6-28-1991


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**Don't worry, be happy.**

Among the rank and file -- those who sweep the floors, type the memos, answer the phones, take out the garbage and deal with long lines of students -- the grumbling is growing. And it's bound to get louder before conditions get better. But the USF administration is listening to what's being said and taking steps to ease some of the pain.

An informal survey recently completed by the USPS Senate confirmed what any clerical worker or custodian at USF could have told you nine months ago: morale has hit an alarming low at USF.

The survey, conducted by the USPS Senate's Ad Hoc Committee on Staff Morale, served as the basis for a report and list of recommendations that the committee presented to USF President Francis T. Borkowski.

The top four complaints, according to the report, are low salaries, lack of promotions, lack of job security, and poor management/supervisory practices.

In response to the report, Borkowski attended a USPS Senate meeting in May and spoke about budget cutbacks, reaffirmed his commitment to management training programs and answered questions from the senators.

Associate Vice President for Administrative Affairs Paula Knaus met with the USPS Senate and led a frank discussion on problems in the workplace.

Senators once again took advantage of the opportunity to pose difficult questions to one of USF's top administrators. Knaus responded candidly to each question, and the meeting ended with a warm round of applause from the students.

"I am very much concerned about the morale among our faculty and staff, particularly USPS staff members," Knaus said after the meeting. "I believe that the issues affecting morale are quite complex; however, the first step in identifying and addressing those issues is to listen to lines of communication, encouraging trust and mutual respect. I am simply trying, on behalf of President Borkowski, to begin this process."

Senator President Heddie Sumpter says she was very satisfied with the open, informal dialogue that Knaus prompted. Sumpter also said that she's pleased that the USF administration is taking a serious look at support staff concerns.

"I am glad that they are addressing the morale problems and are acknowledging that it does exist," she said. "There are some things that they really cannot control. But the problems that they can control must be solved."

Although the specifics vary from case to case, the general complaints are the same all over campus.

The 3 percent pay raise is a slam in the face," says one manager.

"There's no reward for doing an excellent job as compared to a mediocre job," says one worker.

"It's too much money. It's the way we're treated," says a worst processor.

"Is there a class for management skills?" asks someone. "Are we supposed to take (on management skills)? They talk to us like we're little kids," says a custodial worker.

"I will never get a promotion. I know I will absolutely never get a promotion," says a clerk specialist.

Not all comments are negative, of course. Most of those questioned said they share a strong camaraderie with their co-workers. And one USPS employee suggested that those who are nay-sayers by nature will find fault no matter what the situation.

"When you say there's a morale problem..." she says, completing her sentence with a skeptical shrug. "I'm an optimist. I think some people make their morale problem."

There are, however, many vocal members of the USF community who are getting out the message that morale is not what it should be.

A series of articles in the student newspaper, the Oracle, addressed the issue, offering the sad observation that many USPS employees feel like the University's stepchildren.

A disgruntled electrician who was leaving the University after 30 years vented his anger and frustration in a guest column for the May 14 issue of the Oracle. "We are buried under the weight of hundreds of articles in the student paper," wrote Joseph M. Stromness. "Grown people, hardworking fathers, husbands, wives and mothers, are simply treated like children.

**New dean of Fort Myers campus named**

James A. Duplass, executive officer of the Penn State University Altoona campus, was named recently by USF President Francis T. Borkowski as executive officer and dean of the USF Fort Myers campus.

Duplass succeeds Barbara Sherman, who returned to the provost's office on USF's Tampa campus in June 1990, and Roy Munroe who served as acting dean for the past year. Duplass' appointment will be effective in mid-August.

"I am delighted that we will have this strong new leadership at this important time for higher education in the Fort Myers area," Borkowski said. "Duplass has excellent credentials and very appropriate experience for this assignment. We look forward to having him with us."

The Florida State Legislature recently approved funding for a 10th state university in Fort Myers.

Since 1983 Duplass has served as the chief executive and associate professor of education at Penn State Altoona. Under his leadership average SAT scores of students increased almost 100 points, 52 new scholars were recruited and capital improvements of $12 million were made, including a state-of-the-art computer center, performance hall and continuing education facilities. The campus serves 2,600 full-time students from 30 states, 400 part-time students and more than 3,000 area residents in a variety of non-credit programs.

Prior to the Penn State position, Duplass served as associate provost at Wayne State University in Detroit. He also served as a faculty member and dean at Loyola University in New Orleans and Saint Louis University. He earned his Ph.D. in education from Saint Louis University in 1974 and his bachelor's and master's degrees from Loyola University in New Orleans.

"Dr. Duplass has provided leadership in four universities and has been instrumental in developing the Altoona campus of Penn State into a model regional college campus," said USF Provost Gerry G. Meinels. "His experience in planning, leadership and administration are well matched to the new duties he will be called upon to perform as dean of the Fort Myers campus."

**Proposed layoffs loom as budget cuts deepen**

Florida's nine state universities are nursing their wounds as they complete plans to implement almost $40 million in mandated budget cuts for the upcoming 1991-92 fiscal year.

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The following calendar, compiled by the American Association of State Colleges and Universities (AASCU), Office of Federal Programs (OFP), includes deadline dates for grant applications for September 1991. Deadlines with an asterisk (*) are tentative. The information is organized by area of interest. For more information, please contact Amos Webster or Merilynne DeCatcher, Division of Sponsored Research, FAO 126, ext. 2897.

### ARTS/HUMANITIES/INTERNATIONAL

**September 1**

**National Endowment for the Arts**

**Folk Arts Program**

**National Endowment for the Humanities**

Reference Materials: Access

Reference Materials: Tools

**Pacific Cultural Foundation**

Grant Programs for Study on Taiwan

**Woodrow Wilson International Center for Scholars**

**Kennan Institute for Advanced Russian Studies**

Short-Term Grants in Russian Studies

**September 2**

**Folger Institute**

Folger Institute Fellowship Support

**September 4**

**National Endowment for the Arts**

**Arts Programs**

**Opera-Musical Theater Program**

**September 13**

**National Endowment for the Humanities**

**Humanities Projects in Media**

Public Humanities Projects

**September 15**

**National Historical Publications and Records Commission**

Fellowships in Archival Administration

**September 16**

**National Endowment for the Arts**

Museum Programs: Care of Collections

**September 20**

**Department of State**

Soviet East European Research and Training Program

**September 21**

**Tampa Museum of Art**

Center for Advanced Study in the Visual Arts

Visiting Senior Fellows and Associates at Appointments

### EDUCATION/HUMAN AND COMMUNITY DEVELOPMENT

**September 15**

**Institute for Public Relations Research and Education**

Grant Program in Public Relations

**U.S. Department of Justice**

NIJ Visiting Fellows Program

**September 23**

Upjohn Institute for Employment Research Grant Program

**September 30**

**U.S. Department of Education**

NIDRR Research Training Grants

### HEALTH/MENTAL HEALTH

**September 1**

**Alcohol, Drug Abuse and Mental Health Administration**

**Alcohol, Drug Abuse, and Mental Health Research on AIDS**

**Arthritis Foundation**

Clinical and Biomedical Science Grants

Medical Student Awards, Doctoral Dissertation Awards and New Investigator Grants

**Postdoctoral Fellowships and Investigator Awards**

**Cystic Fibrosis Foundation**

Research and Training Programs in Cystic Fibrosis

**National Cancer Institute**

**Cancer Prevention Fellowship Program**

**Pharmaceutical Manufacturers Association Foundation**

**Faculty Development Awards**

**Researcher Starter Grants in Pharmacology**

**September 2**

**March of Dimes Birth Defects Foundation**

National Grants

**September 3**

**International Life Sciences Institute - Research Foundation**

**Toxicology and Environmental Health Research Grants**

**September 6**

**American Psychological Association**

Research Conferences Program

**September 10**

**Agency for Health Care Policy and Research**

**AHCPR NRSAs - Individual and Institutional**

**Alcohol, Drug Abuse and Mental Health Administration**

**NRSAs - Individual and Institutional**

**NARSAs: AIDS Research Training - Individual and Institutional**

**Fogarty International Center**

Senior International Fellowships for U.S. Scientists

**National Institute of General Medical Sciences**

Biotechnology Research Training

**National Institutes of Health**

NIH NRSAs - Individual and Institutional

**NIH NRSAs - Senior Postdoctoral Fellowships**

**September 15**

**Agency for Health Care Policy and Research**

Health Services Research Small Grants

**Alcoholic Beverage Medical Research Foundation**

**Research Grants on Alcoholic Beverages**

**Amyotrophic Lateral Sclerosis Association**

**Grant Program**

**Pharmaceutical Manufacturers Association Foundation**

**Fellowship Awards**

**September 16**

**National Institute of Deafness and Other Communication Disorders**

Small Grant Program

**September 17**

**Francis Families Foundation**

Parker B. Francis Fellowships in Pulmonary Research

**September 20**

**Office for Substance Abuse Prevention**

**Alcohol and Drug Abuse Prevention Demonstration Grants**

**September 30**

**Diabetes Research and Education Foundation**

**Diabetes Research and Education Foundation Grant Program**

### SCIENCE/ENGINEERING

**September**

**National Institute of Standards and Technology**

**Advanced Technology Program**

**September 1**

**National Aeronautics and Space Administration**

**Emerging Opportunities in Space Biology**

**National Science Foundation**

**Dissertation Research in Biological, Behavioral and Social Sciences (BBS)**

**Arctic Research Program**

**Applications of Advanced Technologies**

**U.S. Department of Agriculture**

**U.S.-Israel Binaional Agricultural Research and Development Fund**

**Whitehall Foundation**

**Research Grants**

**September 4**

**National Science Foundation**

**Materials Research Laboratories Program**

**September 13**

**National Oceanic and Atmospheric Administration**

**National Estuarine Reserve Research System**

**September 13**

**Environmental Protection Agency**

**Exploratory Research: Environmental Biology**

**Office of Naval Research**

**Ocean Science Educator Award**

**September 15**

**National Science Foundation**

**Research on the Teaching and Learning of Science and Math**

**Division of International Programs**

**Sloan (Alfred P.) Foundation**

**Sloan Basic Research Fellowships**

**September 16**

**National Science Foundation**

**CISE Institutional Infrastructure Program**

**Undergraduate Curriculum and Course Development in Engineering, Mathematics and the Sciences**

**September 17**

**Office of Naval Research**

**Young Investigator Program**

**September 29**

**National Science Foundation**

**Basic Research in Conservation and Restoration Biology**

**September 30**

**U.S. Department of Agriculture**

**Small Business Innovation Research Program**

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**Published for the faculty and staff of the University of South Florida**

Inside USF provides timely information about University issues, actions and news items, as well as notable accomplishments of the faculty and staff and the University. Publication in Inside USF of University policies and procedures constitutes official notice to employees.

This publication was produced at an annual cost of $47,290, or 47 cents each, to provide timely information to faculty and staff about University matters.

Office of Media Relations and Publications

UDM 254

974-4014

Fax 974-2888

Submit copy for publication to Inside USF editor, Janet Zink, or assistant editor Dawn Clark.

Issue dates and deadlines for upcoming issues are as follows:

- **Deadline**
  - July 26
  - July 16
  - August 23
  - August 13
  - Sept. 6
  - August 27

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**St. Petersburg professor receives national teaching award**

Harry Schaleman, an associate professor of geography at USF-St. Petersburg, was selected as one of only seven professors from North America to receive a prestigious teaching award, said Winston T. Bridges, interim dean of the campus.

Schaleman will receive the National Council for Geographic Education's "Distinguished Teaching Achievement Award" for outstanding teaching at the college/university level. He will be honored in October at the 1991 annual meeting in St. Paul, Minn.

Schaleman was Florida's state geographer in 1989-90. He serves as a consultant on geographic education and is a member of the Florida Commission on Social Science Education. He is a founding member of the Florida Society of Geographers, and has lived, studied and traveled worldwide.

Schaleman has visited more than 140 countries.

He conducts workshops for area elementary and middle school teachers, and is in demand in several counties to lead mini-courses for teachers who are teaching a subject they don't know much about.

He launched the USF-St. Petersburg geography program 21 years ago, and teaches such courses as human geography and world geography.

He has promoted geography awareness locally by conducting informal surveys to find out how geographically astute Pinellas County residents are. The results have been disturbing—only a small percentage of people responding typically have answered all the questions correctly.

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Harry Schaleman, right, with Raoul Castro, the brother of Fidel.