

Spectrum

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Dental plan 'carryover' rule changed for 2000

Although the University's dental benefits plan was amended effective January 1 to eliminate its "carryover" provision, expenses incurred in the last quarter of 1999 may be carried forward and applied toward the 2000 deductible.

The amended dental plan will not allow such carryovers in the future, but they are permitted during this transition period. Accordingly, expenses incurred on or after Oct. 1, 1999, and applied toward the 1999 deductible may be carried forward and applied toward the 2000 deductible.

Those with questions about the details of the carryover provision may contact their campus benefits office.

Early retirement program deadline is February 29

The deadline for taking advantage of the University's Voluntary Early Retirement Incentive Program (VERIP) is approaching. The program is totally voluntary. Eligible employees who wish to participate must provide a properly completed "Notice of Intent to Retire" form to their campus benefits office by the close of business on Feb. 29.

VERIP, which was approved last December by the Board of Curators, affords employees who are at least 55 years old and with at least 10 years of service the opportunity to retire under the UM pension plan without reduced benefits. Employees participating in the civil service and federal employees retirement systems must meet retirement eligibility criteria of those plans as well. In addition, VERIP's provisions reduce post-retirement medical and dental insurance costs.

Information packets were mailed to eligible employees in December. More information is available at the [Faculty and Staff Benefits web site](#).

Pacheco pleased with governor's proposal to increase UM funding

Governor Mel Carnahan's operating budget recommendations for the University of Missouri System for the new fiscal year beginning July 1, 2000 provide a little less than 2 percent for costs of continuing and another \$15 million for the third year of Mission Enhancement, UM System President Manuel T. Pacheco told the Board of Curators at its meeting Jan. 28 on the UM-Columbia campus. (*See chart, page 2.*)

Pacheco said the recommendations, made Jan. 19, are consistent with the assumptions included in the University's Resource Plan adopted by the Board last September. The Resource Plan was designed to allocate and generate sufficient resources to implement the UM System Strategic Plan, also approved in September.

"Although these recommendations would not provide all we need to meet our continuing costs," Pacheco said, "we could live with an operating budget that incorporated them."

Consistent with the Resource Plan, he said, the University is taking measures to meet its highest priority needs -- including restoration of competitive salary increases -- even if state funding falls short.

The Governor's Mission Enhancement recommendation would bring to \$45 million the total increase in recurring funds directed to the University to strengthen and enhance its most promising programs. Pacheco described Mission Enhancement as "a rare opportunity to make bold and necessary improvements to our University that will benefit Missouri and its people for generations to come."

Mission Enhancement is considered a mandatory expenditure and Pacheco said he has no problem with that. "Other universities envy us for being 'ordered' to spend millions of dollars in areas we ourselves have defined as most worthy and necessary," he said.

Pacheco noted that the problem of indigent care costs at the Health Sciences Center at the University of Missouri-Columbia was not addressed in the Governor's recommendations. He said University representatives will continue to seek appropriate resources for this purpose from Tobacco Settlement funds.

The Governor's recommendations for operating funds, considering the state's extraordinary budget difficulties and its many needs, "is another generous one," Pacheco said. "The Governor's recommendations for capital improvements can only be described in superlative terms."

Carnahan recommended that all but one of the highest priority capital needs on all of the University's four campuses be funded at virtually the levels requested. The other, a renovation project at the University of Missouri-Rolla, was funded at more than 60 percent of the request.

The Governor recommended nearly \$30 million for the Life Sciences Building at UMC, nearly \$30.5 million for the Pharmacy and Nursing Building at UM-Kansas City, \$6.2 million for renovation of the Mechanical Engineering Building at UM-Rolla and another \$5 million for renovation of Benton-Stadler Hall at UM-St. Louis.

Another \$1 million was recommended to begin work on the renovation of McKee Gym on the UMC campus, to house the State Historical Society, which now occupies space in the Ellis Library at UMC.

Pacheco noted that the Governor's capital improvement recommendations for the UM System total \$72.7 million. "Seldom in its history has the University been accorded such opportunities to improve its physical plant and adapt it to new demands and challenges," he said.

The recommendations have been delivered to the Missouri General Assembly and President Pacheco has since testified in House and Senate hearings related to the University's funding requests.

Governor's Operating Budget Recommendations - FY2001
(\$Millions)

Fiscal Year 2000 Appropriation	\$418.859
Inflationary Increase	\$8.144
Mission Enhancement	\$15.000
Total FY2001 Appropriation	\$442.003
Total Increase	\$23.144
Total Percentage	5.53%
Inflation Percentage	1.94%

Stephenson establishes ad hoc committees on health sciences, information and technology



Dr. Hugh E. Stephenson

Dr. Hugh E. Stephenson, Jr., M.D., in his first address to the Board of Curators since being elected its president, announced the creation of two ad hoc committees and a series of new financial initiatives at the Board's Jan. 28 meeting.

"This Board joins a long line of more than 380 former Curators winding back nearly 161 years," Stephenson noted. Although the times and circumstances were different, previous Curators dealt with some of the same issues that face the University today, he said.

But in the Year 2000, the Board must also address rapid changes in technology and health care that will have a profound impact on the University's ability to meet its goals and objectives, Stephenson said.

He characterized the University's comprehensive Strategic Plan, approved unanimously by the Board last September, as "a fundamental document that, as much as any other, expresses the

intent of the Board of Curators and catalogs the measures to be taken by the University to make good on the Board's intentions.

"Everything we do as a Board, as members of the University administration, as members of the faculty and staff of the University of Missouri, is or should be grounded in the strategic plan," he said.

Stephenson referred to the appointment of two new ad hoc committees of the Board to address some of the more conspicuous and contemporary issues facing the University. The Ad Hoc Health Sciences Committee will monitor issues of educational and financial importance within both of the University's medical complexes as well as in health-related programs in St. Louis, he said.

The Ad Hoc Information and Technology Committee will inform the Board of technological trends and developments. "It is important for us to concentrate on technicians and technology, but it may be time to also take leadership in teaching, research and service," Stephenson said, "that helps others understand the influence of technology on the way they live their lives."

Stephenson announced two new initiatives to be undertaken by the Finance Committee and the Vice President for Finance and Administration. He called for a new type of quarterly report -- a "present estimate" summary -- that would estimate year-end financial results for all the campuses, the health insurance program, University Hospital and Clinics, and University Outreach and Extension.

Stephenson also called for reports to be made on fiscal practices, similar to the one done recently at the University of Missouri-St. Louis, for the other campuses, for University Hospital and Clinics, and for University Outreach and Extension.

Both financial initiatives are consistent with the University's need to be accountable, Stephenson said. They are supportive of several of the fundamental goals and objectives of the University's comprehensive Strategic Plan.

The Strategic Plan is an excellent example of what can result from cooperation and collaboration among the various parts of the University of Missouri, Stephenson said. "While it may be dangerous to make predictions far into the future, I believe I am safe in suggesting that the future of the University of Missouri is brightest whenever it acts as one major university."

He noted that, for more than 160 years, Missourians have sent their sons and daughters to the University of Missouri so that they might learn, grow and develop.

"Let us reaffirm the importance of teaching by continuing to build a community of support, recognition and reward for excellence in the classroom," Stephenson said. "Let us reaffirm the ideal of a liberal education, so that students are educated not just for jobs and careers, but also for meaningful lives outside the world of work."

He referred to an 1870 Board of Curators report, which called on the Board to "strive to make it what the state requires -- the University of the State of Missouri -- and as such to take its place with Michigan and Cornell, with Cambridge, Yale or Columbia.

"The University of Missouri is a priceless treasure," Stephenson said. "The people of Missouri lay claim to no more important asset...Anybody who cares about the future of Missouri -- whether during the next year, the next decade or the next century -- must also care about the health and welfare of the University of Missouri and its ability to serve our state and nation."

New student representative



Stephen T. Sugg

UM-Columbia senior Stephen T. Sugg has been appointed the new student representative to the Board of Curators by Governor Mel Carnahan. The appointment was confirmed by the Missouri Senate on Jan. 27. Sugg attended the Jan. 28 Board meeting.

The student representative, who is a non-voting member of the Board, serves a two-year term. Although a senior, Sugg plans to attend graduate school at UMC. Sugg has been active in student government and lobbied on behalf of the Associated Students of the University of Missouri for three years.

Board committees appointed

Committee appointments for 2000 were announced at the Board's Jan. 28 meeting. In addition to the standing Committees, Board president Hugh Stephenson appointed two ad hoc committees.

Standing Committees

Executive Committee

Paul W. Steele, Chair

Malaika B. Horne, Ph.D.

John A. Mathes

Hugh E. Stephenson, Jr., M.D., ex officio

Academic Affairs Committee

Mary L. James, Chair

Connie Hager Silverstein

Paul W. Steele

Stephen Sugg, ex officio

Finance Committee

Connie Hager Silverstein, Chair

Theodore C. Beckett

Paul T. Combs

Physical Facilities Committee

M. Sean McGinnis, Chair

John A. Mathes

Paul W. Steele

Resources and Planning Committee

Malaika B. Horne, Ph.D., Chair

Mary L. James

M. Sean McGinnis

Ad Hoc Committees

Health Sciences

Theodore C. Beckett, Chair

Malaika B. Horne, Ph.D.

Mary L. James

Information and Technology

John A. Mathes, Chair

Paul T. Combs

Connie Hager Silverstein

Stephen Sugg, ex officio

Board meeting schedule

Although some locations have yet to be determined, the Board of Curators has scheduled six meetings of the full Board for 2000.

March 23-24, UM-Rolla

May 25-26, UM-St. Louis

July 13-14, UM-Kansas City

September 14-15, To Be Determined

October 19-20, To Be Determined

December 14-15, UM-Columbia

Office of Technology and Special Projects update

Proactive and entrepreneurial" are the words that describe the University's Office of Technology and Special Projects' approach to working with industry, UM System Vice President for Academic Affairs Stephen Lehmkuhle told the Board of Curators Jan. 28.

Created last year with the cooperation of the research officers from the four campuses, the new organization replaces the Office of Patents and Licensing. That office reviewed agreements for consistency with University policy and with state and federal laws. Unlike the new office, it was neither designed nor staffed to serve as a link between faculty and industry on an ongoing basis.

"In keeping with the strategic plan, the Office of Technology and Special Projects is focused on bringing the University's tremendous intellectual resources to bear on state, national and international needs," Lehmkuhle said. "That involves technology transfer, fostering economic development and providing world-class research."

Lehmkuhle said the Office of Technology and Special Projects will take a flexible approach in working with business and industry. The emphasis will be on establishing long-term partnerships between the University and industry that will benefit all parties.

"It is the University's obligation to encourage the migration of discoveries from the laboratory to the marketplace to sustain and improve the economy of the state and nation. The research enterprise of the University will play a pivotal role in starting new businesses, attracting venture capital, and bringing new industry to the state," Lehmkuhle told the Board.

Missouri Lt. Governor Roger Wilson, who attended the presentation, told the Board that the University's new approach was the type of change he had long advocated.

"Your staff has come up with the right formula, and it is going to help the University of Missouri and the state of Missouri," Wilson said. "It is the right thing to do."

Strategic planning priority steps identified

The University's Strategic Planning Steering Committee recently identified several systemwide priority action steps for 2000, UM System President Manuel Pacheco told the Board Jan. 28. The steps, part of a broad strategic planning process, which began last fall, will require a systemwide collaborative approach or gain additional value from such an approach.

The steering committee recommended that:

- Emphasis be placed on promoting the creation of effective learning environments, and establishing common technical standards and technology-based learning experiences for students from all four campuses.
- Areas to be targeted for research excellence should build on existing or potential strengths. To foster research, intellectual alliances should be developed within the University and with outside partners.
- Activities that promote economic development and technology transfer, and that meet the research and human resource development needs of Missouri and the nation, should be supported.
- The effectiveness of mid-level administrative leadership should be improved, as should training and professional development opportunities for staff. Administrative processes and systems should be redesigned and streamlined, where appropriate.

Pacheco said that strategic planning status reports had been received from most campuses as well as system vice-presidents. A status report will be presented to the Board at its March 23-24 meeting, he added.

UM-Rolla Chancellor John Park announces September retirement



Chancellor John Park

Dr. John T. Park, chancellor of the University of Missouri-Rolla since 1992, told the Board of Curators Jan. 28 that he will retire Sept. 1.

"Dr. Park is an outstanding educator, scientist and administrator who has served the University of Missouri-Rolla with dedication and distinction for nearly four decades," said UM System President Manuel Pacheco.

"He has become the personification of the University of Missouri's excellent science and engineering campus. He and his wife, Dorcas, have demonstrated their extraordinary devotion to the University and to Rolla throughout much of their married life. The University and the state will always be indebted to them for their long, productive and humane record of public service," Pacheco said.

While UMR chancellor, Dr. Park emphasized leadership education, increased faculty salaries by 47 percent and incorporated new planning and management approaches. The latter initiative garnered UMR the Missouri Quality Award in 1995, making it the first public research university so honored.

Park increased alumni involvement, creating the UMR board of trustees, a group of prominent alumni who serve as advisers to the chancellor. He spearheaded UMR's first capital fund drive, the "Full Circle Campaign." The drive is ahead of schedule and is within \$1 million of its goal to raise \$60 million in private funding.

Park oversaw the expansion of UMR's educational offerings to include a new degree program in computer engineering, a proposed manufacturing engineering degree, a statewide master's degree in engineering management and several national and international educational and training programs.

Park also championed broader use of computer technology in educational and business applications. The entire campus, including all residence halls, fraternities and sororities, is now wired to the Internet.

"Everything that's been accomplished during my term as chancellor has been because of a concerted team effort," Park said. "I've been very fortunate to be surrounded by excellent colleagues in the administration, on the faculty and on the staff. Together, we have been able to make some great strides for UMR and for our mission of educating tomorrow's leaders."

Park earned a bachelor's degree with distinction from Nebraska Wesleyan University in 1956. He earned his Ph.D. in physics from the University of Nebraska in 1963.

Park joined the UMR faculty in 1964 as an assistant professor of physics. He became an associate professor of physics in 1968 and professor in 1971. He chaired UMR's physics department from 1977 to 1983, when he became vice chancellor for academic affairs. He served as interim chancellor in 1985 and again in 1991, serving until appointed chancellor Mar. 20, 1992.

A noted atomic physicist, Park developed a research laboratory at UMR that is unique in its ability to measure atomic cross-sections during ion-atom collisions.

In 1994 the Missouri Academy of Science named Park "Scientist of the Year" and Gov. Mel Carnahan appointed him to the board of the Missouri Technology Corp., a group that promotes economic development in Missouri through science and technology.

Park and his wife have two daughters. Mrs. Park is a retired kindergarten teacher who taught in the Rolla Public School System. The Parks will continue to reside in Rolla and will remain active in the community.

A search for a new chancellor will begin immediately.

Revenue bonds approved for facilities improvements

The UM Board of Curators unanimously approved the issuance of system facilities bonds, not to exceed \$90 million, at its meeting Jan. 28 in Columbia.

The negotiated sale of the bonds is to occur in mid-to-late March and will require the approval of the Board's Executive Committee. The exact value of the bonds sold and the interest rate will be approved by that committee.

The bond sale will finance several projects, large and small, already approved by the board. They include the UMC power plant expansion, the UMC stadium press box, and a parking facility at UMKC. The issue may also permit the University to retire approximately \$7.74 million in existing system facility bonds if it can save money by doing so.

Federal funding consultant retained

The UM Board of Curators, at its meeting Jan. 28 in Columbia, voted unanimously to retain the services of Van Scoyoc Associates as its consultant on federal funding.

"Van Scoyoc has been a valuable contributor to the University's efforts to obtain more federal money to support research," said UM System President Manuel Pacheco. "It is not the sole contributor by any means, but its presence in Washington, D.C., is and has been an integral part of our effort."

The firm's annual fee is \$126,000. Funding will come from the UM System administration.

In Fiscal Year 1998, the year before UM increased its efforts to obtain federal funding, the University received \$11.5 million from the government for individually sponsored projects, all at UM-Columbia.

U.S. funding for individually sponsored projects grew to \$28.3 million in FY1999, supporting 27 research efforts on two campuses. In FY2000, funding has risen to \$54.4 million for 28 projects on all four campuses.

"Last year, according to the *Chronicle of Higher Education*, the University of Missouri ranked fourth in individually sponsored projects, and I have a feeling this year we may move up a spot or two," Pacheco said.

"We will continue to build capacity with this effort to provide the best education for our students and the highest quality research for the taxpayers of Missouri."

Most student fees to increase by 3.2 percent

The UM Board of Curators approved a 3.2 percent increase in student educational fees for the 2000-2001 academic year. The rise mirrors the estimated rate of inflation for that period.

This marks the third year that fee increases have been in the 3 percent range, in keeping with Board policy to tie fees to inflation.

Effective with this year's summer session, the educational fee for Missouri-resident undergraduates will be \$136.80 per credit hour. For nonresident undergraduates the rate will be \$409.10 per credit hour.

Missouri-resident graduate students will pay \$173.20 per credit hour for the 2000-2001 academic year, while nonresident graduate students will pay a \$521.00 per credit hour educational fee. All other educational fees, such as for professional schools, will rise 3.2 percent for 2000-2001.

The instructional computing fee, which every UM student must pay, will rise from \$8.30 to \$8.60 per credit hour. Student activity fees, which vary by campus, were also increased, rising for the regular session from 0.5 percent for UM-Rolla graduate students to 16.8 percent at UM-Kansas City, where students approved a new health service fee.

The Board of Curators reduced summer session student activity fees at UM-Rolla by 2.1 percent for undergraduates and by 2.5 percent for graduate students.

The Board also approved increases in housing fees, with typical room and board charges rising in the 3 percent range for 2000-2001.

Ratchford fellowship nominations sought

Nominations are sought for the C. Brice Ratchford Memorial Fellowship Award, to be given at the May 2000 Board of Curators meeting. University faculty members, whether on or off campus, who make significant contributions to the land-grant mission through extension, international or agricultural economics programs, are eligible.

The \$5,000 award honors the achievements of the late UM President Emeritus C. Brice Ratchford in advancing the land-grant mission. The first award was given in May 1999 to Daryl Hobbs, director of the Office of Social and Economic Data Analysis.

Nominations must be submitted to the Office of the Executive Vice President, 309 University Hall, by Mar. 1. Award guidelines are on the web at:

<http://outreach.missouri.edu/about/Ratchford/guidelines.html>

New director selected for University Relations



David L. Lendt



David R. Russell

The Director of University Relations for the University of Missouri System, David L. Lendt, has announced that he is retiring Feb. 29 after nearly 11 years in the position.

Associate Director David R. Russell will succeed Lendt as Director of University Relations, effective Mar. 1.

Lendt, 63, came to the UM System in 1989 after serving as a member of the administrative team at Iowa State University for nearly 22 years, including five years as Director of University Relations.

At the UM System, Lendt has directed media and community relations, communication planning, and liaison with other higher education interests at the state and national level. He and his wife, Alice, will remain in Columbia.

"Dave Lendt's close relationship with editors and publishers throughout Missouri, coupled with his emphasis on openness, has contributed significantly to making the University of Missouri a more accessible and accountable institution, as befits a public university," according to UM System President Manuel Pacheco.

Russell, 52, has more than 23 years of experience in governmental and higher education public relations. He has been Associate Director of University Relations for the UM System since 1991.

Russell came to the UM System upon his retirement from the U.S. Army in the grade of lieutenant colonel. He came to Missouri in 1987 to be chief public affairs officer at Fort Leonard Wood. Prior to that assignment, he served at the Pentagon, where he handled media relations for the Secretary of the Army and the Army Chief of Staff.

Russell holds a bachelor of science degree in history and political science from Henderson State University and a master of arts degree in journalism and public affairs from The American University in Washington, D.C. He currently is pursuing a doctorate in educational leadership and policy analysis from the University of Missouri-Columbia.

UMSL calendar revised

The Board of Curators approved changes to the UM-St. Louis 1999-2000 and 2000-2001 academic calendars. The changes were recommended by the UMSL Senate. For both academic years, the changes center on the summer sessions.

Post-tenure review committee appointed

Faculty leaders on the four UM System campuses have submitted the names of their representatives for the systemwide committee to study post-tenure review.

UM System President Manuel T. Pacheco called for the committee's creation last year and asked faculty on each campus to appoint three representatives. The committee's charge is to examine

current review procedures, study approaches used at other universities, and prepare suggestions for a systemwide process for UM. Pacheco has asked the committee to complete its report by July 1.

No chairman has been named. The committee members are:

UMC: Edward Adelstein, associate professor, medicine; Hildegard Heymann, professor, food and nutrition; and F. Dennis Sentilles, professor, mathematics.

UMKC: Steve Krantz, associate professor, nursing; Ed Mills, associate professor, education; and Linda Voigts, professor, English.

UMR: Donald Askeland, distinguished teaching professor, metallurgical engineering; Donald D. Myers, professor, engineering management; and Jack B. Ridley, distinguished teaching professor, history.

UMSL: Mark Burkholder, professor, history; Silvia Madeo, professor, business; and Teresa Thiel, professor, biology.