

Spectrum

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Steele emphasizes importance of responsible spending



In his first report to the Board of Curators as President, Paul W. Steele emphasized the importance of the Board's fiscal responsibility at the January 19 board meeting.

"We have heard the reports coming out of Jefferson City that this may be the first of several lean budget years for the state," Steele said. "Such uncertain times call for prudent decisions based on sound principles of financial management. "

During his term as Board president, Steele said that he will focus on long-range planning, efficient use of University facilities and progress toward returning the University Health Care system to a sound financial footing as areas of particular interest.

"I believe we have a fiduciary responsibility to the citizens of Missouri to ensure that the University's existing assets are well maintained and that plans for new and renovated facilities are well conceived," Steele said. Over the next twelve months, Steele said the Board will review how each campus utilizes existing space and how the chancellors propose to use space vacated as a result of new construction.

Steele also plans to schedule reports from chancellors on their respective campus master plans. "These plans are essential guides to the development of proposed capital projects. The changing fiscal picture that we see emerging from Jefferson City calls for a reassessment of our long-range planning assumptions," Steele said.

Steele said the leadership team on the Columbia campus is on the right track in its efforts to restore the financial condition of the University's health care system. "The Board will continue to monitor the University's progress in achieving the financial objectives for University of Missouri Health Care," Steele said.

Post-tenure review policy adopted

The Board of Curators approved new procedures for review of faculty performance at its Jan. 19 meeting. The new procedures replace Executive Guideline 27, which has embodied the university's guidelines for annual review of tenured faculty since 1993.

UM President Manuel Pacheco asked a system-wide faculty committee in 1999 to create a comprehensive system for post-tenure review. Pacheco asked the committee to develop a new plan that would not be onerous to implement.

Pacheco said the committee decided that the new policy should be "simple to administer, build on current practices, and consider a corpus of work beyond one year."

The faculty committee chair, UM-St. Louis professor Teresa Thiel, said the committee members also believed the plan should be developmental in nature rather than punitive. The new policy includes provision for developmental plans to aid faculty members whose performance is considered unsatisfactory.

Thiel noted that there has been inconsistent application of post-tenure review procedures under Executive Guideline 27 across the campuses. "I think that the committee's concern is that if one campus can unilaterally administer a post-tenure review process, then it could happen on any campus," Thiel said.

Pacheco said the new plan meets the goals established by the faculty committee. "I believe that you have before you a set of procedures that affords ample protection for academic freedom and the tenure system," Pacheco said. "This proposal is about faculty development and improving teaching, research and service."

The new plan, written by the faculty committee, is consistent with guidelines established by the Association of American University Professors for development of post-tenure review procedures.

Pacheco acknowledged "a diversity of viewpoints" among UM faculty, but he said the new policy would respond to the public's expectations for accountability in higher education while ensuring due process and providing greater opportunities to help faculty succeed professionally.

"We have a strong faculty," Pacheco said. "It has nothing to fear from a process of performance review — and especially a process that is formulated by peers who understand the benefits to society of protecting academic freedom."

The measure passed with a 7-2 vote. Curator Hugh E. Stephenson, Jr., and Curator Theodore C. Beckett cast the two dissenting votes.

The new policy builds on the existing annual review process, and is triggered only when a faculty member receives an overall unsatisfactory assessment for performance in the areas of teaching, research, and service over a five year period.

The policy includes checks and balances to protect the academic freedom of the faculty member, and a process to formulate and assess the progress in an individualized development plan. The criteria and procedures for dismissal for cause were unchanged, and therefore the new policy does not create a new avenue to dismiss faculty with tenure.

The full text of the faculty review can be found on the UM website under Collected Rules and Regulations at:

<http://www.system.missouri.edu:80/uminfo/rules/bylaws/310015.htm>

Student fees to increase 3.4 percent next year

The UM Board of Curators approved a 3.4 percent increase to student educational fees for academic year 2001-2002. The increase is consistent with the UM System's policy of holding increases to the rate of inflation indexed by the Higher Education Price index.

The increases, which become effective with the 2001 summer session, will bring the Missouri resident undergraduate rate per credit hour to \$141.50. The undergraduate nonresident rate per credit hour will be \$423.

Missouri resident graduate students will pay \$179.10 per credit hour, and non-resident graduate students will pay \$538.70 per credit hour.

Curators also voted to increase the instructional computing fee assessed to all UM students from \$8.60 to \$8.90. Student activity fees increased 2.5 percent for all UM-Kansas City students, 3 percent for all UM-Columbia students, 4.5 percent for all UM-St. Louis students, 4.4 percent for undergraduates at UM-Rolla and 4.3 percent for graduates at UM-Rolla.

Average housing rates will increase by 4.6 percent at UM-Columbia, 3.3 percent at UM-Kansas City, 4.6 percent at UM-Rolla, and 4.6 percent at UM-St. Louis.

Pacheco advises caution on appropriations

UM System President Manuel Pacheco briefed curators January 19 on prospects for the University's appropriations request in the state legislature.

Pacheco noted that the University of Missouri has experienced some good years in terms of state support for operational and capital needs, but he cautioned the Board to be prepared for a lean budget in fiscal year 2002.

"Clearly, the fiscal environment in Missouri is evolving and the University must be prepared to respond to these changing conditions," Pacheco said. He described forecasts of the state's financial picture as "rather somber."

The University requested \$516 million in total recurring appropriations for operations for fiscal year 2002, an increase of 16.7 percent over fiscal year 2001. The Coordinating Board for Higher

Education recommended to Governor Bob Holden that the University receive \$503 million in total recurring appropriations for operations, an increase of 14 percent. The CBHE recommendation includes \$15 million for the fourth and final year of Mission Enhancement funding.

At press time, University officials were awaiting Governor Holden's State of the State address to the legislature on January 30th to get a clearer picture of the governor's budget recommendations for higher education.

"Fortunately, the University's long-range strategic plan is based on a set of relatively conservative financial planning assumptions," Pacheco said.

"While we may have to make some programmatic adjustments (for fiscal year 2002), I believe we will be able to move forward on our most important priorities.

"The pace at which we move on those priorities, however, could be slowed significantly," Pacheco said.

Board approves improvements at all UM campuses

The Board of Curators awarded a contract to J.E. Dunn Construction Company to design and build a new parking structure for 1,857 vehicles at UM-Columbia for \$13.9 million. Located between Hitt Street and Virginia Avenue, the Virginia Avenue Parking Garage will include 14,800 square feet of space for UMC Campus Police and 8,500 square feet of space for UMC Landscape Services.

The Board also awarded a contract worth \$153,260 to Provident Counseling, Inc. to operate the Cyber Community Center at UM-St. Louis. UMSL received a grant from the State Department of Economic Development to establish the center, which will provide low-income individuals with access to computers and computer training. The center also will provide employment resources for technology positions.

The Board also awarded a \$1,814,000 construction contract to Prost Builders, Inc. for the renovation of Swallow Hall at UM-Columbia. Two spires will be added to the northwest and southwest corners of the building to complete the restoration of the building to its original appearance. Swallow Hall currently houses the Department of Anthropology.

Curators awarded a \$609,919 contract to CSE Construction for the construction of a new outdoor track and the shell of a restroom/concession building at UM-Rolla. The existing track will be replaced with an NCAA-level competition track at Jackling Field. A separate project will complete the construction of the restroom/concession building at a later date.

The Board approved contracts with several medical service providers in Kansas City to provide medical education services to UM-Kansas City. The proposal also authorized UMKC to enter into additional medical education contracts to supplement existing contracts.

2001 Committee Appointments

Executive Committee: John A. Mathes, chair; Malaika Horne, Ph.D.; Connie Hager Silverstein; and Paul W. Steele, ex officio.

Academic Affairs Committee: Mary L. James, chair; M. Sean McGinnis; Hugh E. Stephenson, Jr., M.D.; and Stephen T. Sugg, ex officio.

Finance Committee: Connie Hager Silverstein, chair; Paul T. Combs; and John A. Mathes.

Physical Facilities Committee: M. Sean McGinnis, chair; Paul T. Combs; Mary L. James; and John A. Mathes.

Resources and Planning Committee: Malaika B. Horne, Ph.D., chair; Theodore C. Beckett; and Hugh E. Stephenson, Jr., M.D.

Ad Hoc Information and Technology Committee: John A. Mathes, chair; Theodore C. Beckett; Connie Hager Silverstein; and Stephen T. Sugg, ex officio.

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Alliance contributes to Board's Carnahan Memorial Scholarship

Larry Wines, Chair of the Alliance of Alumni Associations and University Outreach and Extension, presented the Board of Curators with a \$1,000 check for the Governor Mel Carnahan Memorial Scholarship at the January meeting.

The scholarship, established to further higher education and promote public service, will be awarded to the student representative to the Board of Curators and other student leaders who epitomize the values and vision of the late Governor.

2001 Board meeting schedule

March 22-23 — UM-Kansas City

May 24-25 — UM-St. Louis

July 19-20 — Chillicothe

September 20-21 — UM-Columbia

November 29-30 — UM-Rolla