one electron microscope and other accessory equipment.

A \$397,000 USDA grant received by Kahlon provided for a new research and office facility. The three-year project specified \$70,000 for construction and \$26,000 for equipment for a tissue culture laboratory.

The lines of authority for MARC within TSU begins with President Humphries, who looks to Kahlon directly for administration of the program, it was pointed out.

The current list of MARC students are Casandra Y. Buford, junior, biology; Robin Cobbs, senior, math; Gregory A. Diggs, junior, biology; Nevin R. Harton, senior, electrical engineering; Allison D. Knight, senior, biology; George Jones, senior, mathematics; Jacquelyn Perry, senior, biology; Adrienne Preston, junior, biology; Wyvonia A. Ray, junior, psychology; Carl Simmons, senior, electrical engineering; Reginald Robertson, senior, mathematics; and Yvette Turner, senior, biology.

Senegal Director Visits Campus

Sidy Moctar Keita, director of the Integrated Agricultural Development Project, Casamance Region, Senegal, West Africa, was a recent campus visitor, meeting with agriculture researchers to discuss soybean and corn production and nutrition while making an observational tour of TSU's farm operation.

Conducted through the South East Consortium for International Development (SECID), a \$10 million project funded by the U.S. Agency for International Development (USAID), the Casamance project has the general objective of improving agricultural production, livestock production, rural development and health in Senegal.

There are several U.S. land-grant schools from which technical assistance personnel are working on the development project in Senegal.

Hosted at a luncheon and welcomed to the University by President Frederick S. Humphries, Keita was told by Humphries that he had the opportunity to visit his project in the Casamance Region while traveling in Senegal in July of this year.

Humphries assured Keita of TSU's hope to become involved in international development assistance in Senegal in the future. The visitor was presented a gift by Humphries emblematic of the University.

Keita's visit was coordinated by Dr. Roland Norman, dean of the School of Agriculture and Home Economics and Dr. Troy Wakefield, director of the International Food and Agriculture Development Program (IFAD) in the School of Agriculture and Home Economics.

Wakefield also gave Keita a tour of the World's Fair in Knoxville as well as the city of Nashville. Before his departure Keita reiterated that it was a very pleasurable experience at Tennessee State University and expressed his gratitude to President Humphries and Dean Norman for

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TSU Leads In Advancing Faculty Skills

(Continued from page 1)

independent study during the intervening year.

Attending the TSU workshop were representatives from Austin Peay State University, Columbia State Community College, Dyersburg State Community College, East Tennessee State University, Memphis State, Middle Tennessee State University, Jackson State Community College, Roane State Community College, Tennessee Tech University, Volunteer State Community College, Walters State Community College, Cleveland State Community College, Motlow State Community College, Chattanooga State Technical Community College, Shelby State Community College and TSU.

Senior Scholar Fullbright Awards

The Council for International Exchange of Scholars (CIES) is now accepting applications for Senior Scholar Fullbright Awards abroad during 1983-84. Over 200 lecturing and research awards are available in all academic disciplines and most countries.

There is now no specific deadline for receipt of applications. As CIES receives and reviews applications, awards will no longer be available. Individuals should therefore act promptly if they wish to be considered for an award in 1983-84.

Applications and further information may be obtained from CIES, Eleven Dupont Circle, Washington, D.C. 20036, Tel. 202/833-4950, or from the Office of the graduate dean. Prospective applicants should verify with Dr. James Reeves, dean, The Graduate School, (320-3491), that a particular award is available before completing an application.

All applicants must be U.S. citizens, hold a doctorate or other higher degree, have significant professional or teaching experience, and, in some cases, be fluent in a foreign language.

The Fullbright program is funded and administered by the United States Information Agency.

Three Students Awarded MIRS Fellowships

The following students successfully competed for and have been awarded 1982-83 Minority Institution Research Support Fellowships from the Environmental Protection Agency: Jacqueline T. Harris, graduate student, department of chemistry; Sylvia McGee, senior, department of biological sciences; and Gwendolyn M. Rees, graduate student, department of biological sciences.

Each award covers tuition, a \$250 book allowance, and a \$5,000 stipend. This competitive program was restricted to seniors and graduate students from institutions with predominantly minority student pools. It is significant that the TSU students successfully competed for three (10%) of the thirty fellowships awarded for 1982-83. Dr. E. L. Risby, who became aware of the MIRS Fellowship Program through participation in the Extramural Associate Program (NIH), stated that considerable credit for the quality of the applicants is due to TSU faculty sponsors Dr. James A. Adams, department of biological sciences and Dr. Ying, Lin, department of chemistry, who not only selected the applicants but whose very active

Accounting Seminar To Be Offered

Tennessee State University will be offering a comprehensive accounting seminar for accountants in the middle Tennessee area at the downtown campus beginning in November. The seminar is designed to meet the forty hour continuing education requirement of the Tennessee Accountancy Act of 1980.

The seminar will be held in five different eight hour segments. They are:
November 4—Individual Tax Update
Corporate and Estate Tax Update
19—Internal Auditing
Compilation and Review of Financial Statements
December 3—EDP Feasibility
Cash Management
10—Operational Auditing
Accounting for Government and Non-profit entities
17—Current Accounting Theory
The registration fee for eight (8) hours of credit is \$100.00 or \$400.00 for the total forty (40) hours of credit. The registration fee includes the instructional notebook, lunch, breaks and parking. Late registration and check-in will be held each day from 8—8:30 a.m.

Registration had to be received by November 1, 1982 for any or all sessions to reserve a place. Refund requests will be honored until two working days prior to the conference date. Substitutions are permitted. For more information, please call Emily Miller, 251-1505.

TSUSA—On The Move

Tennessee State University's Secretaries Association (TSUSA) is on the move.

The association began its 1982-83 year with a fall fashion show to raise money for its new scholarship fund. "It was a success," said Deborah Watson, president, "we appreciated the people who came out." They raised over \$400.00.

TSUSA awarded its first \$500 scholarship this year to Jacqueline Wheeler, a business education student from Clarksville, TN. Watson is requesting "needed support of all office personnel, not just secretaries," and promises a "very rewarding" experience to those who participate in the association.

Other activities this year include the continuance of jazzercise classes on Tuesday and Thursdays from 4-6 p.m. in the Gentry Complex for all University employees, the development of a luncheon rap session (Donahue style), and celebration of National Secretaries Week in April.

research programs provided the environment and training for the development of competitive students.

Calendar

November 12-30

Art Exhibit: Showing of Graphic Works by Mark Morse. Art Gallery, Jane Elliott Hall.

November 25-38

Thanksgiving holidays

December 9

Faculty Recital, 3:00 p.m.
Recital Hall, Marie Brooks Strange Music Bldg.

December 14-17

Final examinations for the fall semester.

December 20—January 3

Christmas Recess

January 5-8

Registration for Spring Semester

January 10

Classes begin

*Multiphasic Screening for State Employees

The Department of Public Health, Employee Health Services, offers screening examinations to state employees as appointments are available. Multiphasic screenings include tests and assessments which are specifically indicated for each employee's personal health problems and risks. All employees must be willing to return for screening results and to follow through with recommendations.

Please note the following:

Eligibility: Must not have had a screening in the past 36 months.

Appointments:

We are now accepting applications for the first quarter of 1983. Appointments will be allocated to various departments, agencies and commissions in proportion to the number of employees. Selection will be by a random sampling procedure which provides an equal chance that each employee will receive an appointment. For those who do not receive an appointment this quarter, your request will be retained so that you will again have an equal chance for selection in the next quarter. It is not necessary to make a second request.

Please call 7431-7831 if information on your written request should be changed or if you desire to cancel an appointment. You will be notified of your appointment and given instructions.

Please complete the following information and return by December 1, 1982 to:

**Multiphasic Screening
Cordell Hull Building C-1, Room 135
Nashville, TN 37219 or route to MPS**

*Furnished by Tennessee Department of Public Health.

The United Way Works For You

(Continued from page 1)

to give this year." Dr. Humphries is looking for a goal of \$10,000 or a 100% increase in monies raised.

The United Way wants to communicate to you what they do, where the monies are distributed, how decisions are made, the needs which will be met, and what you can do to help.

Learn more about the United Way services and agencies by asking questions that Carol Wade, director of personnel, or the personnel office can answer with information provided by United Way. Please call and give today!

ACCENT Schedule for Balance of 1982-83 Fiscal Year

December 10
January 3 and 21
February 4 and 18
March 4 and 18
April 1, 13, 29
June 10

ACCENT is a Tennessee State University publication for faculty, staff and students produced by the Office of Public Relations. It is published from August through June (no issues in July) of each year. Staffers contributing to this issue include Juanita Buford, Robert Churchwell, John Cross, Darryn Hall and Harold Jackson, Ph.D.

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Editor Emeritus, Anne W. Bell
Editor, Mary M. Vowels

Students To Benefit From Additional Funds

An estimated 400 students will benefit from additional funds allocated to TSU's Student Financial Aid program by the U.S. Department of Education, according to Homer Wheaton, director of the office.

During a recent interview, Wheaton said the University has received notification from the Department of Education that an additional \$325,000 had been allocated for the work-study program, \$278,000 for the Supplemental Education Opportunity Grant (SEOG) program and \$100,000 for the National Defense Student Loan (NDSL) program.

"This means we will be able to offer better awards to our students," Wheaton said when discussing the benefits of receiving the money. "We will be able to give awards for the spring semester to some students who did not get aid for the fall semester."

Tennessee State University found itself in a "terrible bind" this summer when the Department of Education suddenly withdrew \$520,000 in NDSL funds already allocated to the University for the 1982-83 academic year. As a result, the number and amount of financial aid awards were reduced. The shortfall was compensated for by offering students guaranteed loans, arranged with the help of the Tennessee Student Assistance Corp., and through deferred payment plans.

The restoration of NDSL funds can be attributed to congressional actions and the efforts of University officials, Wheaton said.

Faculty Briefs

Insignares: ASNE Fellow



Dr. Harriette Insignares, associate professor of communication, was the recipient of a \$3,000 fellowship, this past summer, from the American Society of Newspaper Editors to study journalism.

As one of nine fellows selected by the society's spring competition, Insignares was assigned to spend her tenure at **The Tennessean**. All fellows were assigned to newspapers in major cities across the country.

At **The Tennessean**, Insignares observed and worked in the contemporary newspaper environment. She accompanied beat reporters and observed copy editing and layout procedures, as well as modern photo journalism techniques. Insignares is the first TSU faculty member to receive this fellowship.

Dr. Samuel Shannon, history professor, published an article in the *Education Quarterly*, vol. 22 (Summer, 1982), titled "Land-Grant College Legislation and Black Tennesseans: A Case Study in the Politics of Education."

Lois C. McDougald, associate professor of history, attended the Annual Meeting for the Association for the Study of Negro Life and History in Baltimore.

Dr. Alonzo Stephens, history professor, represented the Tennessee Historical Sites Commission in a Regional Planning Session in Atlanta.

Dr. Jamye Williams, head, department of communication, addressed the Employees Forum at Meharry Medical College on "The Role of Communication in a Health Care Facility" and the guest speaker at the Freedom Fund Banquet of the Ft. Worth-Tarrant County Branch NAACP in Ft. Worth, Texas recently.

Drs. Lawrence James and Donald Page, department of communication faculty, represented the department at the National Convention of the Speech Communication Association in Louisville, the first week in November. They also attended the meeting of the Tennessee Speech Communication Association, at Montgomery Bell State Park in September, along with **Elijah Holt**, **Sandra Holt** and **Dr. Weldon Stice**.

Dr. Pearl G. Dansby, head, department of psychology, presented a colloquium of her research on the "Black Women" at Wooster College in October.

Dr. Frederick S. Humphries, University president, was appointed to the Joint Committee on Agricultural Research and Development (JCARD) of the Board of International Food and Agricultural Development (BIFAD), recently.

Dr. Martin O. Deschenes, associate professor of French, was elected second vice president of the Tennessee Foreign Language Teaching Association (TFLTA) at a foreign language meeting held in Nashville in October. He will become

(Continued on page 4)

Appointments and Promotions

Information furnished by the Personnel Office and the Office of the Vice President for Academic Affairs.

Faculty Recommended for Promotion, 1982-83

Appointments

Zenobia Bagli
associate professor, Speech Pathology

Harold Mitchell
professor, Speech Pathology

Lauree Lane
associate professor, Biology

David Holder
professor, Chemistry

Lawrence James
associate professor, Communication

Donald Page
associate professor, Communication

Bruce Mallard
associate professor, Criminal Justice

Louise Watkins
assistant professor, English

Jyotsna Paruchuri
associate professor, Government and Public Affairs

Bruce Rogers
professor, Government and Public Affairs

Chris Terrill
professor, Physics and Mathematics

Clinton M. Lipsey
professor, Sociology

Charles Weis
professor, Economics

Helen Bain
associate professor, Education Administration

Paul F. Caraher
professor, Education Administration

Johnny Carey
assistant professor, HPER

Mary Watkins
associate professor, HPER

Alberta Herron
associate professor, Psychology

Dorothy Stewart
professor, Psychology

Michele Thomas
professor, Psychology

Carol Campbell
assistant professor, Nursing -AD

Mary Hammer
assistant professor, Reading

Elnore Roane
professor, Reading

Helen Chen
associate professor, Library

Paul Zepelinsky
associate professor, Art

Raymond Little
Plant Science

James Cunningham
Heating Plant

Allen C. Tatum
Safety & Security

Evelyn A. Frazier
Physical Plant

Freddie L. Braddock
Telephone Communication

Susan Elliot
Student Affairs

Patricia Husaini
School of Business

Theodore McClain
Athletics

Billy Martin
School of Business

Michael Greene
Student Affairs

Frederick Morris
Learning Resources

Samuel Carter
Safety & Security

Lucy C. Howell
Urban Psychiatric Study

Carl P. Davidson
Physical Plant

Linda Thompson
Psychology

Douglas S. Redford
Development

Janet Voss
Extension Service

Cheryl Martin
Sociology/Downtown

Verda Gibbs
Engineering

Debra Hale
Weekend College

Sherry L. Bowins
Math Laboratory

Barbara Shahan
Admissions and Records

Danny Vanderpool
Physical Plant

Sanetta L. Whitelaw
Finance and Accounting

Teddy Jackson
Physical Plant

Masoud Shamsolkotabi
Engineering

Harry Williams
Student Loans

Lurelia Moss
Athletics

Eugene Roper
Safety & Security

*Privacy In The Office

We need privacy in our professional lives as well as in our personal lives. Our offices become a kind of "home away from home" for us. Indeed, they should. Office employees spend between a fifth and a quarter of each working week at their jobs, according to U.S. Department of Labor statistics. Therefore, in order to feel comfortable in our working environment, we must be allowed to take some time for ourselves, to remove ourselves from the constant hubbub of the people, sights, and sounds around us.

But how can you, as a secretary who must remain accessible at all times, close yourself off? There are ways you can make your working area less open and alluring to unnecessary visitors. The study recommends that you first determine the actual boundaries of your territory. Partitions or panels indicate some borders, but usually don't surround you completely. Arranging your furniture, plants, books, or personal articles can act as a visual indication of the area within your control.

How you position your body in relation to those with whom you share your office space, as well as with the "outside traffic," can also serve as deterrent to interference. Don't face the center of activity. People are less likely to visit you if your back is to them.

Obviously, you must leave the welcome mat out for customers and clients, your boss, and anyone else who must contact you on business-related matters. But many office visits are purely social. How can you communicate your desire for privacy to such social visitors? The study suggests the following procedures: A direct statement is, of course, most effective. Simply say, "I'm sorry, but I'm very busy and can't be disturbed." If you are concerned that others will take this personally or consider you antisocial, compensate by going out of your way to be friendly with these people at other times.

Keep your responses brief, and let your tone of voice convey your reluctance to engage in conversation.

Avert eye contact with unwelcome visitors. It's harder for people to sustain conversation with people who won't look at them.

Do not sit down if you want to keep the visit brief.

Stand up when you are ready for your visitor to leave. This is an unmistakable signal.

Shuffle papers or make occasional notes to indicate you are still preoccupied with your work and impatient to return to it.

Visual interruptions—your co-workers working by your side, people whizzing back and forth, the copy machine light going on and off—can be difficult to block out. To limit visual interruptions, the study recommends that you follow the same procedures we already mentioned for enhancing the privacy of your work space (reposition yourself and put up barriers at eye level).

Believe it or not, it is easier to block out visual problems than it is to take care of offensive office noise. The noise of typewriters, word processing machines, copiers, air conditioners, doors, telephones, and other people is the most difficult interference to control. If you find the noise level truly intolerable in your office, the study suggests you talk to your boss about providing soundproofing or muffling. But if this isn't possible, the next best thing is to wear cotton or earplugs, as long as they do not interfere with your ability to perform your job.

Of course, everyone has a different tolerance level to the sights, sounds, and people around them. But some people are not bothered by them. But for others, such interference assaults their sense of privacy and affects their job performance. Whether you fall into the first or second category—or somewhere in between—becoming more aware of your need for privacy is important. Once you recognize and balance your needs with the demands of your job, you can go on to develop ways to protect your privacy in the office.

*Reprint from *For Professional Secretaries*, volume 25, No. 14, July 30, 1982.

Business School Authors

Hartmann and Holbrook Produce Small Business Manual

A reference manual, "Planning Manual For A New Small Business," written by School of Business educators Drs. Bruce Hartmann and Thomas Holbrook, has been made available to small business entrepreneurs in the Metropolitan Nashville and Middle Tennessee areas.

The manual resulted from a proposal for a grant written through the small Business Development Centre and subsequently funded by the SBA. Bruce Hartmann said "a business person is made, not born." "Our manual helps people decide if they are ready to start a new business," he added.

William F. Hay Dies

Tennessee State University is saddened by the death of one of its dedicated employees, William F. Hay, who died Nov. 9 at his home.

Hay began his employment at TSU in August 1976. He was serving as test supervisor of the Tennessee State University Testing Center at the time of his death.

The Brownsville, Tennessee, native held a bachelor's and master's degree from Tennessee State University. He also held a master counselor certificate from the University of Oregon.

"We are deeply grieved by his loss to the University and his family," said Barbara Murrell, vice president for student affairs. "Our prayers are with his family."

"Where Is My Friend" (A Tribute to William F. Hay)

Yesterday, I watched him smile
I thought that all was well
Today they tell me he's passed away
Again, I'm in Hell. . . .

What could it be that hurt him so
I'd truly like to know
What devil entered into his life
That made him suffer so?

There's no one finer that I know
Anywhere on earth
That could measure up to what he was
Or match his total worth

The answer to this mystery
Will never be explained
I wish I could have helped my friend
Or somehow eased his pain

I'll miss him more than words can say
And try to carry on
The goodness he instilled me with
Until I too, am gone

I pray his soul is resting well
and he never hurts again
And continue to ask whenever I dare
Where. . . Is My Friend. . . .

*Richard Rene' Ross, '85
Student in Business
Administration*

Faculty Briefs

(Continued from page 4)

first vice president of the organization in 1984 and president in 1985.

At the same meeting, Deschenes served as a panelist on foreign language requirements in Tennessee colleges and universities. He was also elected vice president of the Tennessee Chapter of the American

It is available upon request to small business persons by writing to the Small Business Development Center, School of Business, Downtown Campus, or by phoning Sharon Langford, director of Public Service and Development, 251-1505.

Association of Teacher of French (AATF). In 1984, he will assume the presidency of AATF.

Dr. Leslie Carnes, assistant professor, department of education administration, has been selected to serve as a member of the Visiting Committee to evaluate McGavock High School, Nashville, for accreditation by the Southern Association of Colleges and Schools.

Dr. Franklin Jones, professor and head, department of educational administration, served as a member of the Visiting Committee, Southern Association of Colleges and Schools, to accredit Franklin Road Academy, Nashville. Jones has also been appointed to serve on a similar team to evaluate Donelson Junior High School in Nashville.

James Groves, instructor, department of educational administration, also served as a member of the Visiting Committee of the Southern Association of Colleges and Schools to evaluate the student services program at Franklin Road Academy. He will be on a similar team to evaluate Donelson Junior High School in Nashville in November. Groves also attended a symposium on health enhancement in Chicago, sponsored by the National YMCA Association recently.

Dr. Lovelle Atkisson, assistant professor, department of educational administration, attended a conference on administration and supervision sponsored by the National Council of Community Colleges in New Orleans.

Dr. Paul Madden, professor, department of educational administration presented a workshop on "Motivating Others for Positive Results" to the District 7, Phi Delta Kappa Convention in Nashville the first week in November. He attended the Tennessee Association of Middle Schools Convention in Gatlinburg and the Tennessee Association for Supervision and Curriculum Development in July at the same location. Madden is currently serving on the legislative and membership committees of these organizations.

On The Main Campus

Board Actions To Improve Facilities

The State Board of Regents met in its September session on the campus of Austin Peay State University. Actions taken by the Board affecting Tennessee State University include major renovation of \$857,000 for renovation of Heiman Street Property, Capital Maintenance Project of \$209,000 for roof replacement, \$208,000 to replace underground steam distribution systems, \$360,000 to upgrade electrical and mechanical systems, \$360,000 for Business Building repairs and \$246,000 for Central Chilling System Extension.

It's My Turn

Potential Impact of the NIH Extramural Associates Program on Research Capabilities at TSU

In keeping with the mission of the University, particularly that of research, I was afforded an opportunity to participate in the Extramural Associates Program of the National Institutes of Health during the months of February through June, 1982.

The mission of the NIH Extramural Associates Program is to enlighten key personnel from colleges and universities with large pools of minorities and/or women about the opportunities for participating in federally funded research programs. The mission is expected to be reached by providing a thorough exposure of Associates to the granting process, key contacts and to all of the major sources of research support.

Salient features of the Extramural Associates Program are two-fold: (1) a program core of activities which includes a thorough exposure to the role, function and management process of the NIH; (2) an opportunity to gain an in-depth insight into selected NIH programs and an equal opportunity to learn about the missions and funding mechanisms of other federally funded research support agencies. The former feature is characterized by a highly structured and rigorous seminar series which utilizes key NIH staff members to explain the specific research support programs, the grantsmanship and the critical review process associated with this highly competitive funding mechanism. The latter feature is selected in conjunction with the NIH advisor and is determined by available research support programs and associated services which would best benefit the associates' home institution.

I am most pleased to report that the Extramural Associates Program afforded me, every opportunity to meet program objectives and to share in this most rare and meaningful experience. Along these lines, a listing of the major agencies and support programs that I

spent considerable time in are provided to give an insight into the kinds of expertise derived which should prove useful in increasing funded research activities and programs at TSU. Experiences with the following research support agencies or related activities provided knowledge relative to funding trends, research mission, review process, and specific support programs which might best benefit researchers and/or students at Tennessee State University:

Agencies:

1. National Institutes of Health
2. Alcohol, Drug Abuse and Mental Health Administration
3. American Association of State Colleges and Universities
4. Department of Education
5. Department of Energy Research Programs
6. Environmental Protection Agency
7. Health Services Administration
8. National Academy of Sciences
9. National Aeronautics and Space Administration
10. National Academy of Sciences
11. National Endowment for the Humanities
12. National Science Foundation
13. Smithsonian Institute
14. U.S. Army Medical Research and Development Command
15. U.S. Department of Agriculture



Edward L. Risby, Ph.D., head, department of biological Sciences and director, Minority Biomedical Research Support Program (MBRS)

Major Related Activities

1. Congressional Operations Institute
2. Civil Rights Contract Compliance Course
3. NIH Grants Writing Workshop
4. Offices of Grants Management—Georgetown University and the University of Maryland
5. Panel Peer Reviews at NIH and NSF

Expertise I gained through these experiences will be utilized in the following ways to enhance funded research activities and student opportunities at the University:

- 1) Provide workshops designed to improve grantsmanship;
- 2) Disseminate expertise of available trends and sources of fundable research to institutional faculty and research associates;
- 3) Encourage and coordinate the preparation increased competitive (singular or joint) research proposals;
- 4) Arrange for appropriate institutional and NIH personnel contacts which would enhance competitive grantsmanship;
- 5) Enhance employment opportunities for students and graduates.

We are presently competing reasonably well for federal research and training funds that are restricted for institutions with predominant or large minority student pools such as the Minority Biomedical Research Support Program (MBRS), the Minority Access to Research Careers (MARC), the Minority Institution Science Improvement Program (MISIP) and of course, through the Cooperative Agriculture Research Program (CARP). However, we must strive to increase our support levels for these restricted funds where applicable, and make a sustained effort to increase significantly support from the unrestricted arena of federal and private resources.

I look forward to working with the Office for Research and Development, the University Research Advisory Committee, the various schools, and the faculty in improving both the quality and quantity of funded research at the University.

State Higher Education Appropriation

(Continued from page 1)

appropriation of \$140,476,000 this academic year. On the plus side over two years are Memphis State, \$33,387,000—one percent; East Tennessee State, \$22,619,000—4 percent; Middle Tennessee State, \$20,227,000—13 percent; Tennessee Tech, \$15,327,000—13 percent; Austin Peay State, \$8,369,000—9 percent; community colleges, \$34,804,000—7 percent; state tech institutes, \$15,783,000—22 percent; and other appropriations, \$69,382,000—no change, the report said.

ACCENT

“HAPPY THANKSGIVING”

Dr. Joseph Cozy, associate vice president for academic affairs, and his wife Helen are the proud parents of a little girl, Loralyn Margaret Cozy, who entered the world at 7 lbs. 11 oz. and 21 in. long.

Senegal Director Visits Campus

(Continued from page 2)

hosting him. He also extended his thanks to Dr. Wakefield and Faly Diop, the interpreter, for so much assistance and hospitality during his visit.

Keita invited Dr. Wakefield, as the director of the International Food and Agriculture Development Program, to visit his country in the future to explore possibilities of involvement in international development assistance in Senegal.