

Spectrum

Volume 28, Number 6, December 2001

UM payroll statement to change in January

The conversion of administrative information systems at the University of Missouri System continues in January 2002 with the implementation of a new payroll and human resources system. The new system features a revised payroll earnings statement (pay stub), including paid leave information for employees eligible for the University's vacation, sick and personal leave programs. Biweekly employees will receive the new payroll earnings statement with the Jan. 2, 2002, payroll and monthly employees with the January 2002 payroll.

All employees will receive a letter in mid-December notifying them of the change. Employees will also receive an explanatory brochure, *Understanding Your New University of Missouri Payroll Earnings Statement*, in the last December payroll earnings statement from the old payroll system, and the first payroll earnings statement from the new system in January. Items of interest on the earnings statement are:

Employee ID: An eight-digit number, Employee ID (EMPLID), will appear on the earnings statement. This is a unique number that consistently identifies each employee in the new administrative systems. (Social Security numbers, which are required for payroll tax reporting on W-2 forms, will continue to appear on UM earnings statements.)

Payroll Information: As has been the case on previous payroll earnings statements, the new statements will continue to show gross earnings, taxes and other payroll deductions, and net pay for both the current pay period and year to date.

Amount of Pay: More precise calculation and rounding may cause differences in employees' net pay. If an employee is uncertain about a difference in net pay, they should first check to see if the gross earnings (before deductions and taxes) and hours (for nonexempt employees) appear to be correct. If not, the employee's departmental fiscal staff should be contacted for assistance.

If the gross earnings appear correct, payroll deductions should be compared to the prior pay period amounts. If the deduction in question is for benefits, and is not the result of an elected change you or an announced increase in benefit premiums, employees should contact their campus benefits office. If the deduction is for an item other than benefits, please contact your campus payroll office.

Paid Leave Information: If you are eligible for the University's vacation, sick and personal leave programs, this information will now be reported on your payroll earnings statement rather than the traditional monthly statement. Each statement will include beginning balances, leave earned, taken, adjustments, and ending balances for that pay period. Please check with your departmental fiscal staff if you have questions about your paid leave balances.

UM curators pick officers for 2002

John Mathes and Connie Silverstein elected by Board



The University of Missouri System Board of Curators elected John A. Mathes to serve as Board president for 2002. Curator Connie Hager Silverstein was elected vice president.

Mathes, of Sunset Hills, succeeds Curator Paul W. Steele. Curator Mary James nominated Mathes, saying, "I believe John Mathes offers the right blend of business, management skills and knowledge of this institution that will serve the Board and University well in 2002."

Mathes was appointed to the UM Board of Curators in 1997 by Gov. Mel Carnahan. He has chaired the Information and Technology Committee and served on the Physical Facilities Committee, the Finance Committee, the Resources and Planning Committee and the Health Sciences Committee. As vice president, Mathes chaired the Executive Committee.

Mathes received bachelor's and master's of science degrees in civil engineering from the University of Missouri-Rolla in 1967 and 1968, respectively. Between 1968 and 1975, he was a geotechnical engineer at Layne-Western Co., Inc., in St. Louis.

In 1975 he founded John Mathes & Associates, Inc., a consulting engineering firm in the applied earth sciences. He subsequently founded Mathes Geotechnical Services, Inc. and Mathes Asbestos Services, Inc., which together became known as the Mathes Companies. Mr. Mathes led the firms, which were acquired by Burlington Environmental, Inc., in 1988, until he retired in 1992.

A registered professional engineer, Mathes has served as president of the Institute for Professional Practice. He and his wife created the John and Susan Mathes Professorship in Environmental Engineering at UM-Rolla.

During his remarks after the vote, Mathes acknowledged that the next year would be a tough one financially for the university. He said one of his major goals for the next year will be to seek private support from UM graduates.

Connie Hager Silverstein, of St. Louis, was appointed to the UM Board of Curators in 1999 by Gov. Mel Carnahan. She is Chair of the Finance Committee and a member of the Executive Committee and the Information and Technology Committee.

Curator Silverstein received a bachelor's degree in political science from the University of Missouri-St. Louis in 1976 and a juris doctor degree from Washington University in 1979. From 1984 to 1985 she was a member of the adjunct faculty at Maryville University.

Curator Silverstein has been employed at Edward Jones since 1983. She is principal of the firm's banking services division, which she created, and a member of the management committee.

Curator Malaika B. Horne nominated Silverstein for vice president. "I could go on and on about this very capable individual," Horne said. "Her keen mind, her inspiration, her intuition, her courage, her unbelievable energy, but most of all, she is kind, and she is compassionate. The University of Missouri System is in good hands with Silverstein at the helm."

Task force recommends student fee changes

The University of Missouri System may proceed by Fall 2002 with a series of student fee recommendations, including giving in-state tuition rates to students from specific Illinois and Kansas counties, and allowing campuses to choose their own pricing models.

UM Vice President for Finance and Administration Jim Cofer presented the UM Board of Curators the Student Fee Task Force recommendations at the Nov. 29 Board meeting at UM-Rolla. The task force was appointed last year by UM President Manuel Pacheco to develop recommendations concerning:

1. The University's pricing structure and rates, taking into account the types of students and competitive market factors of each campus.
2. The differential fee rates between undergraduate, graduate, and professional students.
3. Differential fee rates for resident and non-resident students, considering the need to have a diversified student population.
4. The components and structure of educational and required fees, including looking more closely at the necessity of course and user fees as part of the institution's basic educational price.
5. Institutional discounting of fees, taking into account student economic characteristics balanced with the need for an acceptable level of net student fee revenue.
6. Annual adjustments in fees that take into account inflation, market conditions, state support, and the need to continually improve quality.

The task force, comprised of campus and system financial and academic officers, broke into four subcommittees to develop positions on the stated fee issues. The following recommendations were proposed:

1. Each campus should be allowed to adopt a pricing model that is most appropriate for the market it serves. Currently all campuses charge by the credit hour (linear model.) Ideally,

the report said, the residential campuses, UM-Columbia and UM-Rolla, would use a "plateau model" which would entail charging a 15-credit hour rate to students taking between 12 to 15 credits. The urban campuses would continue using the linear model (by the credit hour.)

2. A metropolitan fee rate should be established for the urban campuses, which would allow students from eight counties in Kansas and Illinois to pay in-state fees (Johnson, Leavenworth, Miami, and Wyandotte would be allowed to attend UM-Kansas City for in-state prices, and students from Jersey, Madison, Monroe and St. Clair could attend UM-St. Louis for instate prices).
3. The current instructional fee should be eliminated and a pricing policy for off-campus, Internet, and other forms of distance education should be adopted consistent with market conditions and sufficient to cover the cost of delivery.
4. Administrators should annually report undergraduate educational fee discount rates; including the general operating discount rate, the general operating and endowment discount rate, and the all-financial aid discount rate.
5. Each campus should consider the opportunity for prospective undergraduate students from low-income groups to enroll and graduate. In cases where students are hindered because of limited need-based aid, the campus should be encouraged to provide scholarships and grants in this critical area. The amount of need-based aid from institutional sources should be reported from each campus annually.
6. Each campus should be encouraged to enhance the number and amount of student assistance from endowed sources.
7. The committee recommends that the University call for the State of Missouri to allocate more funds into the Missouri College Guarantee Program, a newly created need-based program.
8. The University System should play a critical leadership role in supporting efforts to increase federal need-based aid for students.
9. An annual adjustment for the System as a whole using a multi-criterion approach for adjusting fees is recommended.

Cofer said the recommendations would be brought before the Board beginning in the spring and will hopefully be in place by the fall 2002 semester. Another committee has been established to look at fees for graduate and professional schools. Organizers plan to begin meeting in January.

Change made to UM policy on employees and political activity

The UM Board of Curators approved a revision in the UM Collected Rules and Regulations Section 330.050. The change pertains to the continuation of University employment while holding a political office.

The new policy states that employees may hold a part-time position provided that such activity must be conducted on the individual's own time and shall not interfere with University duties. Continuation of University employment will not be permitted for those who hold full-time political offices.

Steele calls 2001 "A pivotal year"



Outgoing UM Board of Curators President Paul Steele reviewed the year's accomplishments at the Board's last meeting at the University of Missouri-Rolla Nov. 29.

"I'm sure 2001 will be remembered as a truly pivotal year in this institution's history," Steele said. "I am extremely proud of how members of the Board and the administration have handled the challenges that have been placed before them."

Declining state revenues forced the governor to withhold a total of eight percent of the University's appropriation for fiscal year 2001. Faced with the budgetary shortfall, University leaders found ways to reduce expenses without cutting vital academic programs or staffing, and without raising educational fees beyond the rate of inflation.

"Paul has given unselfishly of his time and energy to guide the labors of this Board and to represent us with distinction, and for that we are grateful."

—Curator Mary James

The reductions, which included deferring the fourth year of mission enhancement funding, enabled the Board to support the administration's pledge to increase the employee salary pool by 4 percent.

Steele cautioned that the economic situation could worsen before it gets better. "This Board will have to grapple with some tough decisions to keep the University's budget in line if, as expected, the state's economic doldrums continue next year," Steele said.

The Board made several key policy decisions in 2001, including adoption of a post-tenure review plan and a policy for notification of parents of students who may be engaged in risky or disruptive behavior on campus related to drugs and alcohol. The Board also approved adjustments to the University's strategic plan to reflect the shifting operational environment and began a process for examining campus space utilization policies.

Curator Mary James praised Steele's performance as Board president. "I doubt that there has ever been an 'easy' year to lead the board, but 2001 has presented more than its share of issues and opportunities," James said. "Paul has given unselfishly of his time and energy to guide the labors of this Board and to represent us with distinction, and for that we are grateful."

Atkins caps business career with service on UM Board



In choosing Columbia native Tom Atkins to serve as a University of Missouri System curator, Governor Bob Holden probably could not have found a truer son of Missouri.

A 1959 graduate of the University of Missouri-Columbia College of Business, Atkins has spent the past 40 years building and managing successful business enterprises, all the while devoting a generous amount of time to many civic organizations and community projects that have helped Columbia prosper.

Atkins, 67, says he works fewer hours than he once did, but is still a "full-time businessman." He currently is president and CEO of Atkins Building Services and Products, chairman and CEO of Columbia Photo, and chairman of Greenwing Development, all Columbia companies.

Atkins began his career in real estate and later became a partner in Atkins-McCauley Chemical Company, which he expanded to include a janitorial supply and service business and several other divisions. Although some of the divisions were sold, three remain as part of Atkins Building Services and Products: Atkins Irrigation, Atkins Pest Control and Atkins Lawn Care.

From 1990-1998 he also was a partner in CableCom Inc. and Installation Technicians, Inc., enterprises involved in the telecommunications industry. The two companies merged with Dycor Industries, a New York Stock Exchange Company, in 1998.

The role of University curator is not Atkins' first stint on a governing board. He previously served for 25 years on the Columbia College Board of Trustees, including 17 years as chairman. He said during that time the Columbia College Board experienced "a lot of challenges and a lot of successes." Atkins believes his tenure on that board will help him as a UM curator.

"There are some things that are quite similar and other things, because of the different size of the institutions, that are quite different, but it's still higher education," Atkins said. "Many of the issues, such as faculty and alumni, are similar."

"Tom's appointment to the Board of Curators should redound quickly to the

benefit of the UM System," said Columbia College President Gerald Brouder. "He already knows the University very well and is an active and loyal alumnus. More importantly, through

his years of service at Columbia College, Tom knows higher education. He will, therefore, have a very short learning curve in assuming his role as Curator.

"Of great benefit to the Board of Curators, I believe, is the blending of his highly successful business acumen and the nature and depth of his experience in a governance role in higher education."

Atkins also has held leadership positions in many civic organizations, including president of the Columbia Chamber of Commerce in 1977-1978, president of the Columbia Area United Way in 1984-1985 and campaign chair in 1982. He currently is a charter member and co-chair of the United Way's Alexis de Tocqueville Society.

He has served on the University of Missouri-Columbia Development Council since 1976 and on the executive committee since 1997. He was co-chair of the steering committee to form the Ellis Fischel Advisory Board in 1991 and currently serves as vice-chair.

He also is a member of the Jefferson Club and the Davenport Society at UM-Columbia.

Among his awards are the Chamber of Commerce Outstanding Citizen Award in 1988. He received the Faculty/Alumni Award in 1997 and the Distinguished Service Award in 1999, both from the University of Missouri-Columbia.

Atkins said he has devoted considerable time to community service because he believes it is important to give back to the community. "My wife, Linda, and I and our children were born, raised and educated here," he said. "I feel strongly that you should do what you can for the community, to try to build the community along with building your own business."

As a member of the Columbia community, Atkins and his family have a reputation for contributing to projects that improve quality of life in the area. In addition to donating space to the Boys and Girls Clubs of Columbia, Atkins recently donated labor and materials to the Worley Street Project, an effort of Columbia Caring Communities to beautify a lower-income neighborhood.

"Mr. Atkins was unbelievably generous in supporting this project," said Jenifer Pilz-Coulibaly, Columbia Caring Communities coordinator. "We went to him and told him what we needed and he sent far more than that."

One of Atkins' most prominent commercial developments is the renovation of the Strollway Center in downtown Columbia. The project, located two blocks north of the MU campus, has removed a metal exterior and canopy and restored the building to its original 1911 architecture.

Atkins said in July he received notice that he has been appointed to the Board. "That was on a Friday and on Saturday I received about eight inches of information or maybe it was about 12 kind of a 'welcome to the Board, see you at the meeting next week.'" he said. He was appointed to the Board's Physical Facilities and Resources and Planning committees.

"It's been kind of a pell-mell experience for the first three or four months, trying to get up to speed and traveling to each campus," he said. "The appointment is an enormous time commitment, more sizable than I realized, but I feel like it's all worth it so whatever it takes I'm going to give."

Atkins said one of his goals as a curator will be to help University of Missouri Health Care establish a comprehensive cancer center. "We've done so much outstanding work here already," he said. "I hope to be able to give some effort to make sure the hospital goes on to greater heights even than it is now and I want to do whatever I can to make that a reality."

A self-proclaimed optimist, Atkins said he always sees the glass half full but he is aware the Board of Curators will have their work cut out for them as the University is affected by the downturn in the state and national economy.

"With the state's revenues down, obviously we have to be very nimble to negotiate through this and not have to do some cutting in various areas," Atkins said. "I don't think we can avoid some tough decisions in the years to come but if you can't make the tough decisions, you don't deserve to be there for the easy ones."

Atkins stays abreast of current events by reading four newspapers a day and two or three weekly magazines. With his son, Scott, assisting him in his businesses, he is now able to take more time to play bridge with a group of his friends.

"I've always said there are three kinds of people in this world, people who make things happen, people who watch things happen and people who don't know anything is happening," he said. "I like to be a person who makes things happen. I try to surround myself with people who make things happen."

"Tom is a man of great passion," Brouder said. "He will not serve passively as a curator, but whatever he does will be done with the best interest of the University of Missouri in both heart and mind."

Note: Please look for upcoming Spectrum articles on Angela Bennett and Anne Ream, who also were appointed by Gov. Holden to the UM Board of Curators in 2001.

Touhill appointed to AASCU Board



University of Missouri-St. Louis Chancellor Blanche Touhill has been elected to serve a three-year term on the American Association of State Colleges and Universities Board of Directors. Touhill was elected at the AASCU's annual meeting Nov. 20 in Phoenix, Ariz.

AASCU is a higher education association whose membership is comprised of more than 430 colleges, universities and systems of public higher education throughout the United States and its territories.

With nearly 16,000 students, UMSL is the largest university in the St. Louis region and the third largest in Missouri. Touhill has been chancellor since 1991.

Mo. Research Park continues to grow



An aerial view of the Missouri Research Park in St. Charles County

New corporate tenants and the expansion of several existing firms have helped make 2001 a strong year for the University of Missouri Research Park in St. Charles county. Established by the University in 1995 at the request of state officials, the park was intended to spur economic growth in what was a largely rural area.

Today 13 firms and two federal agencies are located in the research park. These operations employ about 1,800 people with a total annual payroll of more than \$60 million. Work continues on a major highway interchange to help accommodate additional traffic generated by the research park and several firms have either expanded operations or plan to do so in the future.

Not only has the park itself grown, it has spurred the creation of a major high-tech corridor that has brought thousands of jobs to the region.

"Technology-intensive firms tend to locate near other high-tech firms," says Rick Finholt, Executive Director for Economic Development and Research Parks for the UM System. "Once the Missouri Research Park established the corridor's viability, companies such as MasterCard and WorldCom were attracted to the area, which further benefited the park and the entire corridor."

Finholt said that his office is working on two other research parks.

The St. Louis Economic Council and the St. Louis Regional Chamber and Growth Association are working with the University of Missouri on plans for a 300 to 600-acre park near

Lambert-St. Louis International Airport.

The University is working with the U.S. Defense Department and the Missouri Department of Economic Development to develop a 62-acre park expected to attract firms that work with the U.S. Army's Maneuver Support Center at Fort Leonard Wood.

More information about the Missouri Research Park can be found on a newly-redesigned Web site at: www.um-mrp.org.

UM-Rolla research supports anti-terrorism

University of Missouri-Rolla Interim Vice Provost for Research Wayne Huebner reported Nov. 29 to the UM Board of Curators on his campus' programs to support anti-terrorism and homeland security.

Huebner reported that given the Sept. 11, 2001 attacks on the World Trade Center in New York, and the Pentagon in Washington, D.C., there is an invigorated need to prevent or mitigate the impact of such events.

Researchers at UM-Rolla are working on advanced sensors for early detection of biological, chemical and radiological weapons.

Researchers also are developing materials and composites that will resist fire and explosion damage. Further, Huebner said, they are developing technology that will allow retrofitting of existing buildings.

UM-Rolla researchers have developed a unique technique of applying fire-resistant insulators directly on building materials and high temperature components. Huebner said it was heat damage from flaming jet fuel, rather than explosive damage, that collapsed the World Trade Center.

UM-Rolla is one of the nation's preeminent facilities for search and rescue operations. Researchers have learned to use high-pressure water jets to easily cut through building materials, allowing for rapid placement of sensors to find people.

The Board toured UM-Rolla's Trustworthy Computer Systems program, directed by Ann Miller Tang, professor of electrical and computer engineering.

The program is intended to handle the complicated task of protecting delicate computer networks. Later researchers intend to add attack procedures to complement their defenses.

"Protection of our country's infrastructure is a major focus at UM-Rolla," Huebner said. He said terrorist attacks on the civil infrastructure could have dramatic consequences on our ability to function as a nation.

Protecting the country from biological agents also is a major focus at UM-Rolla. Researchers are working to develop highly sensitive sensors with short response times to operate in a variety of conditions.

As another protection, UMR researchers have demonstrated that soybean smoke developed for obscurants also kills anthrax, smallpox, botulism and salmonella.

As part of the environmental technologies being developed, researchers are focusing on integrated chemical, physical and biological processes for industrial, hazardous material and drinking water treatment. They also are working on measures to control toxicity from heavy metals and methods for examination of indoor and outdoor air quality.

Board approves naming of Black Culture Center

The Black Culture Center at the University of Missouri-Columbia will be named the Lloyd L. Gaines-Marian O' Fallon Oldham Black Culture Center. The UM System Board of Curators approved the naming at the Nov. 29 meeting at the University of Missouri-Rolla.

Curator Malaika B. Horne said the decision is of "historic proportions as the University begins to close another chapter in the struggle for justice and equality Gaines and Oldham were talented inspirational visionaries, willing to pay the price for what they believed in."

Both Lloyd Gaines and Marian O'Fallon Oldham were denied admission to the UM-Columbia School of Law based on race, Gaines in 1936 and Oldham in the 1950s. Gaines sued the university, and in a landmark decision, the U.S. Supreme Court ordered the state of Missouri to admit Gaines or provide a facility of equal stature for blacks. Gaines, however, did not attend the school and instead moved to Chicago, where he was last seen on March 9, 1939, after leaving his

fraternity house to buy stamps. Oldham, a St. Louis teacher and civil rights activist, became the first black woman to serve on the Board of Curators in 1977. She served on the Board for eight years.

Faculty, staff, students and alumni voted on possible names or a combination of names for the center during the winter semester of 2001. The majority of voters chose the Lloyd L. Gaines-Marian O' Fallon Oldham Black Culture Center, according to Karsten Cash, Director of the Black Culture Center (BCC).

"Gaines and Oldham serve as fine examples of the types of historical contributions made by countless African-Americans in mid-Missouri," Cash said. "The sacrifices and contributions made by these two individuals are important milestones of the University of Missouri-Columbia's history. Renaming the BCC will signify how far we're come as an institution."