



COMMUNIQUE

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'THE PRESIDENT'S PREFACE'

Any institution or organization as large as Lindenwood is certain to be, at varying times, either the victim or the beneficiary of employee turnover. Causes of turnover include the following: employees quit, are terminated, take a leave of absence, get sick, retire, or die. They may quit to get a better job, because they don't like their working environment, are frustrated with their position, or for a host of other reasons. They may be terminated because the college ceases to need the functions they perform, there is dissatisfaction with their work, or for some other reason their supervisor decides it is in the college's best interest to make a personnel change.

Turnovers, with few exceptions, are accompanied by varied degrees of trauma. Sometimes emotions get out of hand and the experiences evolving from a turnover are very disturbing. At other times, as in the case of retirement after long years of service, like that of Professor Emeritus Allegra Swingen this spring, there is joy in remembering the years of commitment given to the college and to literally thousands of students.

Whatever the reason for a turnover, it causes changes. A different person takes up tasks formerly performed by someone else. The new person will have his or her own way of doing things. The result may be good; it may be bad. There may be fresh ideas that can be good, or disastrous, depending upon the quality and relevancy of the ideas.

Frequently, turnovers enable an institution to clear itself of "deadwood" employees that hang onto their jobs long after they cease to be productive. At other times, turnovers result in the loss of valued employees whose going leaves a great void.

In summary, turnovers may be costly or helpful. Turnovers are inevitable but generally the less there are, the more stable an institution is. Turnover costs can be staggering, both in terms of money and in institutional stability. That is why Lindenwood College wants to reduce turnovers. This we will do by improving working conditions, communication lines, fringe benefits and salaries. But, ultimately, turnover is lessened most by helping employees to gain real satisfaction from the hours they spend on the job.

I would appreciate suggestions from any employee at any time as to how we can, within the limits of our resources, make Lindenwood College a better place to contribute to the labor of our lives.

James I. Spainhower

SACRED MUSIC INSTITUTE FORMED

With a goal of upgrading the quality of religious music among all religious organizations in the greater metro area, the Sacred Music Institute (SMI) has been created by Lindenwood. With initial support from major religious organizations, the SMI is designed to assume a leadership role in sacred music with functions in three specific areas, according to Armand W. Kitto, Ph.D., director of the institute.

First, the SMI will provide choral and keyboard/organ competency training where local organists and choral directors can study towards completion of a 16-week certificate program designed to improve basic skills in sacred music.

Second, the SMI will establish a resource center at Lindenwood designed to assist participating congregations in the selection of appropriate repertoire.

Third, the SMI will provide consultation services where the director and other staff members will be available for on-site evaluations with individual congregations interested in upgrading the effectiveness of their sacred music offerings.

Kitto said the SMI has received support from such religious groups as the United Methodist Church, the Episcopal Diocese of Missouri, the United Church of Christ, the Disciples of Christ and the Presbyterian Church, U.S.A.

Anticipating a fall enrollment of 30 students, the SMI will be housed in Sibley Hall. Classes in both choral-vocal and keyboard-organ instruction will take place in weekly two-hour sessions during the 16-week semester. A monthly class on Saturday will be offered to treat mutual concerns of both groups.

For further information on the SMI, contact Kitto or Charman Kenst at extension #218.

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RANDY L. WALLICK, Editor

JAMES I. SPAINHOWER, President

"Communique" is published weekly during the fall, winter and spring semesters and biweekly during the summer. Produced by Lindenwood College's Public Relations Office, it is disseminated on Mondays to all faculty, staff and students. The submission of information for publication must be received by Tuesday noon of the week preceding publication; it should be sent to Randy L. Wallick, c/o the Public Relations Office.

ACTING DIRECTOR OF CAP CENTER APPOINTED

Mary R. ("Randi") Kapp of Creve Coeur has been named acting Director of the CAP Center and Associate Dean of College Life. A 1967 graduate of St. Louis University with an undergraduate degree in psychology, Kapp is enrolled in the LCIE where she expects to graduate in December with a master's in counseling psychology.

Prior to joining the college, she served in an internship program at Washington University's Career Planning & Placement Service where she provided counseling for students in areas of career development and personal growth and in designing and presenting programs on career exploration and decision making. She also has been involved in internships and counseling at the Life Crisis Services, Inc., in St. Louis, the Women's Center/Bridgeway Counseling Center in St. Charles and the Edgewood Children's Center in St. Louis.

An accredited and certified teacher for the Archdiocese of St. Louis, she is a member of the St. Louis Psychoanalytic Institute, the Missouri Association for Counseling & Development, the American Association of Marriage & Family Therapists and the Public Relations Committee of the Missouri Mental Health Counselors Association.

PROFESSOR'S PAPER CHOSEN FOR MMLA MEET

A paper by Howard A. Barnett, Ph.D., professor of English, was chosen for presentation at this year's meeting of the Midwest Modern Language Association (MMLA), held recently at Indiana University in Bloomington, IN. Barnett's paper, "Finding and Using the Design Elements in Composition," was among four papers selected from more than 30 submitted to the MMLA by college and university faculty members from throughout the Midwest.

WATKINS SELECTED FOR LEADERSHIP ROLE

Edward D. Watkins, vice-president for institutional development, is among 53 area residents chosen to participate in Leadership St. Louis, a program designed to acquaint those in leadership positions with issues and problems facing the St. Louis area and to train them to take an active role in the solution of such problems. Selected from among 170 nominees, Watkins joins others from public, private and volunteer institutions and agencies who are chosen for their commitment at improving the quality of life in the metro area. Nearly 400 people have completed the training program of Leadership St. Louis since its founding in 1976. Funded by the Danforth Foundation, the program is headquartered in St. Louis and administered by the Coro Foundation.

CAREER MATERIALS SOUGHT FOR CAP CENTER

The CAP Center has an on-going need for materials for its career files, reports Randi Kapp, newly-appointed acting director. Needed are photocopies or clippings of articles that describe job opportunities or resources in a particular occupational area, or on career decision-making, job search techniques, business trends, mid-life transitions or women in the workplace. Materials can be dropped off or sent to the CAP Center.

COLLEGE RECEIVES \$20,000 FOR SCHOLARSHIP FUND

Lindenwood has received \$20,000 from the Allen P. and Josephine B. Green Foundation of Mexico, MO, that will be utilized for scholarship awards of \$1,000 to 20 students this fall. The philanthropic foundation honors the memory of the Greens, grandparents of Gov. Christopher S. Bond who operated a brick refractory business in Mexico.

From the contribution, the college will establish the Green Leadership Scholarship program for the awarding of scholarships to deserving students. Open to high school seniors and college transfer students, the awards will be made on a competitive basis to those with at least a 2.5 GPA "who have established a record of achievement through participation and leadership in school activities and/or service to the community or church." Preference will be given to students planning to enter a vocation in the medical or children's services areas.

In announcing the gift to Lindenwood, W. G. Staley, secretary-treasurer of the Green Foundation, said, "We are pleased to note the progress that has been made at Lindenwood College and send our best wishes for its continuation." Funding from the Green Foundation will be combined with nearly \$554,000 earmarked this year by the college for deserving students.

ALUMNI CONTRIBUTIONS TOTAL \$140,000!

The college's Renaissance Alumni Phone-a-Thon that ended last week has resulted in cash and contributions of \$140,000 from more than 40% of the 5,500 alumni contacted throughout the United States. "As a result of the strong support alumni have shown, the college has exceeded its \$100,000 goal in alumni contributions in 1984 as part of the Renaissance Campaign," said President Spainhower. Monies received thus far represent a significant increase from the \$60,000 raised from alumni in 1983. Even more significant is the fact alumni giving has increased from 4.8 percent to 25 percent this year, an increase over the national average of 18% for private colleges and universities, Spainhower said.