

## University of Missouri System

# SPECTRUM

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## Turner to be interim vice president for University Outreach

**A** 25-year veteran of higher education administration with broad experience in extension and continuing education will be the University of Missouri System's interim Vice President for University Outreach, starting July 1.

Ronald J. Turner, who also will remain chief-of-staff to University President George A. Russell, was named interim vice president June 25 at a meeting of the Board of Curators.

Throughout his career as administrator and teacher of extension education and speech communications, he has worked to integrate modern technology in higher education. He has served and led state, regional and national groups concerned with educational outreach and technology.

The UM Board of Curators established the Office of University Outreach to provide efficient transfer of University knowledge through traditional and other appropriate means.

The vice president will direct cooperative extension programs that are supported jointly by federal, state and county sources.

Turner joined the University System administration in 1985 as special assistant to President C. Peter Magrath. He heads the UM System federal relations effort, is on the Curators' Advisory Committee on Telecommunications Technology, leads an exchange



Ronald J. Turner

program with the University of the Western Cape in South Africa and was recently a management consultant to the Kenyan Agricultural Research Institute.

Turner's experiences related to educational outreach:

- associate dean for continuing education-extension in the UM-St. Louis College of Arts and Sciences, responsible for needs assessment, program planning, staffing,

budgeting, marketing and evaluation of outreach programs for 18 departments;

- acting dean for 18 months of UMSL continuing education-extension;

- director of development and assistant to the executive vice president of the University of Mid-America — an open university sponsored by several Big Eight and Big Ten institutions — where he was instrumental in raising \$10 million in grants and contracts for telecommunications in higher education;

- consultant to the Western Interstate Commission on Higher Education in development of state higher education policies for the information age;

- service in extension education and instructional television at UMC; and

- a member of the faculty of UMSL teaching speech communications and leading planning for a new degree in mass communications.

Turner, 50, was raised on a farm in Laclede County. He graduated from Conway, Mo., High School. He earned Ph.D. and M.A. degrees in speech from UMC and a B.S. in education from Southwest Missouri State College. He and his wife, Mary Jane, have three sons, Matthew, Travis and Jonathan.

A search committee is expected to be selected soon to seek a permanent vice president for University Outreach.

### Bids requested for health care plan

The University has asked more than 40 firms to submit offers to create and administer its new health care plan, UM Vice President for Administrative Affairs Jim McGill told the Curators during a presentation on medical coverage.

By placing the emphasis on managed care, the plan, created by the UM Committee on Medical Insurance, will help limit cost increases while providing quality care. (See the June 15 issue of HEALTH SPECTRUM for details.)

UM President George Russell, who appointed the 17-member committee, told the Curators that rapidly escalating health care costs left the University with but two choices.

"We could say we will let health care costs go up only so much and if that buys less care, it just buys less," Russell said.

"Or, we could craft a new system that will give us better,

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## 1993-94 budget includes \$17.5 million for raises

**T**he Board of Curators, in its meeting June 24-25 in Columbia, approved a budget that includes \$17.5 million in salary increases across the four University of Missouri System campuses.

The \$504.1 million operating budget reflects reallocations made under the University's five-year plan, plus increases in state appropriations. State appropriations account for \$298.6 million of the budget, and student fees are expected to total \$167.9 million. Other non-state sources will total \$37.6 million.

"The incremental funds available for the new fiscal year total \$36.1 million," said UM System President George Russell. "That's \$25.1 million in new revenues and \$11 million in reallocations. Increases in compensation for faculty and staff will consume about half of the new resources."

According to UM System estimates and chancellors' plans, the average increase in salaries for ranked faculty this fall will be 6 percent at UM-Columbia; 5.5 percent to 6 percent at UM-Rolla; 4 percent to 4.5 percent at UM-Kansas City; and 4.5 percent at UM-St. Louis. The average staff

salary increases will be between 3 percent and 4 percent at UM-Columbia and UM-Rolla; between 4 percent and 4.5 percent at UM-Kansas City; and 4.5 percent at UM-St. Louis.

Russell said that the salary increases will continue to close the gap in compensation for full-time ranked faculty between the UM System and its peer institutions. He noted that in 1991-92, the University spent \$16.4 million less on faculty compensation than the public institutions in the American Association of Universities.

"That was a year in which we gave a zero salary increase," Russell said. "In 1992-93, the first year of our five-year plan, we reduced the deficiency by \$5.2 million, down to \$11.2 million."

Russell said UM estimates show that the 1993-94 salary increase will trim the gap by another \$3.6 million.

"That means we will have made up 54 percent of the difference in only two years," he said. "I firmly believe that if we continue to stay focused on our priorities, we can achieve all the goals contained in our five-year plan, including bringing our faculty salaries up to the public AAU average."

The budget also includes increases in funding for physical plant maintenance, \$7.2 million; financial aid, \$5 million; academic programs, \$3.9 million; and contingency reserves, \$1.9 million.

Also during the budget discussion, Russell noted that state appropriations increased by \$9.3 million in the 1993-94 budget. Included in that figure is \$3.8 million that the legislature transferred from the capital budget to the general operating budget.

"Because we have earmarked our operating funds for the repair and maintenance of our buildings, the legislature has responded by giving the UM System greater flexibility in planning our budget," Russell said.

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## Gillespie bridges gap between business and education

It was around the middle of the month, tax reporting time, when Mary Schillinger Gillespie got the call. The governor was considering her for a position on the University of Missouri's Board of Curators, and wondered if she could come by for an interview.

Gillespie worked late at her office the night before the interview, putting the finishing touches on quarterly estimated tax statements for several clients. She arose early, gave the reports to the morning courier, and at 7 a.m. settled wearily into the front seat of a friend's car for the drive to Jefferson City.

"I could have used another hour of sleep," Gillespie said, smiling wryly at the thought, "but it's kind of hard to say no to the governor, with his schedule."

The governor told Gillespie that he was committed to urban education and understood the critical role that urban schools had to play in the state's development. He felt that she had the right training and experience to help move the state's higher education forward. Gillespie accepted the offer and became the first UM-St. Louis graduate appointed a member of the Board of Curators.

Gillespie is a native of south St. Louis County (her great-grandfather, John Schillinger, emigrated from Germany in the late 19th century and settled in Carondelet). Gillespie's family has always had close ties to the University. Her brother studied engineering at what was then the Missouri School of Mines in Rolla, graduating with honors. Uncles, nieces and nephews attended college at Rolla and Columbia. Gillespie herself first saw the Columbia campus when she participated in a high school Spanish poetry competition.

Gillespie is a Certified Public Accountant who also holds two law degrees. Prior to establishing her own accounting firm in 1975, she was associated with some of the nation's top accounting firms in several cities, gaining valuable experience in auditing, taxation, banking and savings and loan operations, and real estate.

James P. Antonio, while Missouri State Auditor, appointed Gillespie to an Audit Advisory Committee to standardize financial information for fire districts. She has served as a member of the Director's Advisory Group of the state Department of Revenue, and as treasurer and board member of the St. Louis Association of Financial Planners. Currently serving as an Advisory Director of Boatmen's Bank-Central Region, Chesterfield Hub, she has been affiliated with the financial giant since 1978, when she became the first woman to be appointed to a Boatmen's Bank board.

Gillespie's participation in civic and community affairs has included serving as president and board member for the West St. Louis County Chamber of Commerce, and as the vice chair of the Legislative Information Committee of the Metropolitan League of Chambers of Commerce of St. Louis County. She was named the local Chamber's outstanding member in 1976.

Gillespie received her Bachelor's Degree in Business Administration, magna cum laude, from the University of Missouri - St. Louis in 1969. She was only the fourth person, and the first woman, to receive a Master's Degree in Business Administration from UM-St. Louis.

"I started out as a French major, but quickly decided that was not for me," Gillespie said. "After sitting in on some business courses, I decided to get a general business degree, and then applied for the MBA program. In those days there was ample opportunity for women who wanted to enter what were then non-traditional fields, as new federal regulations were calling for businesses to hire more qualified women and minorities."

Although working for some of the nation's most prestigious accounting firms provided Gillespie with valuable experience, she yearned to work in a less pressured environment. She returned to St. Louis with her husband, Jim, who is vice president for marketing with Anheuser-Busch, Inc. The couple found a home in Ballwin and Gillespie opened her own public accounting firm in the nearby business district.

"When I left the big firm, I thought I would be working part-time," Gillespie said, laughing. "As it turned out there was little competition and a real need for tax services." Gillespie soon found that she had more business than she could handle. Thoughts of a more leisurely pace disappeared.

Serving as Chamber of Commerce president for more than 300 members took nearly 40 percent of Gillespie's time, but she still kept up her business interests. That's when she began thinking about going to law school. She received her law degree from St. Louis University School of Law in 1986 and her LL.M Degree in Taxation from Washington University's School of Law a year later.

The law school coursework came easily to the experienced accountant, but Gillespie had to surmount her share of personal challenges. Her father died during her second year of law school. While working on her advanced law degree at Washington University she suffered a viral infection



Mary S. Gillespie

that left her hearing permanently impaired in one ear. As a result, she has developed an interest in the problems of the hearing impaired and serves as a member of the Board of the Central Institute for the Deaf.

Gillespie has maintained close ties to her alma mater. In 1991, she was appointed to the University of Missouri System Planning Advisory Committee and served as a member of the Chancellor's Council at UM-St. Louis. She has also served on the Board of Directors of the Alumni Association for the UM-St. Louis School of Business Administration for many years.

As chair of the Chancellor's Council Committee on Science and Technology, she worked hard to bring the new engineering program to UM-St. Louis.

"When our state senator voted against engineering for St. Louis, I called him and visited his supporters in our township to make sure they understood the benefits a limited engineering program, provided by a state university, could bring to the area," Gillespie said.

"We have four separate campuses, each with special roles to play in educating our citizens. The St. Louis campus is ideal for non-traditional undergraduate students who can't afford to go away to school or attend expensive private schools here. The engineering program is a step in the right direction."

Gillespie recently toured the four campuses and was impressed with the potential for growth and the quality of the faculty, staff and students she met. She is particularly

interested in opening a regular dialogue with faculty members on each campus.

As a member of the Board's physical facilities and finance committees, she wants to ensure that the physical plant is maintained and that more quantitative analysis is used to solve business problems. She also has an interest in advising, minority recruitment and maintaining an appropriate balance between traditional and non-traditional programs to meet the needs of all students.

Not surprisingly, Gillespie believes in the value of continuing education. She has volunteered her time as an instructor and program moderator for courses and seminars on taxes and accounting for St. Louis Community College and for other organizations. Many of her lecture topics — estate planning, tax and money management, divorce, employment discrimination, insurance, income tax, credit laws and entrepreneurship — are designed for women.

She is especially enthusiastic about a program called "Empowering Women," conducted at UM-St. Louis earlier this year. "We had 450 young women from 6th grade through 12th grade talking about women in school and business, Gillespie said. "Later I had lunch with three of the students and their counselor, took them on some campus tours and talked with them about their goals.

"One student is going to the Bridge Program at UM-St. Louis. The second is thinking about the computer sciences curriculum at another university, and the last student would like to go to journalism school. I'll be ready to help arrange a tour of the MU journalism school for her when she's ready," Gillespie adds.

For hundreds of young women and others who have shown promise, Gillespie has become an advisor, friend and advocate. She understands the need to seize opportunity and capitalize on it. She spends countless hours writing letters, making calls and setting up interviews on behalf of her constituents, many of whom go on to professional careers of their own.

It is in this role, perhaps, that Mary Gillespie is making her greatest contribution to the future vitality of St. Louis, the state and the University.

*For hundreds of young women and others who have shown promise, Gillespie has become an advisor, friend and advocate.*

## UM Research Board awards another \$1.5 million in grants

The University of Missouri Research Board, a panel of 12 faculty members appointed by UM System President George A. Russell, has completed its third round of grant application reviews and awarded more than \$1.5 million to support research projects across the University's four campuses.

President Russell established the board in early 1992, funding it in part through the elimination of administrative positions in the UM System office. In December 1992, it completed review of its first round of applications and awarded \$1 million in grants to 39 researchers. Another round of

applications in February led the awarding of an additional \$1 million in grants, also among 39 researchers. The latest grants total \$1,531,265 to 66 applicants. Dr. Boyd O'Dell, professor emeritus of biochemistry and executive secretary of the Research Board, said that 179 applications for research funding were filed in March.

The 66 grants ranged from about \$3,000 for a math and computer science project to a top figure of \$89,000 for research in chemistry.

The board granted eight engineering requests for a total of \$223,492; 17 in humanities and fine arts for \$269,500; 14 in life sciences

for \$429,069; 14 in physical sciences and mathematics for \$370,600; and 13 in social and behavioral sciences for \$238,064. (Two grants, one in life sciences and one in humanities, were later declined.)

The Research Board is aided by a system of peer reviewers in selecting projects. The board has established a network of UM experts in each discipline, and they are called upon to address specific criteria in evaluating a funding request. The board then considers the recommendation of the peer reviewers.

Donald Riddle, professor of biological sciences at UM-Columbia, is chairman of the Research Board.

The other members are: Daniel Armstrong, Curators' Professor, chemistry, UMR; Scott Decker, professor, criminology, UMSL; J. David Eick, Curators' Professor, dentistry, UMKC; Walter Eversman, Curators' Professor, mechanical engineering, UMR; Steven Hause, professor, history, UMSL; Sudarshan Loyalka, Curators' Professor, nuclear engineering, UMC; Robert Murray, Curators' Professor, chemistry, UMSL; Karl Nolph, Curators' Professor, medicine, UMC; George Thomas, Curators' Professor, biological sciences, UMKC; Linda Voigts, Curators' Professor, English, UMKC; and Samuel Werner, professor, physics, UMC.

### UM Research Board March 1993 Awards

#### UM-Columbia

**Jane Armer**  
Nursing, \$30,000

**Philip Arnold**  
Religious Studies, \$8,000

**Edward Brent**  
Sociology, \$25,000

**James Curtis**  
German, Russian and Asian Studies, \$4,000 (declined)

**Steben Cutkosky**  
Mathematics, \$7,000

**Kitty Dickerson**  
Textile and Apparel Management, \$18,610

**Paul Gader**  
Electrical and Computer Engineering, \$48,044

**David Geary**  
Psychology, \$24,000

**Mark Hannink**  
Biochemistry, \$6,800 (declined)

**Timothy Holtsford**  
Biological Sciences, \$49,806

**Fu-hung Hsieh**  
Agricultural Engineering, \$25,200

**Dong Jang**  
Mechanical and Aerospace Engineering, \$29,348

**Robert Kaiser**  
Geography, \$10,000

**Monty Kerley**  
Animal Sciences, \$13,945

**Elaine Lawless**  
English, \$10,000

**Thomas Miller**  
Finance, \$17,600

**Anil Misra**  
Civil Engineering, \$32,900

**Patricia Okker**  
English, \$15,500

**Chada Reddy**  
Veterinary Biomedical Science, \$22,435

**Lawrence Rugolo**  
Art, \$4,000

**Kevin Shelton**  
Geological Sciences, \$20,000

**Robert Sites**  
Entomology, \$29,553

**Michael Smith**  
Animal Science, \$21,000

**Jonathan Sperber**  
History, \$3,500

**Donald Spiers**  
Animal Sciences, \$26,080

**Michael Stadler**  
Psychology, \$25,000

**Barbara Wood**  
Music, \$6,000

#### UM-Kansas City

**Mahmoud Ahmed**  
OB/GYN (School of Medicine), \$49,500

**Cynthia Battie**  
Cell Biology and Biophysics, \$42,830

**Gregory Black**  
Communication Studies, \$21,000

**Toni Dorfman**  
Theater, \$85,000

**Susan Feagin**  
Philosophy, \$5,000

**Daniel Hopkins**  
Geosciences, \$20,000

**Iman Khalil**  
Foreign Languages and Literature, \$10,000

**Sri Melethil**  
Pharmacy, \$32,645

**Michael Schaefer**  
Molecular Biology and Biochemistry, \$49,210

**Joan Stader**  
Biological Sciences, \$22,500

**Da-Ming Zhu**  
Physics, \$22,000

#### UM-Rolla

**Xavier Avula**  
Mechanical and Aerospace Engineering, \$20,000

**Frank Blum**  
Chemistry, \$35,000

**James Drewniak**  
Electrical Engineering, \$25,000

**Fikret Ercal**  
Computer Science, \$20,000

**Larry Gragg**  
History and Political Science, \$6,000

**Jay Gregg**  
Geology and Geophysics, \$14,500

**Donald Hagen**  
Physics, \$40,000

**Sarah Holte**  
Mathematics, \$10,000

**Eugene Insall**  
Mathematics and Statistics, \$22,000

**Douglas Mattox**  
Ceramic Engineering, \$23,000

**Mark Schlesinger**  
Metallurgical Engineering, \$36,000

#### UM-St. Louis

**Gordon Anderson**  
Chemistry, \$89,100

**Lee Brammer**  
Chemistry, \$31,000

**Jerry Cooper**  
History, \$8,500

**Susan Feigenbaum**  
Economics, \$24,409

**Margo Hurwicz**  
Anthropology/Gerontology, \$20,000

**Linda Kowalcky**  
Political Science, \$15,000

**Deborah Larson**  
English, \$5,000

**Janet Lauritsen**  
Criminology, \$16,054

**Joyce Mushaben**  
Political Science, \$6,931

**Prabhakar Rao**  
Math and Computer Science, \$3,000

**William Rushing**  
Art, \$28,500

**Lyman Sargent**  
Political Science, \$6,000

**Alan Schwartz**  
Math and Computer Science, \$10,000

**Victoria Sork**  
Biology, \$34,765

**Keith Stine**  
Chemistry, \$31,000

**Teresa Thiel**  
Biology, \$31,000

**James Tierney**  
English, \$29,500

### Employees asked to use campus address for check reimbursements

University employees are requested to use their campus mailing address when submitting travel vouchers for reimbursement.

The University is presently spending several thousand dollars per year to mail expense reimbursements to employees at their home addresses.

On campus delivery of expense checks eliminates postage and related costs associated with U.S. Mail deliveries. Your cooperation will be appreciated.

### University plans for insurance change

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competitive medical coverage while holding our costs in line. That is what we did," he said.

McGill told the Curators the University hopes to use one firm to operate programs for all four campuses, as well as for retirees and off-campus employees. Such an approach, McGill said, would reduce administrative costs and give the University more clout in negotiating lower rates.

The University's request emphasizes that quality assessment, inclusion of doctors and hospitals already caring for employees, and cost containment will be important considerations in evaluating proposals, McGill noted.

In late July, after proposals are received, the University will begin negotiations with the firms that submit the best offers. In September the Board will be asked to approve a vendor and set premiums. The new plan would begin operation on January 1, 1994.

# UM System honors staff for outstanding service

University of Missouri System President George Russell joined other members of University administration May 19 to celebrate the UM System Annual Staff Recognition Day. Staff who have completed 25 years of service were honored, 1992 retirees were recognized, and special awards were given to clerical, support and professional staff who were nominated for their outstanding service to the University.

Recognized for 25 years of service to the University were **Coleman H. Burton, David M. Cook, Leo L. Cram, Michael R.**

**Judd, Willis E. Linneman, George H. Marshall, Donald A. Rose, Robert L. Ross, Leroy J. Schnieders, Dennis C. Tolan, Kenneth M. Toler and Nancy White.**

The Service and Support Staff Recognition Award was presented to **Renita Waters**, a youth education assistant with the University Extension St. Louis County 4-H program. **Len Rugen**, a senior systems programmer with Information Technology, received the Administrative and Professional Staff Recognition Award. The President's Award was made to **David L. Lendt**, director of University Relations.



Dr. Richard Wallace and Renita Waters



Dr. James McGill and Len Rugen



Pres. George Russell and David L. Lendt

## Board approves next year's capital appropriations request for new construction

The Board of Curators approved plans to request more than \$168 million from the state for capital appropriations in Fiscal Year 1995.

Capital appropriations are used for repairs and rehabilitation of existing physical facilities, and for new construction projects.

A portion of the requested funds would be used to comply with governmental standards and to purchase engineering equipment.

Campus chancellors were asked to rank-order their most urgent needs for new construction. The accompanying chart identifies the top priority identified for each campus and the UM-System.

### FY95 Capital Appropriations Request -- New Construction

<b>UM-System</b>	Library Facility	\$ 4,000,000
<b>UM-Columbia</b>	Natural Resources Building	10,930,000
<b>UM-Kansas City</b>	Science & Technology Building	22,400,000
<b>UM-Rolla</b>	Electrical Engineering Addition/Renovation	7,690,000
<b>UM-St. Louis</b>	Phase I-Land Acquisition Plan	12,355,400

## Curators approve change for giving C-BASE test

The Board of Curators approved a change in the administration of the C-BASE educational assessment test, but plans a further debate over the test's value in the board's September meeting.

In its June meeting in Columbia, the board voted unanimously to allow chancellors to administer the test to students before they attain 75 credit hours. Previously, chancellors were directed to give the test to stu-

dents when they had completed between 45 and 70 credit hours.

"The change will give chancellors more flexibility in using the test, allowing them to assess undergraduates as early as the freshman year, if that is deemed necessary," said UM System President George Russell.

Curator Fred Hall of Springfield, however, questioned whether the test is working, citing its "rather substantial cost."

Hall said he had planned to

propose that the Columbia campus experiment with administering C-BASE under "very limited conditions" in order to learn how good a measure it is of what undergraduates have learned.

"I don't think at this point in time we're getting a good read on the value of the test," he said.

The board, however, approved the changes in administering C-BASE and agreed to discuss its educational value at length in its September meeting.

### SPECTRUM

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