

Spectrum

Volume 23, Number 4, June 1996

Curators approve benefits changes

Changes to improve the equity and portability of pension benefits were approved by the Board during its May 23-24 meeting. The changes provide unmarried employees with equal pension benefits and make it easier to move accumulated benefits.

President Russell recommended the changes after reviewing a report from the University-wide faculty and staff Retirement and Benefits Committee. Other proposals in the report, including a partial tuition waiver for dependents, were not brought before the Board.

"These adjustments make our pension benefits more appealing and more competitive, and do so at a modest cost," Russell said. "While other proposals from the committee had merit, I felt that it was best to focus our resources on equity and portability."

Specific changes approved include:

- As of Aug. 1, vested employees who leave the University **before** retirement can have a lump sum, equal to the present value of future retirement benefits, transferred to a rollover IRA or another "qualified pension plan" where allowable. Those who select this option will relinquish all future rights to benefits under the University's pension plan.

This new feature is in addition to the existing provision which allows employees whose present value of future benefits is less than \$20,000 to receive the full amount in a lump sum cash payment.

- Upon retirement vested employees could opt to receive up to 30 percent of the present value of future pension benefits as a lump sum. Under this plan, also effective Aug. 1, funds could be taken in cash or transferred to a rollover IRA or another "qualified pension plan" where allowable. In addition, the value of lump sum payments would not be considered in determining future pension adjustments.

While future retirement benefits would be reduced accordingly, choosing this option would not affect an employee's entitlement to other post-retirement benefit programs, such as the medical program.

- From now on, single employees and married employees will have the same benefits if they die before retirement. The benefit itself equal to the present value of the employee's accrued benefit or twice his or her annual salary, whichever is higher is unchanged.
- Effective immediately, when the spouse of a deceased employee remarries, he or she will continue to receive the survivor's annuity.

- As of August 1, both single and married employees may select a 50 percent joint and survivor retirement annuity, if they wish.
- From now on, single employees and married employees will have the same benefits if they die before retirement. The death benefit is equal to the present value of the employee's accrued benefit or twice his or her annual salary, whichever is higher, subject to limitations imposed by the Internal Revenue Service.
- Effective immediately, individuals who became widows or widowers of retirees prior to September, 1990, and who subsequently remarried, will have their pensions restored. This provision had previously been approved for post-September, 1990, retirees.
- As of August 1, both single and married individuals with a deferred vested benefit who have terminated employment with the University may select a 50 percent joint and survivor retirement annuity, if they wish.

The UM System Faculty and Staff Benefits office will be contacting all such individuals in the near future regarding the reinstatement of their benefits.

- Those individuals who are eligible to commence early retirement benefits but who have Long Term Disability applications pending will be allowed to begin receiving early retirement benefits and, if subsequently approved for LTD benefits, will be allowed to interrupt the receipt of pension benefits for the duration of the time that LTD benefits are being paid. Future pension benefits would be recalculated with appropriate offsets for benefits previously received.
- Effective immediately, the final pension benefit payment will be determined based on the number of days in the month that transpired prior to death. Previously, the plan requires that pensions would end with the last payment prior to the date of death.

Board OKs FY97 operating budget

The Board of Curators, at its May 23-24 meeting, approved the University of Missouri's operating budgets for FY1997, commencing July 1.

UM President George Russell called the state appropriation for the University "the most favorable in more than a decade." The University's increase in recurring state funds is \$27.6 million, excluding the special Curators programs, but including \$4 million for matching-fund endowed chairs. (See listing of funded endowed professorships and chairs inside this issue of *Spectrum*.) In addition, one-time funds totaling \$4.6 million have been appropriated for information technology.

In FY1997, total UM revenues will increase \$63.3 million, including non-state funds totaling \$30.9 million.

Each campus will receive 3.5% of its FY1996 state appropriation for inflation, the percentage requested by the Curators. The addition of \$4 million in recurring funds to the endowed chairs program brings to \$12 million the total invested by the state in the successful matching-funds

initiative. Russell noted that he would allocate \$1 million of the state appropriation to a program reserve for special program needs or to take advantage of unanticipated opportunities during the year.

Nearly \$9 million of recurring state funds are allocated to information technology, outreach and the Institute for Instructional Development.

"I am very pleased to note that this budget achieves all the objectives of the five-year financial plan," Russell said. He told the Board that if there are substantial changes in the resource base especially that portion tied to student enrollment and student fees he will return to the Board to request budgetary adjustments.

UM recognized for significant achievement in helping Ireland

The University of Missouri has been honored by the Midwest Chapter of the Ireland Chamber of Commerce in the United States (ICCUSA) for agricultural modeling, telecommunications and exchange programs established to benefit Ireland. The inaugural Michael W. J. Smurfit Excellence Award, given for significant achievement, was presented May 8 in St. Louis to UM President George Russell, Curator James McHugh and UM-St. Louis Chancellor Blanche Touhill.



UM-St. Louis Chancellor Blanche Touhill with Dr. Michael Smurfit

In giving the award, the ICCUSA recognized the University's Food and Agricultural Policy Research Institute (FAPRI) for helping policy makers in Ireland evaluate the consequences of changes in agricultural policies. A program has been proposed for joint model development among FAPRI, the Republic of Ireland represented by the Department of Agriculture, Food and Forestry, the Agriculture and Food Development Authority (Teagasc), and the Northern Ireland Department of Agriculture and Queen's University, Belfast.

Through a cooperative effort with the University of Missouri, the University of Ulster developed an outreach program with the town of Enniskillen, County Fermanagh. Several teleconferences have linked the University's Poplar Bluff telecommunications community resource center with Enniskille and future cooperation is planned to strengthen the programs at both locations.

The collaboration includes a student exchange program between University College Galway and UM Teagasc sent a doctoral candidate to UMC to study agriculture. Several professors from the University of Ulster have visited Missouri to explore collaborative efforts in the areas of nursing, informatics and conflict resolution.

Dr. Smurfit, chairman and CEO of the Jefferson Smurfit Group in St. Louis, recently announced he will donate \$550,000 to endow a professorship in Irish Studies at UMSL.

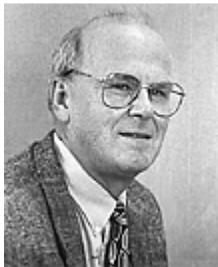
Curators approve Black Culture Center designs

The UM System Board of Curators, in its meeting May 23 in Kansas City, approved plans for a \$2 million, 11,000-square-foot Black Culture Center at UM-Columbia.

The building will feature a multipurpose room designed to accommodate 175 persons and expandable for holding gatherings as large as 280. Construction is scheduled to begin in November 1996 and to be completed about a year later.

MU researcher elected to NAS

University of Missouri-Columbia researcher Michael Roberts has been elected to the highly prestigious National Academy of Sciences (NAS). Only about 60 scientists across the country are admitted into the approximately 1,800-member academy each year following a stringent nomination and election process.



Michael Roberts

"It is very gratifying to have been selected by one's peers and recognized among the top scientists in the country," said Roberts, chairman of pathobiology at the MU College of Veterinary Medicine and J. Fred McKenzie Distinguished Professor of Reproductive Biology at the MU College of Agriculture, Food and Natural Resources. "It's a compliment, not only to myself, but to the many excellent people who have worked with me in the lab over the years and to the University administrators and colleagues who have supported and encouraged my work."

The NAS is a private, non-profit society of distinguished scholars engaged in scientific and engineering research. Members, who join the academy for life, are elected in recognition of their

distinguished and continuing achievements in original research, and election is considered one of the scientific community's highest honors.

In 1985 Roberts joined the faculty and helped found the nationally known Food for the 21st Century Program, which is a cooperative effort of MU's College of Agriculture, Food and Natural Resources; College of Human Environmental Sciences; and College of Veterinary Medicine. The program attempts to look into the future to determine what problems and constraints will face food and agriculture in the next century.

Roberts' work in leading the College of Veterinary Medicine's pathobiology department, which was created in 1995 from the merger of the veterinary microbiology and veterinary pathology departments, is laying the groundwork for identifying and potentially preventing animal disease processes. "We are proud to have a faculty member of such stature in a leadership role at the college," said H. Richard Adams, dean of the MU College of Veterinary Medicine. "It benefits the entire institution when high-caliber faculty are recognized for their contributions in advancing knowledge among the scientific community."

Roberts's former academic appointments include work as an assistant professor, associate professor and acting chairman of biochemistry and molecular biology at the University of Florida. In addition, he has served as an assistant professor at the State University of New York and a senior research fellow at the United Kingdom Atomic Energy Authority.

A prolific researcher, Dr. Roberts's work has been widely published. Recent studies have focused on embryonic loss, or miscarriages, in cattle.

Current grant funding for Dr. Roberts's research totals more than \$1 million from organizations including the National Institutes of Health, Procter & Gamble Pharmaceuticals and the U.S. Department of Agriculture. Past research support has been provided by the American Cancer Society, the National Cystic Fibrosis Foundation, the National Science Foundation and the American Heart Association, among others.

The recipient of numerous awards and honors, Dr. Roberts was the 1994 Amoroso Lecturer at the Society for the Study of Fertility, the 1992 U.S. Department of Agriculture Distinguished Scientist and the 1990 Sydney A. Asdell Lecturer at Cornell University. He also received the National Institutes of Health Merit Award and the Society for the Study of Reproduction's Research Award.

Dr. Roberts earned a 1962 bachelor's degree in botany and a 1965 doctorate in plant physiology/biochemistry from Oxford University.

North Mo. Consortium to provide joint programs

Richard Wallace, UM vice president for academic affairs, proposed to the Board at its May meeting that the University help establish a consortium to assess the need for additional higher education programs in northwest Missouri.

Participants in the North Missouri Consortium would be the University of Missouri System, North Central Missouri College at Trenton, Northwest Missouri State University at Maryville, Missouri Western State University at St. Joseph, and the area vocational and technical schools in Bethany, Brookfield, Chillicothe, and Maryville. Wallace also said that University Outreach and Extension would be an important participant.

"The purpose of the consortium is to identify the high-priority programs for a 22-county region of northwest Missouri and, through collaboration, to provide access in a high-quality and efficient manner," Wallace said.

Potential unmet needs will exceed the resource capabilities of the group, he said.

"The needs to which the group responds must demonstrate benefits that outweigh costs, and there must be reasonable ways in which costs may be recovered."

The organizational structure will be a not-for-profit public consortium with a bare-bones staff. An important means for the delivery of cooperative programs is to be Telecommunications Community Resource Centers, one located initially on the campus of Northwestern Missouri State University at Maryville.

The consortium is to be governed by the presidents of the founding groups of institutions, and an advisory board for programming will include citizens from the area, Higher Education Commissioner Kala Stroup, and the chair of the area's University Extension Regional Advisory Council.

Upon agreement by the governing boards of the founding institutions, Stroup will seek approval from the Coordinating Board for Higher Education.

UMKC fills Schutte professorship

Nolen Ellison has been named the Carolyn Schutte Missouri Professor and Director of Urban Affairs at the University of Missouri-Kansas City Henry W. Bloch School of Business and Public Administration.



Nolen Ellison

Ellison currently divides his time as a visiting professor in urban affairs in UMKC's L.P. Cookingham Institute of Public Affairs and as a consultant to the Samuel Rodgers Community Health Clinic. As Schutte professor, he will help shape the university's involvement in local urban projects, strengthen recruitment of women and minorities in the public affairs program, design courses in urban administration and urban issues, and assist local community groups and governments on urban projects.

"We're pleased to have someone of Nolen Ellison's stature in this position," said William Eddy, dean of the Bloch School. "Under Dr. Ellison's leadership, we plan to continue strengthening UMKC's role in the urban community."

Before joining UMKC's Bloch School in June 1992, Ellison served as president and chief executive officer of Cuyahoga Community College in Cleveland for 17 years. He also has held administrative positions at Seattle Central Community College, Metropolitan Community Colleges in Kansas City and Michigan State University in East Lansing. In 1988, the Miller Co. identified Ellison as one of 12 outstanding educators for its "Calendar of Great Black Educators in the 20th Century."

Ellison served as interim president and executive director of 20 Good Men, based in Kansas City, Kan., and as UMKC's representative on the 21st Century Communities Project, a 10-year effort to address urban problems. He also is a member of the Kellogg Foundation Advisory Panel on Community Colleges, the National Advisory Board of the Quality Education for Minorities Network and the American Association of University Professors.

Ellison received a bachelor's degree in history and biology from the University of Kansas and a doctoral degree in urban planning and institutional management from Michigan State University.

The Bloch School's Cookingham Institute offers study in urban administration, non-profit management and health administration. The school's public administration program is among only 54 percent nationally that are accredited by the National Association of Schools of Public Affairs and Administration.

Missouri Endowed Chairs and Professorships

(State Matching Funds: Endowed Professorships/\$550,000 Endowed Chairs/\$1,100,000)

University of Missouri-Columbia

Ruth M. Kraeuchi Missouri Professorship in Veterinary Ophthalmology: ***Dr. Mark Nasisse***

Gibreath-McClorn Missouri Professorship of Veterinary Cardiology: ***Dr. John Bonagura***

Sam M. Walton Missouri Professorship of Marketing: ***Dr. Allan Pennington***

Hugh E. Stephenson, Jr., M.D., Missouri Professorship of Surgery: *Unfilled*

Houston Harte Missouri Professorship in Journalism: *Unfilled*

James E. Campbell Missouri Professorship of Law: *Unfilled*

Floyd R. Gibson Missouri Professorship of Law: *Unfilled*

Lee Hills Missouri Chair in Free Press Studies: *Unfilled*

Missouri Soybean Biotechnology Professorship: *Unfilled*

University of Missouri-Kansas City

Marion Merrell Dow Missouri Professorship of Entrepreneurship: *Unfilled*

Victor E. and Caroline E. Schutte Missouri Professorship in Urban Affairs: ***Dr. Nolen M. Ellison***

Douglas Stripp Missouri Professorship in Law: *Unfilled*

Marion Bloch Missouri Chair in Leadership: ***Dr. Lee G. Bolman***

Arvin Gottlieb Missouri Chair in Business Economics and Finance: *Unfilled*

Arvin Gottlieb Chair in Strategic Management: ***Dr. Marilyn Taylor***

Merl and Muriel Hicklin Missouri Chair in Medicine: *Unfilled*

Marion Merrell Dow Missouri Chair of Pediatric Medical Research: ***Dr. Ralph E. Kauffman***

Marion Merrell Dow Missouri Chair of Pediatric Clinical Pharmacology: *Unfilled*

Charles N. Kimball, MRI/Missouri Chair in Business: *Unfilled*

Missouri Chair in Cardio. Clinical Research at MAHI: *Unfilled*

SEP Missouri Professorship in Biological Sciences: *Unfilled*

Gerald F. Tuohy/Missouri Chair in Anesth. Res. at St. Luke's: *Unfilled*

Jack Strandberg Missouri Chair in Piano: *Unfilled*

Millsap Missouri Chair in Music: *Unfilled*

University of Missouri-Rolla

Vernon and Maralee Jones Missouri Professorship in Civil Engineering: *Unfilled*

John and Susan Mathes Missouri Professorship in Civil Engineering: ***Dr. Craig D. Adams***

Robert H. Quenon Missouri Professorship of Mining Engineering: *Unfilled*

University of Missouri-St. Louis

Hubert C. Moog Missouri Professorship in Nursing: ***Dr. Eleanor Sullivan***

E. Desmond Lee and Family Missouri Professorship in Science Education: ***Dr. William Kyle***

E. Desmond Lee and Family Missouri Professorship in Science Education II: *Unfilled*

Teresa M. Fischer Missouri Professorship in Citizenship Education: ***Dr. Timothy O'Rourke***

The Hellenic Government/Karakas Family Foundation Professorship in Greek Studies: *Unfilled*

University Travel: Rental cars and insurance

Planning to rent a car for University business? Rental agreements currently exist with Alamo, Avis, Budget, Enterprise, Hertz and National, and each company offers a competitive rate to University employees. Rental car insurance coverages can be confusing, making it difficult to determine what kind of insurance is required. Basically, there are two types of insurance to be aware of when renting a vehicle liability and collision/damage waiver.

Liability insurance is coverage that protects an employee and the University when it is determined that the employee is at fault and, therefore, caused or contributed to an accident.

Employees renting vehicles for official business should decline any optional liability coverage offered by the car rental companies except when renting vehicles for use outside the U.S. or Canada, or when renting a vehicle for use by a citizen of any country other than the U.S. or

Canada. Any liability incurred that is not covered by the car rental company will be covered under the University self-insured program. Employees renting vehicles that may be used for personal business at any time during a business trip should be aware that the University's self-insurance provides coverage (primary or excess) for official business use only. Any liability incurred while the vehicle is being used for personal business is the sole responsibility of the renter.

Collision/damage waiver is optional protection against financial loss in the event the rental car is stolen, or returned damaged. This option relieves the employee and the University of responsibility for loss, theft, vandalism, glass breakage, damage to the vehicle's finish or collision damage to the vehicle. This coverage is automatic when rental cars are charged to an employee's corporate Diner's Club card.

Employees are strongly encouraged to charge rental cars to their individual University corporate card, Diners Club. Diners Club provides full replacement value of the rental car worldwide thus protecting not only the individual but the University as well. If the Diners Club card is not used for rental car charges, or the coverage is invalidated through non-compliance with the rental provisions, then any loss must be paid from University funds.

Again, the University does not provide coverage for a vehicle used for personal business during a trip. The employee's personal automobile insurer probably provides liability coverage for driving rental cars, but check to be sure coverages vary by policyholder and company. If an employee does not have a personal automobile policy, it is recommended that he or she buy liability coverage. For individuals who may not own a car, but who may rent cars with some frequency, "non-owned" automobile liability coverage is readily available at a reasonable rate.

Information on University negotiated contracts with rental cars, in addition to other travel information, is available on World Wide Web (WWW) through <http://www.system.missouri.edu>.

Russell reports on new strategic plan

The University of Missouri will begin the final budget year of its five-year financial plan July 1. At the May 23-24 Board meeting, UM President George Russell outlined seven goals in a proposal to extend the University's long-range plan beyond June 30, 1997.

The purpose of the new University-wide plan "is to focus on a small number of important goals to be achieved in the next several years across the institution as a whole," Russell said. It will succeed the present plan "in which we have focused on rebuilding our infrastructure, including paying competitive salaries, eliminating a long-standing backlog of repair and maintenance projects, and making sure that our libraries are prepared for the electronic future."

Russell noted that several large goals of the five-year plan have been met and the University is nearing completion of the others. "I believe our success is related to several factors," he said. He stated the University did not wait "for others to bail us out" but moved aggressively on its own,

"setting a small number rather than an unrealistic number of goals, and setting goals for which there is strong agreement that their priorities are very high." Russell emphasized that "above all, we have had a Board of Curators that has been supportive of the plan and its objectives."

The same factors, he said, should guide development of the new plan. The plan is based on three assumptions concerning revenues:

- Recurring state appropriations will increase at the rate of inflation;
- Undergraduate student educational fees will increase at a rate no greater than inflation (absent particular needs to which student fees would be directed);
- The policy on graduate and professional student fees remains to be established.

The plan also is based on five assumptions concerning expenditures:

- Salaries will keep pace with the University's comparison groups;
- Budgets for continuing maintenance and repair will be at FY 1997 levels, adjusted annually for inflation and changes in buildings in the University's physical plant;
- Expense and equipment allocations will be adjusted for inflation;
- Current equipment replacement cycles will not be extended;
- Initiatives identified in the new plan will be funded, as specified in the plan.

Finally, the plan makes three assumptions related to reallocation:

- To the extent that actual new revenues fall short of assumed levels, reallocation of existing resources will make up the difference;
- Absent any other new revenues, reallocations will occur to finance expenditures;
- Continuous quality improvement will be applied throughout the University, both to academic and administrative operations, to improve the efficiency and effectiveness of the University.

The seven proposed goals:

1. The quality of the University is determined by the quality of its faculty and staff. To recruit and retain the very best people, the University will maintain competitive compensation and competitive levels for University employees.
2. The campuses will provide appropriate infrastructure for faculty to offer high-quality academic programs (i.e., operating budgets, equipment, space, library services, technical and other staff support, computing and telecommunications services).
3. Renovate and rehabilitate specified buildings; budget annually an additional 2 percent of replacement value to fund future renovations and rehabilitations.
4. Increase competitive extramural funding for research and scholarship, especially from major federal agencies, such as the National Science Foundation, the National Institutes of Health and the National Endowment for the Humanities.
5. Assist the State of Missouri in the creation of an advanced telecommunications network for the delivery of educational programs, health care assistance, the creation of a virtual

library, and the sharing of computing resources across the state. Individual access will be an underlying principle in achieving this goal.

6. Focus the University's unique expertise on Missouri's needs for objective public policy analysis.
7. Develop a comprehensive University-wide plan for health care education, health care research and services.

Board unanimously approves attendance policy

A Board of Curators attendance policy, adopted in the nineteenth century and unenforced for decades, has been replaced by unanimous vote of members of the Board.

The former policy, adopted shortly after the University was founded in 1839, when the Board met only in annual or semi-annual sessions, stated that a Curator's seat would be declared vacant following one absence not caused by illness or accident.

Had the policy been strictly enforced, several current and former members of the Board would have been affected and the validity of their votes might have been called into question.

The new policy states that, if a member is found by unanimous vote of the other Curators "to have failed to attend without good cause two consecutive meetings of the Board in any calendar year, the office of such Curator shall be vacant."

The policy also states that, if a vacancy "shall occur by death, resignation, or from any other cause, the President of the Board of Curators shall notify the Governor" within 30 days of such vacancy.

UM will continue to study social work programs

UM President Russell told the Board May 23 that many communities in southeastern Missouri need access to a master's program in social work, and that the UM System hopes to work with Southeast Missouri State University in creating a program at either the Poplar Bluff Telecommunications Community Resource Center or in Cape Girardeau.

Russell said that at a future meeting he would bring to the curators a proposal for a master's program in social work at UM-Kansas City on the condition that it be offered in collaboration with the other UM campuses. He also said that Southwest Missouri State University is interested in collaboration with UM, and that while St. Louis University and Washington University have been reluctant to collaborate in a public master's program in St. Louis, discussions with both institutions will continue.

"Although St. Louis University and Washington University have expressed strong reservations about the conclusion of our consultants that there is a need for a public MSW program in St. Louis, I have not reached a final decision on my recommendation to you," Russell said. "We are gathering additional information, principally from those state agencies that hire large numbers of MSW graduates in the St. Louis area, and we are continuing our discussions with the two private institutions concerning possible collaboration.

"We have great strength in the social work faculty on the St. Louis campus and we will need to use that strength as we respond statewide to the need to open access to the MSW."

He said it will be difficult, if not impossible, to involve the St. Louis faculty in a statewide program but deny students in the St. Louis area access to that program.

In the Kansas City area, Russell said the University will probably engage one more consultant to help create the proper structure for a program there. "We will work to develop a model that will bring the faculties in social work together, on a statewide basis, to open access to the MSW in a high-quality, cost effective and accreditable way," he said.

Russell reported he may bring a set of recommendations to the Board for consideration at its July 18-19 meeting at UM-Columbia.

Correction:

Paul Roth, chair of the Philosophy Department at UMSL, was not included in the list of Institute for Instructional Development grant winners printed in the May issue of *Spectrum*. He received \$31,203 for "A Formal Logic Course on CD-ROM."