campus **report** for faculty and staff,
University of Alaska, Juneau

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UAJ commencement set

The University of Alaska, Juneau will hold its 12th commencement exercises Sunday, May 1 in Centennial Hall. The ceremony begins at 3 p.m. and the public is invited.

This marks the first year for the event in the new Juneau convention center.

Steve Cowper, a Fairbanks attorney and former gubernatorial candidate, will deliver the commencement address to more than 50 men and women who will receive certificates, associate, bachelor and graduate degrees.

University Regents Don Abel, Gordon Evans, Ann Parrish, Sara Hannan and UAJ Chancellor Dr. Michael Paradise and Vice-Chancellor of Academic Affairs Dr. Beverly Beeton, will confer degrees. Dr. Paradise will also make the welcome and introductory remarks.

Honorary degree of Doctor of Humanities will be presented to former Alaska Governor Jay Hammond and Wrangell businessman and statesman James Nolan.

Regent Gordon Evans will deliver the charge to the graduates and Rosemary Hagevig, who is receiving a Bachelor of Arts degree, will offer the student response to the occasion.

The Juneau Symphony, conducted by Melvin Flood, will perform "The Water Music-Suite" by George Frideric Handel and "Peer Gynt Suite No. 1 by Edvard Grieg prior to the processional. The Symphony will then perform the processional, "Pomp and Circumstance No. 1" by Sir Edward Elgar.

Following the "Star Spangled Banner" sung by John d'Armand, Danny Plotnick, Alaska State Chaplain of the Juneau Jewish community, will deliver the invocation.

The University Singers, directed by Janice Gregg Soboleff, with accompanist Marge Hermans, will also perform during the commencement.

A reception, hosted by the University of Alaska Alumni Association, Gastineau Chapter, will follow the ceremony. The public is invited to remain.

Brunch set for Sunday

Don't forget the first annual Commencement Day Brunch at the Baranof Hotel, Sunday, May 1 from 10 a.m. to 2 p.m. Tickets for the event are $15 per person ($6 for kids under 12) and will entitle you to fresh fruits, a number of different salads, eggs benedicts, scrambled eggs, sausages, roast beef (carved in your presence), and desserts. Champagne will also be provided (as will a cash bar). Plan to come early (no more than 200 people can be accommodated at a time). Tickets will soon be on sale at the bookstore. For more information call Sharon, X530 or Meribeth, X490.

UAJ Auke Lake library to curtail operation

The services of the University library at Auke Lake will be curtailed due to remodeling. Operation hours will be 8 a.m. to 5:30 p.m. Monday through Friday.

To supplement these hours a room at the Bill Ray Center will contain a limited number of volumes selected by Summer School faculty. In addition, the ERIC system will be housed in the Bill Ray Center, room 263, for both sessions. The entire data base (periodicals and books) is indexed on micro-fiche which will also be available in room 263, BRC.

The library services at the BRC will be available during regular working hours, 7-10 p.m. Monday through Thursday, 9-12 on Saturday and 1-5 p.m. on Sunday during both sessions.

Remodeling of the Auke Lake library is expected to be completed by mid-August.

Eskimo art on display

A portion of the world's largest and most comprehensive body of Eskimo artifacts will be shown in Juneau as part of a touring exhibition of "Inua: Spirit World of the Bearing Sea Eskimo."

The exhibition, from the Smithsonian Institute's Natural History Museum, contains many of the pieces collected over a century ago by Edward Nelson. Opening of the exhibition at the Alaska State Museum, wil be preceded by lectures and slide shows presented by Dorothy Jean Ray, considered an expert on the Nelson Collection. She will offer the first program on the history of the Bearing Strait people on Thursday, May 12 at 7:30 p.m., in room 205 of the Hendrickson Building and again at 7:30 p.m., Friday, May 13 at the Alaka State Museum. On May 14 she will be present for the opening of the Inua Exhibition. Travel for Ray was funded by UAJ and an Alaska Airlines Travel Grant from Alaska Arts Southeast.

Campus Update

Presentations and Events

Friday Evening Films

"Bed and Board" May 6, 8 p.m., Bill Ray Center. Co-sponsored by UAJ and Juneau Film Society. Free to the public.

Workshops and Seminars

Untapping Communication Potential

May 9, 9 a.m.-4 p.m., Room 152, BRC, Fee: $85. Instructors: Dr. Jim Keelan, and Shirley Stokoe. This course helps managers and supervisors better understand their own behavior patterns and the impact they have on others, and make plans for constructive change. It also improves skills in coaching others and influencing them to resolve their own work-related problems.Call 789-4476 for information.

Understanding and Managing Human Behavior

May 10, 9 a.m.-4 p.m., Room 152, BRC
Fee: $85 Instructors: Dr. Jim Keelan and Shirley Stokoe
Covers basic concepts of transactional analysis along with basic underlying principles upon which it is based. Helps participants understand and manage behavior of others to increase communication effectiveness. Call 789-4476 for information.

Reducing Stress in Education

May 6-7, 6 p.m.-10 p.m. Friday,
9 a.m.-6 p.m. Saturday, $75, one credit.
Understand the basic causes and effects of stress according to the latest research. Distinguish normal stress from distress, which is not healthy, physically or mentally. Practice communication tools which create a low stress level. Remove stress generators using basic approaches. Call 789-4476 for information or registration.

IKebana: Ancient Art of Japanese Flower Arranging

May 7-8, 9 a.m.-4 p.m., room 152, BRC
Instructor: Glenne Lemereis, senior instructor
Fee: $60, enrollment limited and pre-registration is required
To register call Marilyn Holmes, 586-2315
Class offers theory, history and practical instruction for the beginner.

Events

Recital

The piano students of Alberto Rafols will be performing Sunday, May 1, at 8 p.m. in Hendrickson Bldg., Room 205e Lake campus.

Student Art Show

Saturday, **April 30,** 10 a.m.-3 p.m., BRC
Exhibit and sale of artwork by students of UAJ. Ten percent of all sales is contributed to art scholarship fund.

Teaching Children Literacy for Survival Today

May 5, 7:30 p.m., Room 152, Bill Ray Center.
A public lecture of interest to parents and teachers on children's literacy. There is no charge. Lectures conducted by Professors Daniel Fader and Jay Robinson.

"Explorations '83" solitics material

The University of Alaska, Juneau, School of Education and Liberal Arts, is currently soliciting original material for the 1983 edition of "Explorations," the UAJ literary magazine.

Submissions, which must be originals, may include: manuscripts, short stories, poetry, essays, cricritiques, or art work. The judging committee asked that works not exceed 2,000 words.

"Explorations" is open for submission from any writer or artist and all material should be in manuscript form, typed.

Entries must be received by Friday, May 13, and can be submitted to Kay Lundstrom, X405, Education and Liberal Arts Office, Soboleff Building, Auke Lake Campus (789-4405). Materials may be addressed to her and left at the Bill Ray Center.

Entries will be judged by Ron Silva, Joey Wauters, Sue Koester and Alice Slattery. Selected works will be published in "Explorations '83" but no other prizes will be given. There is no fee for entries.

Clean-up day scheduled

The Juneau Chamber of Commerce, the Chief Petty Officers and the Department of Environmental Conservation will be holding their annual clean-up day on May 21st. Mark your calendars now.

Field school offered

The U.S. Forest Service, in conjunction with the Ketchikan Community College, may offer a field school in archaeology this summer on Prince of Wales Island.

If offered, the excavation will take place between July 17 and August 6.

Volunteers who have some training in archaeology and wish to participate, can call Wally Olson at extension 420 for more information.

Writing-across-the-curriculum

Faculty, staff invited to attend special writing workshop

All faculty and administrators are invited to attend a special faculty seminar on writing-across-the-curriculum from May 3 to May 6. Four morning sessions (9 a.m.-noon) will be held from Tuesday through Friday on the Auke Lake campus, HB 205/206.

The workshop is co-sponsored by the UAJ staff development committee and a private granting agency; there will be no charge to participants.

The purpose of the seminar is to improve student writing in every academic discipline at all levels of instruction. Workshop sessions will reinforce the practice of critical reading, writing, and reasoning in all college courses. Participating faculty will be actively involved in the application of methods of eliciting and evaluating student writing on different subjects.

Seminar leaders will be Daniel Fader and Jay Robinson of the University of Michigan. Dr. Robinson is Chairman of the English Department at U.M., and Dr. Fader directs the English Board, and interdisciplinary writing program which extends from the pre-college to the graduate level.

The leaders will also conduct a public lecture on "Teaching Children Literacy for Survival Today." It will be held Thursday, May 5 beginning at 7:30 p.m. in room 152 of the Bill Ray Center. The lecture, offered at no charge, will be of special interest to parents and teachers.

Call Joey Wauters, UAJ English Skills Coordinator (X411) for more information.

Employee activisim in EEO continues to rise, precautions outlined

Employee activism in the area of equal employment opportunity has been rising over the years. Court awards of more than $100,000 almost doubled from a total of $49 million in 1981 to $82 million last year. It's predicted that 1983 will also see increases.

*Age discrimination cases. Suits continue to multiply since laws tempt plaintiffs with double damages. An EEOC study pinpoints white male executives as the source of most age discrimination suits. Three-fourths of all age discrimination cases deal with wrongful firing and mandatory retirement policies.

*Sex discrimination claims. Two areas have opened up: spousal benefits cases, where male employees file suit when their spouses are refused dependent pregnancy benefits, and pension cases brought by women who receive lower pension benefits than their male counterparts.

*Ethnic minorities filing more suits, claiming an offensive environment in the workplace. Recently, the courts have been finding that an employer violates Title VII simply by tolerating an atmosphere that adversely affects the psychological well-being of an employee because of race, origin, religion or sex.

According to experts in the field, many discrimination suits can be avoided by instituting these protective measures:

•Documentation. The best way of demonstrating that discrimination had not occurred is to document that decisions on personnel are based on specific objective performance evaluation. Personnel files should contain regularly updated information on all employees. The criteria used in performance appraisals must be demonstrably fair, objective and pertinent to the employee's function.

•Written policies. They should clearly define company rules and procedures for all employees.

•Hiring criteria. All preemployment screening procedures, including tests, examinations, applications and interviews, should be closely evaluated by counsel to confirm that the company is conforming to the law.

•Promotion and termination. The rule here is to keep accurate records and make decisions in accordance with those records. Discrepancies in your personnel files can come back to haunt. If, for example, you lay off an employee for inefficiency while his or her records reflect consistent satisfactory performance, you will have a hard time convincing the courts that your evaluation procedures are nondiscriminatory.

•Recommendation: Deal with complaints immediately. Instead of considering the merits of the employee's complaint, some employers will refuse to take the matter seriously. The result: a lawsuit and wasted time and money. Common sense and prompt action will allow you to prevent many potential discrimination suits.

Housing is needed

Attention all faculty and staff! Summer school will be starting and so will begin an influx of students looking for a place to live. Many will need housing on a short term basis - four to eight weeks. If you could provide a room for rent, this problem could be greatly alleviated and, in addition, help to keep students patronizing UAJ. Call the student housing office (Ext. 528) if you or someone you know could help a student.

Volunteers sought

Big Brothers/Big Sisters need volunteers for their annual, Bowling-For-Bucks (and Sharon Gaiptman needs pledges). For information call 586-3350.