

MIZZOU WEEKLY

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FACULTY MEET AT 6 P.M. FOR COMMENCEMENT PROCESSION

Faculty members who plan to participate in the UMC Summer Commencement should meet at 6 tonight in the main hall on the first floor of Jesse.

Commencement exercises will begin at 6:30 p.m. on Francis Quadrangle (at Hearnese in case of rain).

MILEAGE ALLOWANCE INCREASES

The allowance per mile for use of personal autos for University business will increase from 18.5 to 20 cents a mile, as of today.

According to James R. Buchholz, vice president of administrative affairs, the increase follows UM's policy of basing its mileage rate on allowances established by the Internal Revenue Service. The IRS announced a change in allowances July 15.

UM'S EQUAL ELIGIBILITY RULES CREATE CONTROVERSY AT AIAW

The Curators' approval of a new UM rule requiring identical academic eligibility requirements for male and female athletes is causing waves at the Association of Intercollegiate Athletics for Women, which governs women's sports.

UM officials see the rule change as a move toward establishing equality in the University's athletic program.

But AIAW's president sees the rule change as accepting the standards of men's sports--and as a step backward for the institution.

The rule, proposed by Chancellor Barbara Uehling, requires that women and men athletes abide by the same standards which govern academic entrance, transfer, course load and progress requirements, the number of years of permissible competition and the time limits for completion of competition.

Also, the rule states that if rules of athletic

conferences or associations prescribe different academic eligibility requirements for men and women, eligibility will be determined by the more restrictive of the conference or association rules.

The AIAW prohibits institutions from enforcing rules for women's sports which are stricter than its own rules in all areas other than grade point average to ensure fair intercollegiate competition, says Chris Grant, president of the association.

Under present policies, UM's male athletes are subject to the more demanding eligibility rules, including grade averages.

"The chancellor chose the higher standard for women because she wants to increase the athletic standards for all athletes," says Shaila Aery, special assistant to the chancellor. "She wants us to be in the lead with Title IX, which looks at the overall effect of an institution's policies on sex discrimination."

The different rules were seen as having the effect of discriminating against UM's male athletes.

But AIAW's Grant believes maintaining separate rules creates a more educationally sound and fiscally prudent sports program.

"When AIAW started in 1971, the leaders talked with the men's associations about the kind of program they would start if they could start again from scratch," she says. "Our goal was to develop that alternative model for AIAW."

The separate rules, says Grant, are the result of the association's philosophy of treating athletes like any other student activity to avoid the abuses, student harassment and financial excesses that characterize men's sports.

"We have no problems with the new rules concerning grade averages and academic progress," says Jean Cerra, UMC associate athletic director. "But we do have problems with adopting the men's transfer and competition limitations. The worst thing that could happen as a result of the new rules is that we could be put on probation by the AIAW for violating their rules, which would mean that some of our women's teams would be ineligible for national competition. However, in that case, the institution would probably intercede legally to get an injunction."

CURATORS APPROVE AMENDMENTS
TO CHANGE STAFF BENEFITS

Amendments affecting the University staff benefits program were approved by the Board of Curators July 25.

The changes will be made in employee programs for retirement, medical benefits, long-term disability and life insurance.

The only cost increase to employees for the changes is an adjustment in the medical benefits plan rates, which is due to the inflationary cost of health care.

However, employees could pay more if they choose a higher level of coverage under the new plan. For example, life insurance equal to two times an employee's annual salary will cost less, but coverage worth three times the annual salary will cost more.

Funds for the improvements in the program became available when the state provided UM with a 9.5 percent increase in faculty and staff compensation for the fiscal year. After study by the UM Retirement and Staff Benefits Committee and hearings on the four campuses, the committee recommended that a portion of these funds be used to improve staff benefits.

Donald S. Holm Jr., chairman of the committee, said meetings will be held beginning in September to explain the changes to employees and to invite participation in the programs.

During open enrollment periods held this fall, employees will be able to enter programs for the first time or to change their level of participation in certain programs they are already in, such as the medical benefits or life insurance plans, said Holm.

A new staff benefits handbook, containing the changes, will be printed this fall and distributed to employees, according to Mike Reese, UM staff benefits director.

Reese also said that in March each employee will receive an individualized "status of benefits" report showing programs in which the employee is enrolled, amount of coverage, amount of various programs and other data. These individual reports will be done annually.

Changes in the various programs look like this:

MEDICAL BENEFITS

Changes in the medical benefits program are effective Oct. 1.

On the plus side, the requirement that employees enroll all eligible dependents will be eliminated. Coverage will be extended to dependent children who are mentally or physically disabled, regardless of age.

Coverage for dependent children will be extended from age 23 to 25 if the unmarried child is attending an accredited educational institution.

Outpatient treatment for mental and nervous

disorders will be increased to a maximum of \$30 a visit, with a \$2,000 annual limit.

A provision for convalescent care immediately following hospitalization will be added to the benefits.

The pre-existing condition exclusion for dependents will be modified to allow such a condition to be considered for coverage after three months "without treatment" or 12 months participation in the medical plan. However, a similar pre-existing condition requirement will be added for employees who join after Oct. 1.

Medical plan rates for employees and the University will be increased by 15.7 percent, reflecting a 15 percent inflationary adjustment and a 0.7 percent adjustment for benefit improvements. (The new rates are shown in the accompanying table.)

**NEW MEDICAL PLAN RATES
(Effective Oct. 1)**

<u>\$50 Deductible</u>	<u>Old</u>	<u>New</u>
Employee only	\$10.84	\$12.54
Employee & Children	14.57	16.86
Employee and Spouse	23.05	26.67
Employee, Spouse & Children	27.68	32.03
Widow/Widower	34.06	39.41
Widow/Widower & Children	47.81	55.32
<u>\$200 Deductible</u>		
Employee only	7.55	8.74
Employee & Children	10.10	11.69
Employee and Spouse	15.62	18.07
Employee, Spouse & Children	18.21	21.07
Widow/Widower	21.11	24.42
Widow/Widower & Children	28.78	33.30

RETIREMENT BENEFITS

Changes in retirement benefits will take effect Sept. 1. Among the improvements are changes in the rules for retirement eligibility: The age 35 requirement will be removed and the amount of continuous service will be reduced from 10 to five years.

An actuarially determined "cashout" sum, not to exceed \$1,750, will be paid to employees in lieu of retirement benefits.

A "break in service" provision will be included, which allows an employee to leave the University and later return without losing credit for the

number of years of service, as long as the period of absence is not longer than the period of initial employment.

The actuarial reduction penalty for employees leaving the University before the age of 65, who would have had over 35 years' service had they remained employees until age 65, will be removed.

A 10.37 percent increase in retirement benefits will be provided for retirees who began receiving benefits before Sept. 1, 1977, and a 5.46 percent increase for those who began receiving benefits on or after Sept. 1, 1977 and before Sept. 1, 1978.

LONG-TERM DISABILITY

Changes in the long-term disability program, effective Dec. 1, include increasing the maximum annual benefit from \$18,000 to \$36,000. The plan provides up to two-thirds of the enrolled employee's annual salary.

A minimum monthly benefit of \$50 will be guaranteed under the new guidelines.

The current cost-of-living freeze, which reduces the disability payments when a cost-of-living increase is provided by another plan such as Social Security, will be eliminated.

Under the present plan, disability benefits cease at age 65. In order to conform to the federal Age Discrimination in Employment Act, benefits will be extended past age 65 to those employees disabled after age 62.

The University will absorb 25 percent of the cost of disability coverage, reducing the employees' monthly premiums from 88 to 70 cents and costing UM 23 cents for each \$100 of salary.

A change in the integration level to 85 from 100 percent could reduce the amount of benefits paid. The "integration level" is the long-term disability benefits paid based on the total of the employee's salary plus any benefits received from Social Security, Civil Service or other plans. This change means that the total benefits paid, including long-term disability benefits, cannot add up to more than 85 percent of a person's salary. Previously, a disabled employee could receive up to 100 percent of his or her former salary.

LIFE INSURANCE

Changes in the life insurance plan, effective Dec. 1, will provide all eligible active employees with life insurance coverage equal to one year's salary at University expense.

A second one-times salary coverage will be allowed, with the employee and the University sharing the cost. (The employee will pay 22 cents and the University 15 cents of the total cost of 37 cents per thousand dollars coverage a month.)

A third one-times salary coverage will be allowed, at the employee's expense.

**CONCERT SERIES TICKET ORDERS
DUE IN FOR FACULTY, STAFF**

Ticket orders for the 1980-81 UMC Concert Series are still being taken for previous season ticket holders as well as new subscribers.

The deadline, which was today, has been extended to accommodate faculty and staff who have been gone for the summer. But orders of previous season ticket holders are needed immediately because of the demand by new ticket subscribers.

A special performance by the London Symphony Orchestra highlights the Jesse Auditorium Series along with other major orchestras, dance troupes and soloists. Season tickets for the Jesse Auditorium Series are \$42 public, \$35 faculty/staff and \$23 students.

The Dance Series, after a successful first year, begins its second season with three of the top touring troupes in America. Season Dance Series tickets are \$22 public, \$20 faculty/staff and \$18 students.

The Chamber Music Series continues to offer the wide variety of quality artists for which it has become known. The University's recently purchased Imperial Bosendorfer piano will be used several times during the Chamber Music Series. Season tickets are \$36 public, \$33 faculty/staff and \$22 students.

For a 1980-81 UMC Concert Series order form or further information, call 882-3875.

**APPLICATIONS DUE AUG. 15
FOR MANAGEMENT INTERN PROGRAM**

A new management intern associates program offers University staff members and others the opportunity for job experience at the administrative level.

Under the program, two or three one-year associateships will be available in UM's central administration for the 1980-81 academic year, providing experience in upper and mid-level administration, committee activity, staff work and decision-making, under the guidance of assigned administrators.

Although the program is open to anyone with an interest in administration, minorities and women are encouraged to apply.

According to Guy Horton, director of UMca University Relations, a college degree and some experience in administration would be helpful.

Salary for the positions, which have been advertised nationally, will be commensurate with experience.

Applications should contain resumes and a statement of purpose. They must be submitted before Aug. 15 to Connie Wood, Personnel Services, 309 Hitt St., Columbia.

A five-member screening committee, composed of members of UMca staff, will make recommendations to the president or his designate.

VOLUNTEERS, PARTICIPANTS SOUGHT FOR WHEELCHAIR BASKETBALL

An organizational meeting for persons interested in working with or playing on the Missouri Wheelchair Basketball Team will be held at 7:30 p.m. Aug. 5 in 124 Gentry Hall.

Volunteers are needed to help with the competition, as well as in coaching, refereeing, publicity, fund raising and constructing and modifying chairs.

The team will begin its season this October. For more information, call the UMC handicapped student office at 882-3839.

KUDOS TO OUR PHYSICAL PLANT SUPPORT

Have you thought about the mechanical tradesmen and power plant personnel who have kept the University from sizzling during the record heat wave? Refrigeration mechanics and power plant personnel have been on call to keep the University cool--and we have had no major power outages affecting the University's operation and a relatively fast turn around on air conditioning repairs.

Coming soon in Mizzou is a look at the men who take the heat for you.

DIRECTORY FORMS MAILED TO ALL FACULTY & STAFF

Listing forms are being mailed this week to all faculty and staff for the 1980-81 telephone directory. Persons who do not receive forms should first check with their department offices. If no extra forms are available there, call the publications office at 882-3652, and forms will be mailed.

Completed forms are due back in department offices no later than Aug. 8 and should be forwarded to the publications office by Aug. 11.

BRADY COMMONS, MEMORIAL UNION CHANGE SCHEDULE UNTIL AUG. 27

Special hours take effect today for Brady Commons and the Memorial Union until Aug. 27 when classes resume.

Both buildings will be closed on weekends; during weekdays, Brady's hours will be from 7 a.m. to 5 p.m. and the Union's hours from 8 a.m. to 5 p.m.

The Hawthorn Room and the Bengal Lair will be closed from Aug. 2 to Aug. 26.

The Brady Commons Snack Bar and Games Area will close at 3:30 p.m. today and will not open until Aug. 21.

The cafeteria will close at 6:30 p.m. today. It will be open from 7 a.m. to 3:30 p.m. Monday through Friday until full service resumes Aug. 27.

STAFF COUNCIL TO MEET AUG. 14

Ria Frijters, vice chancellor for administrative services, will speak at the staff council meeting at 1 p.m. Aug. 14 in S-110 Memorial Union.

The meeting is open to all UMC administrative, service and support staff.

UMC MUSEUMS OFFER EXHIBITS IN AUGUST

UMC museums and galleries are sponsoring several exhibits during August:

Stanley Hall Gallery: "Home Economic Extension Programs." Hours are 8:40-11:30 a.m. and 2-5 p.m., Mon.-Fri.

Ellis Library: Publications from the faculty of the department of civil engineering are on display through August in the main lobby. If you would like your department represented, contact Gina Mares, 882-6324.

Fine Arts Gallery: Master of Fine Arts Show, with photography by Ed Collings and etchings and mixed media work on paper by Ken Segan. Through Aug. 8.

Museum of Art and Archaeology: Beginning Aug. 6, "500 Years of Botanical Illustration." Includes 72 images executed in a variety of techniques and media ranging from 15th century woodblock prints to contemporary lithographs. From the collection of the Missouri Botanical Garden in St. Louis.

MIZZOU OFFICE MOVES TO MARYLAND AVE.

The office of internal communication, which publishes Mizzou Weekly, has moved to 606 Maryland Ave. Have any news? Call Cathy Kernen or Diana Gard at our new number: 882-6004.

MIZZOU WEEKLY

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