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Curators consider proposed changes to retirement plan

R. Kenneth Hutchinson, UM interim vice president for administrative affairs, briefed Curators on the status of the UM retirement fund at the Board's meeting in Kansas City May 28.

The Curators asked for more information about the impact of the proposals on the University's current high bond ratings. Several Board members also wanted to know how the new plan would affect their ability to award future cost of living adjustments to retirees. Hutchinson said he would research the answers to these questions and report to the Board at its next meeting July 16-17.

Citing the strong financial condition of the retirement fund, Hutchinson said the time was right to consider making it more competitive with plans offered by other peer AAU institutions in the region by expanding financial benefits and options to benefit all age groups of employees.

A study conducted by the UM Retirement and Staff Benefits Committee concluded that the current plan ranks 11th of 14 peer institutions in total value of benefits. If the suggested changes are adopted, UM's retirement program would rise to sixth in that peer group.

Proposed changes in the retirement and benefits plan would:

- Increase the current pension multiplier used to compute the annual retirement benefit from 2.133 to 2.25 percent for each year of service earned.
- Eliminate the financial penalty currently in place for employees who are more than 60 years of age with 25 years of service. The penalty for employees between the ages of 55 and 60 with 25 years of service would be reduced.
- Add a cash balance accumulation feature that would use a formula to provide a lump sum distribution of earned benefits to employees who terminate their employment prior to achieving eligibility for early retirement.
- Make dependents and spouses of university employees eligible for partial fee waivers at all four campuses of the UM System.

(For more details, see the [May "Special Issue" of *Spectrum*](#).)

Curators approve \$678 million FY 1999 operating budget

The UM Board of Curators, at its May 28-29 meeting on the UM-Kansas City campus, approved an operating budget totaling \$678.1 million for Fiscal Year 1999, which commences July 1. The budget proposal was presented to the Board by Ronald Turner, UM vice president for University Outreach and Extension. Turner was filling in for UM System President Manuel Pacheco who did not attend the Board meeting. He was in New Mexico with his father who was seriously ill.

The new operating budget compares with a FY1998 base of \$651.1 million—an increase of \$27 million. This results from a state appropriation increase of \$29.6 million and a decrease in non-state revenues (largely educational fees) of \$2.6 million.

The total current funds budget will exceed \$1.6 billion, which includes not only general operating funds, but designated funds (which include most of the University's self-supporting enterprises) and restricted funds (which consist largely of grants and contracts to support research and other academic activities).

In addition, \$3.9 million in Mission Enhancement funding was earmarked for the Endowed Chairs and Professorships Program.

State appropriations will fund 26.1 percent and student fees will fund 17.9 percent of the new current funds budget. Compensation will claim 54 percent of the budget.

Most of Turner's report was devoted to the general operating budget and to funding measures approved by the General Assembly. He noted that the legislature's recommendations were very nearly the same as those of Governor Carnahan, with the exception of one-time funding for capsule pipeline research and some earmarked funding for the dispute resolution program in the UM-Columbia Law School and for UMC's Veterinary Diagnostic Clinic.

The budget recommendations reflected the statutory 3 percent state withholding. Recommendations were included for the allocation of new monies—both for continuing operations and for Mission Enhancement programs—among the four campuses, University Outreach and Extension, UM System Administration and for UM System-wide priorities. (See accompanying table.)

Turner's report noted that new discretionary state funds (\$15.1 million) were proportionately distributed based on the recurring state appropriations base for each of the system entities. In addition, \$3.9 million in Mission Enhancement funding was earmarked for the Endowed Chairs and Professorships Program and the remaining \$10.7 million of the Mission Enhancement appropriation was allocated among the System entities.

The \$27-million addition to general operating funds will contribute to the payment of increases such as the following: Compensation adjustments, \$17.1 million; Mission Enhancement, \$14.6 million; and student financial aid, \$8.8 million. The \$678.1-million current funds budget—which also includes \$9.3 million in other increases—will be balanced in part with cost recoveries totaling \$12.1 million. In addition, "The proposed budget plan uses about \$10 million in beginning-of-the-year fund balances to finance anticipated expenses during the year," Turner said.

**Allocation of State Appropriations for
GENERAL OPERATIONS (\$ millions)**
(Totals may not be consistent with text due to
rounding)

	General Allocation	Mission Enhancement	Total
UMC	\$6.9	\$3.9	\$10.8
UMKC	3.0	1.6	4.6
UMR	1.8	1.0	2.8
UMSL	1.9	1.3	3.2
UO & E	1.0	0.6	1.7
UM System	0.4	0.0	0.4
U-Wide	<u>0.1</u>	<u>6.1</u>	<u>6.2</u>
TOTAL	\$15.1	\$14.6	\$29.7

\$50 million in UM capital funds remain in limbo

The \$50.6-million UM System capital appropriations bill reported on in the May, 1998 "Special Issue" of Spectrum grew to \$51.3 million by the time it was passed by both houses of the General Assembly.

Funding of nearly all that amount, however, will depend upon the courts ruling that fees charged for admission to gambling boats need not be included as "total state revenues" for purposes of determining Hancock Amendment limits. The amendment states that the rate of growth in total state revenues cannot exceed the rate of growth in personal income, except when the state's citizens vote to tax themselves beyond that limit.

A total of \$2.4 million of the \$2.5 million for the renovation of Townsend Hall on the UMC campus is funded from lottery proceeds and, thus, is the only item on the list of capital appropriations whose funding is assured in Fiscal Year 1999. The General Assembly added two projects that were not part of UM's request. One was \$150,000 for planning for a Life Sciences Building at MU and the other was \$100,000 for a building at MU's Wurdack Station. (See table.)

**UNIVERSITY OF MISSOURI SYSTEM
CAPITAL APPROPRIATIONS FY 1999**

(General Assembly Recommendation)

Rehabilitation/New Construction	<u>\$50,916,000</u>
Business & Public Administration, UMC	6,000,000
Butler-Carlton Civil Engineering, UMR	5,500,000
Benton & Stadler Halls/Phase I, UMSL	----
Dental School, UMKC	13,100,000
Communications Arts, UMSL	23,116,000
Pharmacy & Nursing, UMKC	100,000
Red Campus Renovation, UMC	
Townsend Hall	2,500,000
Engineering East	----
Tate Hall	----
Ag. Exp. Station Teleconference Centers, UMC	
Delta Research Center	100,000
Hudley-Whaley Farm	250,000
Greenley Memorial Center	----
Wurdack Station	100,000
Life Sciences, UMC	150,000
Engineering Equipment Replacement, UMC	<u>400,000</u>
TOTAL	<u>\$51,316,000</u>

Preliminary FY2000 requests outlined for Board of Curators

At the same May 28-29 meeting in which UM administrators asked the Board of Curators to approve the operating budget for FY1999, they introduced board members to a preliminary outline of the University's FY2000 operating request.

The first obligation, as in the past, said Ron Turner, vice president for Outreach and Extension, would be to meet the costs of inflation. At an inflation rate estimated to be 4.3%, the request would add \$22.8 million to the \$395.1-million state appropriation for FY1999.

Another \$2.2 million would be requested from the state for the opening and continued operation of new buildings and \$500,000 would be requested to fund a benefits plan for Outreach and Extension staff members hired by county extension councils throughout the state. At present, such support staff do not have retirement and medical benefits.

A total of \$22.3 million, all but \$1.8 million of which would go to the campuses and Outreach and Extension, would be requested in the second year of the University Mission Enhancement program.

System administrators also proposed a request of \$62.3 million for other programs for which the Curators have administrative responsibility. This represents an increase of \$19.4 million in state funds, the most significant portion of which is \$13 million for MU's University Hospital and Clinics for the cost of providing indigent care.

In a prepared statement to the Curators' University Hospital and Health Sciences Committee, UM System President Manuel Pacheco described what he called the widening gap between the cost of indigent care and state support for such care.

He also wrote that he is studying the funding level for medical education at UM-Kansas City. "At UMKC," he said, "we are analyzing faculty staffing levels, educational fees and support costs" which have been criticized for several years by the liaison committee of the American Medical Association for medical education accreditation.

Pacheco's statement indicated that, while medical education funding is under study, "We will need to discuss these issues with Higher Education Commissioner Kala Stroup, key members of the legislature and appropriate individuals on the Governor's staff."

Pacheco's statement said the figures represent preliminary planning and will be refined in the weeks to come. Final presentation of the request will be made to the Board at its July 16-17 meeting in St. Charles County.

Turner describes strategic planning, changes to come

UM Vice President for University Outreach and Extension Ron Turner updated the Board of Curators on the University's strategic planning and said changes would begin to be implemented next year based on the initiative. The curators heard the report at their meeting May 29 in Kansas City.

The steering committee, which consists of UM President Pacheco, vice presidents and chancellors, has been meeting in 1998 to develop a new strategic plan to take the University beyond the more limited five-year financial plan approved in 1992. Turner said the committee will continue its analysis through fall and make decisions based on the strategic plan in 1999.

**"I want to emphasize that the critical success factors are subject to redefinition, reevaluation, and modification as the strategic planning process continues to develop."
- Ron Turner**

Turner said the committee had identified eight "critical success factors" upon which the university would base its decision making. They are:

- Success of its undergraduate, graduate, and professional students as measured by retention and graduation rates, professional development, job placement, and acceptance to graduate or professional school;
- Quality of learning, research and community outreach, as measured by relevance and demand for programs, use of innovative teaching techniques and ability to recruit high-quality students;
- Progress in improving and increasing faculty research and scholarship through increased support from state, federal and industry sources;
- Ability to meet the state's needs, through expanded partnerships and collaborative agreements with business, industry, cultural institutions and government;
- Maintenance of the University's financial health, through securing of greater support from both public and private sources;
- Enrollment management;
- Maintenance of a high quality, productive and diverse faculty and staff; and
- Systemwide leadership and management to develop a shared vision of the University's future.

"I want to emphasize that the critical success factors are subject to redefinition, reevaluation and modification as the strategic planning process continues to develop," Turner said. He said the committee will now begin to gather information to identify the institution's strengths and weaknesses in these categories.

MU's Winfield wins Jefferson Award



Betty Winfield

The University of Missouri System honored the winners of its top awards for teaching, research, and scholarly excellence at the Curators' dinner May 29, in conjunction with the Board's meeting at UM-Kansas City. The educators recognized are selected by a panel of UM System faculty from all four campuses.

Betty Winfield, professor of journalism at UM-Columbia, is the winner of the University of Missouri System's 1998 Thomas Jefferson Award.

Winfield is an internationally recognized expert on the relationship between U.S. presidents and the press. She is the author of *The Edward R. Murrow Heritage*, *FDR and the News Media*, and *BLEEP! Censoring Rock 'n' Rap Music*.

Winfield has taught at MU since 1990. She earned her bachelor's degree from the University of Arkansas, her master's degree from the University of Michigan, and her Ph.D. from the University of Washington.

The award, which is funded through a grant from the Robert Earll McConnell Foundation, carries a \$5,000 stipend and goes to a faculty member who "through personal influence and performance of duty in teaching, writing and scholarship, character and influence, devotion and loyalty to the University best exemplifies the principles and ideals of Thomas Jefferson."

Carrel receives highest teaching award



James Carrel

James Carrel, professor of biological sciences at UM-Columbia, is the 1998 winner of the UM System's Presidential Award for Outstanding Teaching.

The award honors long-term achievement in teaching at the UM System. It carries a \$15,000 stipend and is given to a faculty member who has served his or her campus for at least 10

years. Each UM campus nominates a candidate, and a systemwide committee considers teaching evaluations, peer reviews, course syllabi and other evidence of outstanding and innovative teaching in selecting the winner.

Carrel has developed and instituted nine courses at the University, including introductory biology for honors students and a freshman seminar on creation and evolution. He has long been recognized as one of MU's outstanding teachers. He is a past recipient of the Purple Chalk Teaching Award, the Arts and Science Blue Chalk Advising Award, the Maxine Schutz Award for Distinguished Teaching, the Governor's Award for Excellence in Teaching, and a William T. Kemper Fellowship for Teaching Excellence.

Carrel joined the MU faculty in 1971. He earned his bachelor's degree from Harvard University and his Ph.D. from Cornell University.

Former students were asked to evaluate nominees as part of the selection process. One student's response is typical: "His enthusiasm for teaching inspired the students to want to learn. Even more importantly, he was the first professor to teach me the basics of how to learn. Dr. Carrel was genuinely interested in not only teaching the students the materials at hand, but preparing us for a lifetime of learning! He inspired me to pursue a career in science through his own overwhelming enthusiasm for scientific investigation."

Finalists for UM System vice presidencies named

Three finalists for the position of University of Missouri System vice president for finance and administration and two for the position of vice president for academic affairs have been announced. The names of the finalists were made public by Ron Turner, UM vice president for outreach and extension and chair of the academic affairs search committee, and Ralph Caruso, UM vice president for information systems and chair of the finance and administration search committee.

The finalists for vice president for academic affairs are:

- Stephen Lehmkuhle, acting vice president for academic affairs for the UM System and professor in the School of Optometry at the University of Missouri-St. Louis, and
- Marvin R. Query, executive vice provost and executive dean for academic affairs and Curators' Professor of Physics at the University of Missouri-Kansas City.

The finalists for vice president for finance and administration are:

- James E. Cofer, since 1995 vice president for finance and administration for the University of Arkansas System;
- William R. Decatur, since 1993 vice president of finance and administration at Georgia State University; and
- Kenneth V. Dobbins, since 1993 executive vice president and treasurer at Southeast Missouri State University.

All finalists were scheduled to be interviewed by UM System President Manuel T. Pacheco and to meet with a group of UM System vice presidents, the general counsel and other members of the president's staff. In addition, they were to meet with the campus chancellors.

The search for a vice president for academic affairs began with the appointment of Richard Wallace as chancellor of UMC late in 1997. The search for a vice president for finance and administration began with the departure of Jim McGill, UM System executive vice president, who became senior vice president at Johns Hopkins University last Jan. 1.

Resick honored for Research and Creativity



Patricia Resick

Patricia Resick, a psychology professor at UM-St. Louis, is the 1998 winner of the Presidential Award for Research and Creativity. The award, which includes a \$15,000 stipend for research, recognizes a UM faculty member for a sustained record of nationally and internationally prominent research or creativity.

Resick established an entire field of research in psychology. She developed therapeutic techniques to treat post-traumatic stress disorder experienced by rape and assault victims. Studies continue to show that the methods she has developed are the most effective treatment for helping women recover from such attacks.

Resick has taught at UMSL since 1981. She earned her bachelor's degree from Kent State University and her master's degree and Ph.D. from the University of Georgia. She is the co-author of *Cognitive Processing Therapy for Rape Victims: A Treatment Manual*.

Farnsworth wins award for scholarly excellence



Robert M. Farnsworth

Robert M. Farnsworth, professor emeritus of English at UMKC, is the 1998 winner of the Curators' Award for Scholarly Excellence. The award, which includes a stipend of \$2,500, is given each year for the most outstanding book by a UM faculty member published by the University of Missouri Press.

Farnsworth is the author of *From Vagabond to Journalist: Edgar Snow in Asia, 1928-1941*. It is the fifth book written or edited by Farnsworth to be published by the University of Missouri Press and the second to earn a Curators' Award.

Using a variety of source materials, Farnsworth tells the story of Edgar Snow (1905-1972). Snow left his native Kansas City at the age of 19 to begin a career in advertising in New York. Four years later, impatient with the lack of recognition for his achievements, he broke from his advertising job to try the adventure of working and writing his way around the world. His journey stalled for thirteen years in Asia, where Snow came to be considered the most authoritative reporter on the Communist movement in China and an important reporter on Asia at large to the Western world. His *Red Star over China* has been recognized as a classic of modern journalism.

Farnsworth earned his bachelor's degree from the University of Michigan, his master's degree from the University of Connecticut, and his Ph.D. from Tulane University. He is the author of *Edgar Snow's Journey South of the Clouds* and *Melvin B. Tolson, 1898-1966: Plain Talk and Poetic Prophecy*.

UM System Libraries Depository begins storing books



30-foot shelves at the UM depository can store as many as 1.5 million rarely-used library materials

Jam-packed library shelves should soon get some relief on UM campuses, now that the UM Libraries Depository is open for business. The 15,000 square-foot facility, located in an industrial park southeast of the UM-Columbia campus, was officially opened April 24. With a capacity of 1.5 million volumes, the depository will store rarely-used books and materials, freeing up scarce and expensive shelf space at libraries throughout the UM System.

For optimum efficiency, national library standards recommend shelves be filled only to about 75 to 80 percent capacity. Many UM libraries have been at or beyond 100 percent for many years.

"The remote library storage depository enables the four campuses to provide a solution to their storage problems," said Steve Lehmkuhle, acting vice president for academic affairs. "It is only possible collectively. None of the campuses alone could afford this type of storage, which actually prolongs the life of the books and enables all campuses to have ready access to the materials."

UM-Columbia library staff operate the depository, which features a state-of-the-art tracking and retrieval system modeled after the high-density library storage facility at Harvard University. The UM System Libraries Depository is one of only twelve facilities of its kind in the country.

UM academic departments select which library materials from their discipline should be sent to remote storage at the depository. Staff sort incoming volumes by size, then place a bar code sticker on each volume which identifies the shelf and tray number where it will be stored. The information from each bar code is stored in MERLIN, the University's electronic library catalog, using a script developed by library staff. The computer system provides the exact location of every item to users on any of the campuses. As of the first week in June, 200,000 volumes had been processed and placed on the shelves.

Materials at the depository are stored in a cavernous, climate-controlled warehouse on 214-foot long shelving units that reach 30 feet high. To retrieve the requested material, staff use a specially designed "order picker"—called Raymond for its manufacturer—a fork-lift-size machine with a platform that can raise workers to the top shelf as well as move around the aisles to find a specific shelf and tray.

Currently, most volumes are delivered to any of the campuses within 24 hours of request.

Research Board announces newest funding awards

The University of Missouri Research Board, a panel of 18 faculty members, has awarded more than \$2 million to support 71 research projects across the University's four campuses. Researchers from the UM System filed 183 requests for grants, totaling \$6.3 million. About 39 percent of the requests were granted.

The board granted 14 engineering requests for a total of \$562,953; 10 in humanities and fine arts for \$117,167; 16 in life sciences for \$610,937; 20 in physical sciences and mathematics for \$474,883; and 11 in social and behavioral sciences for \$298,402.

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 address specific criteria in evaluating a request. The board then considers the recommendations of the peer reviewers. Scott Decker, professor of criminology at UMSt. Louis, is chairman of the board.

UM Research Board February 1998 Awards

UM-Columbia

Tammy Atwood, Accountancy, \$15,000

Lesa Beamer, Biochemistry, \$36,000

Chang Wen Chen, Electrical Engineering, \$30,459

Tanya Christiansen, Mathematics, \$12,000

Robert Clarke, Art, \$17,150

Todd Demmy, Cardiac Surgery, \$34,155

Stamatis Dostoglou, Mathematics, \$12,000

Dan Edidin, Mathematics, \$7,896

Mark Flinn, Anthropology, \$39,226

Joan Hermsen, Sociology, \$30,841

Barry Holwerda, Vet. Pathobiology, \$48,318

William Jacoby, Chemical Engineering, \$44,840

Wooseung Jang, Industrial Engineering, \$35,407

Cheryl Kelley, Geological Sciences, \$27,520

Maureen Konkle, English, \$10,000

George Kracke, Anesthesiology, \$42,000

Catherina Krull, Biological Sciences, \$49,400

Ayelet Lindenstrauss, Mathematics, \$13,000

Stephen Lombardo, Chemical Engineering, \$50,000

Dennis Lubahn, Biochemistry, \$30,970

Anthony Lupo, Soils & Atmospheric Sci., \$32,568

Ruth MacDonald, Food Sci. & Human Nutrition, \$40,398

Konstantin Makarov, Mathematics, \$12,000

Jeanne Mihail, Plant Pathology, \$32,025

Azlin Mustapha, Food Sci. & Human Nutrition, \$30,000

Michael O'Brien, Anthropology \$13,692

David O'Brien, Rural Sociology, \$12,450

Charles Presberg, Romance Languages, \$10,800

Donald Riederer, Chemistry, \$32,400

Michael Smith, Animal Sciences, \$26,975

Alan Strathman, Psychology, \$18,527

Timothy Trull, Psychology, \$47,277

Carol Ward, Anthropology, \$16,472

UM-Kansas City

Karen Bame, Mol. Biol. & Biochemistry, \$35,140

Raymond Coveney, Jr., Geosciences, \$57,425

Louis Imperiale, Foreign Languages, \$17,507

Kathleen Kilway, Chemistry, \$86,550

Kathy Krause, Foreign Languages, \$9,000

Mamadou Niang, English, \$16,580

Randall Roorda, English, \$4,320

Jerzy Wrobel, Physics, \$28,000

Zhe Wu, Chemistry, \$25,314

UM-Rolla

Abdeldjelil Belarbi, Civil Engr., \$100,000

Douglas Carroll, Basic Engineering, \$35,903

Michael Dorff, Mathematics & Statistics, \$11,857

Shari Dunn-Norman, Geological/Petrol. Engr., \$28,890

Ronald Frank, Life Sciences, \$17,232

Yongjian Fu, Computer Science, \$29,754

Gregory Hilmas, Ceramic Engineering \$48,100

Nancy Ma, Mechan. & Aerospace Engr., 35,000

Bruce McMillin, Computer Science, \$12,000

Antonio Nanni, Civil Engineering, \$29,695

Mohamed Rahaman, Ceramic Engineering, \$27,001

Timothy Randolph, Mathematics, \$7,487

Paul Santi, Geological Engineering, \$35,519

Steve Watkins, Electrical Engr., \$32,385

David Westenberg, Life Sciences, \$38,684

UM-St. Louis

Paul Finney, History, \$12,500

Ruth Jenkins, Nursing, \$23,059

Dennis Judd, Political Science, \$45,000

Joyce Mushaben, Political Science, \$22,000

Kyungho Oh, Math & Computer Science, \$12,000

Prabhakar Rao, Math & Comp. Sci., \$12,000

Gail Ratcliff, Math & Computer Science, \$17,734

Susanne Renner, Biology, \$47,120

Robert Ricklefs, Biology, \$75,000

Paul Roth, Philosophy, \$18,000

Theresa Sears, Foreign Languages, \$1,310

Uma Segal, Social Work, \$28,550

Christopher Spilling, Chemistry, \$37,750

William Welsh, Chemistry, \$31,210