

Spectrum

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UM System President Pacheco announces retirement



University of Missouri System President Manuel T. Pacheco has announced that he will retire effective Dec. 31, 2002. Pacheco originally intended to retire in September but agreed to stay longer at the Board of Curators' request to address the budget situation precipitated by a series of reductions in state appropriations during the past year.

"Serving as president of the University of Missouri System has been an honor and the true highlight of my career," Pacheco said. "Despite the recent economic shortfalls facing Missouri, I firmly believe that this state will reassert its commitment to public higher education. I will forever be proud to have played a part."

Since arriving in Aug. 1997, Pacheco has engaged the UM System in a comprehensive strategic planning process that has capitalized on the University's many strengths in the areas of teaching, research and service. He has encouraged the University's four campuses to engage in collaborative partnerships with government agencies and business to better serve the state.

Pacheco has had a profound impact on the University's leadership team, having appointed three of the four current campus chancellors. He established the President's Academic Leadership Institute, which provides academic leaders on all four campuses with leadership development opportunities. He also strengthened the University's presence in Washington, D.C., and successfully attracted increased federal support for the University's many research initiatives.

"The Board of Curators is extremely grateful that Dr. Pacheco was willing to put his personal plans on hold in order to help the University of Missouri during this time of transition to new leadership," said Board President John Mathes. "He has done a good job of leading the University through some extremely difficult budget issues, while still positioning us to meet the challenges of the next century in higher education."

Mathes said the Board decided that it could not in fairness ask Pacheco to remain until next summer and thus deny him the opportunity to take advantage of the voluntary early retirement incentive program being offered to other eligible University employees. The deadline for eligible employees to indicate their intention to participate in VERIP was Sept. 30. Employees participating in VERIP must retire by Dec. 31.

The Board of Curators appointed a presidential succession committee in January to select Pacheco's successor. Committee Chair Paul Steele said the committee expects to complete the search process and name a new president by the end of the year.

Student enrollment sets record for UM

The University of Missouri will set a new record for student enrollment this fall. UM System Executive Vice President Ron Turner told curators Sept. 27 that the University's official consolidated student census will not be ready for a few more weeks, but he said the unofficial figures, which are based on first day enrollment, look very good.

First day enrollment at the University of Missouri-Kansas City reflects a 10 percent increase compared to last year, marking the fourth straight year of increases. The number of students who transferred from either community colleges or other four-year institutions increased about 13 percent compared to a year ago.

Enrollment figures at the University of Missouri-St. Louis are relatively stable. Overall enrollment will remain about the same as last year. Graduate school enrollment will reflect an increase of about 5.5 percent.

The University of Missouri-Rolla experienced its sixth straight semester of enrollment increases and the largest percentage increase in enrollment since 1981. First day enrollment was more than 5,000 students, for an increase of 9.5 percent over last year's figures.

The story is the same at the University of Missouri-Columbia. Total first day enrollment increased 4.2 percent from the previous year (from 23,906 last year to 24,904). The number of first-time freshman students increased 6.5 percent to 4,439 and African-American student enrollment increased 27.7 percent over last year. The number of undergraduates rose to 19,408 and graduate enrollment also increased.

Both the number of first-time freshmen and the number of total undergraduates are the largest in the history of the Columbia campus. When students enrolled in extension and distance-learning programs are added, UM-Columbia's total enrollment now exceeds 26,000.

Turner said the factors that caused enrollments at the University of Missouri to go up so dramatically would have to await analysis of the final data. Some of the increase is a reflection of national and state demographic trends. The number of students entering college is expected to increase annually through 2008. Economic conditions also have prompted many individuals to return to college for a variety of reasons related to careers and a volatile job market, he said.

The increase also may be a reflection of the University of Missouri's efforts in such key areas as improved student retention, aggressive recruiting, perceived value, and streamlined credit transfer policies. "The chancellors and their staffs are to be congratulated for their persistence and superb planning in producing these remarkable results," Turner said.

Turner told the curators that the favorable enrollment situation is affirmation that the University's reputation for quality remains strong. But he cautioned that increased enrollment is a double-edged sword given the on-going tight fiscal situation caused by recent reductions in state support.

"We are attracting more students at the very moment we are being forced to cut back on faculty positions and course sections in response to reduced state funding," he said. "We must provide student services for the largest student body in the history of the university at the very time we have to consolidate supporting staff positions, reduce operating hours for libraries, and limit student aid."

Turner said the University would continue to look for ways to achieve savings that could be used to sustain the quality of its programs.

Mathes reports on trustee forum, future of public higher education



At the trustee forum, UM Board President John Mathes hands resolutions to Sandra Kauffman as Diane Raynes looks on.

Citizen members of Missouri's college and university governing boards came together Sept. 12 in Jefferson City in an historic meeting to demonstrate their unity of purpose and their aspirations for the future of public higher education. UM Board of Curators President John Mathes reported to fellow Board members Sept. 27 that the public higher education trustee forum was an unqualified success.

The forum was held in response to recent state budget cuts to public higher education. Including capital appropriations, the state withheld \$286 million in state appropriations during the last

fiscal year. Missouri's colleges and universities also suffered a 10 percent cut to their core recurring appropriation for fiscal year 2003, which began July 1.

More than 200 delegates attended the meeting. University of Missouri delegates included Curators Mathes, Mary James, Sean McGinnis, Anne Ream and Connie Silverstein, as well as student representative to the Board, Vickie Eller. Other attendees included institutional CEOs and trustees, faculty, staff, students, and alumni representing nearly every public four- and two-year college and university in the state.

"It was an impressive gathering, to say the least," Mathes said.

Mathes co-chaired the event with the president of the North Central Missouri College Board of Trustees, Diane Raynes.

Mathes and Raynes presented the chair of the Coordinating Board for Higher Education, Sandra Kauffman, with copies of resolutions approved by many college and university boards, as well as 300 letters from supporters of public higher education.

"The resolutions spoke loudly to the concern that Missourians have for the future viability of public higher education, should the present fiscal crisis precipitate additional withholdings or cuts as deep as those we experienced during the past year," Mathes said.

Kauffman will present the letters and resolutions to the members of CBHE at their next regularly scheduled meeting. Mathes said that he and Raynes will present copies to Gov. Bob Holden and the leadership of the Missouri General Assembly.

The trustees and curators reaffirmed their collective responsibility to advance the missions of their respective institutions, to provide oversight of the public's investment in higher education, and to speak out for Missouri's public colleges and universities during the challenging days that lie ahead.

Mathes said the success of the trustee forum has prompted many trustees to express an interest in continuing the dialogue among governing board members. "Several delegates want to meet soon to discuss the issues and seek public policy solutions to the persistent budget situation," Mathes said. "They want to explore ways to resolve the structural problems that have left higher education vulnerable to extreme changes in the economic climate."

"The principal goal of the trustee forum was to serve as a catalyst to rally our colleagues at the other colleges and universities to express their collective concern for the future of Missouri's public higher education," Mathes said. "In this context, the forum clearly surpassed its goal."

"I believe we have witnessed the beginning of a close and productive relationship among our institutions that will serve the state well in the months to come. It is up to each one of us to sustain the momentum generated by the trustee forum," Mathes said.

UM-St. Louis Chancellor Touhill announces retirement



University of Missouri-St. Louis Chancellor Blanche Touhill has announced her retirement, effective Dec. 31, 2002, after a 37-year career marked by first-time achievements.

The 71-year-old Touhill joined the UM-St. Louis faculty in 1965 as an assistant professor in history and education. She became the first woman at UM-St. Louis to become a tenured faculty member, a full professor, president of the Faculty Senate and vice chancellor for academic affairs. She became interim chancellor of the campus in 1990 and was named to the position permanently in 1991.

"Blanche provided effective leadership at an important juncture in the history of the University of Missouri-St. Louis," said UM System President Manuel Pacheco. "The University will miss her thoughtful and insightful participation in the months and years ahead as the University of Missouri and the St. Louis campus attempt to provide first-class academic and research programs to the citizens of this state."

During Touhill's tenure, UM-St. Louis added 30 new degree programs; funded 32 new endowed professorships; added campus housing; built or renovated 17 academic buildings; dramatically increased its minority and international student enrollment; and raised more than \$275 million in gifts, grants and contracts. The campus also expanded its size by 138 acres to 328 acres and created academic centers in St. Charles, Jefferson, Franklin and St. Francois counties.

Among other honors, Touhill was named St. Louis Citizen of the Year in 1997. The National Association of State Universities and Land-Grant Colleges selected her to chair that organization's first committee on urban education. An active member of the American Association of State Colleges and Universities, Touhill was named to the organization's national board of directors in 2001.

Touhill will remain on campus part-time for one year to write a history of the UM-St. Louis campus since 1983. Touhill has written a book covering UM-St. Louis's history from 1963 to 1983.

University Relations Director David Russell said UM System President Pacheco plans to meet with representative groups at UM-St. Louis before initiating the search for a successor to Chancellor Touhill.

UM-St. Louis Performing Arts Center to be named for Touhill

At the Sept. 27 board meeting at UM-Columbia, the curators approved a resolution to name the Performing Arts Center at UM-St. Louis the "Blanche M. Touhill Performing Arts Center," upon the completion of the facility and the retirement of Touhill as chancellor of UM-St. Louis.

UM Executive Vice President Ron Turner praised Touhill's record. "Given Blanche Touhill's tireless efforts to bring this dream to reality and her 37 years of devoted service to the University, to the city of her birth, and to the people of Missouri, it is only fitting that the Performing Arts Center bear her name, just as this University will bear the strong imprint of her leadership and service for generations to come," Turner said.

UM faculty & staff benefits announce plan changes for 2003

For more information, visit the [UM Faculty and Staff Benefits web site](#).

Medical and dental insurance premiums will increase next year, reflecting higher costs, and minor changes will be made in the Express Scripts prescription drug plan. University of Missouri employees also have the opportunity to change their benefits enrollment during the enrollment change period.

The effective date of rate increases is Jan. 1, 2003. Since payroll deductions are made during the month prior to the coverage month, these new premium rates will be reflected in the Dec. 2002 payroll deductions.

"With the exception of Humana HMO, medical plan premium increases will be in the 15 to 16 percent range for 2003," said Michael Paden, UM assistant vice president-benefits. Humana is available to employees in the Kansas City area. "Humana's increases are significantly higher and are the result of adverse claims experience of Humana for our insured population. For dental insurance, the 2003 rates represent an increase of 5 percent."

Monthly medical premium rates for a UM employee will be \$72.36 for the UM Choice Plus POS Program; \$46.02 for the Catastrophic Plan; \$66.32 for the UM Managed Health Care Program (Columbia); and \$121.62 for Humana HMO (Kansas City). For an employee and spouse, monthly medical premiums will be \$210.72 for the UM Choice Plus POS Program; \$98.00 for the Catastrophic Plan; \$194.20 for the UM Managed Health Care Program (Columbia); and \$252.08 for Humana HMO (Kansas City).

Monthly dental premium rates for a UM employee will be \$11.62 monthly. For an employee and spouse, monthly dental premiums will be \$23.84.

There will be no change in the premium rates for other programs.

Prescription drug coverage

The prescription drug benefits for the UM Managed Health Care Program and the UM Choice Plus POS Program will continue to be administered by Express Scripts in 2003. The ESI Premier Network will now be used for both programs. This network is similar to the networks that have previously been used and there should be minimal disruption for faculty and staff.

In an effort to control costs to employees and the University, a new change in the prescription drug program will require the use of generic medications when suitable generics are available. This "mandatory generic substitution" policy will begin Jan. 1, 2003. Recognizing that in a very small percentage of patients there may be some specific, medically-based reason that a generic drug would not be appropriate, the plan includes a special arrangement to address these situations.

Enrollment change period

The enrollment change period for the University of Missouri benefit programs ends Nov. 22, 2002. All changes elected during this period will become effective Jan. 1, 2003. No action is required on the employee's part unless the employee wishes to make a change in his or her benefits plans.

If an employee plans to participate in the Flexible Spending Account Program (FSA) with a health care or dependent care spending account, the employee must re-enroll each year.

Electronic benefit notification

Detailed information about benefits programs will be mailed to employees in October and will be sent to retirees in November.

For more information, visit the UM Faculty and Staff Benefits web site at www.system.missouri.edu/hrs/benefits/.

To provide timely updates regarding changes in benefits, and to do so in a more efficient, cost-effective manner, UM Faculty and Staff Benefits is offering employees the option of receiving benefits notification by e-mail rather than the traditional hard copy format. Employees who choose to participate in this program should visit www.umsystem.edu and register for a PIN if they have not already done so. Follow the prompts and choose "Employee Information" and "Electronic Benefit Communication."

Medical Premium Rates, 2003

	UM Choice Plus POS	Catastrophic	UM Managed Health Care (Columbia)	Humana HMO (Kansas City)
Employee	\$72.36	\$46.02	\$66.32	\$121.62
Employee & Spouse	\$210.71	\$98.00	\$194.20	\$252.08
Employee & Children	\$141.58	\$62.34	\$131.92	\$138.30
Employee, Spouse, Children	\$251.02	\$118.16	\$231.76	\$392.42

Dental Premium Rates, 2003

	All Areas
Employee	\$11.92
Employee and Spouse	\$23.84
Employee and Children	\$28.92
Employee, Spouse, Children	\$40.84

Board hears report on University's financial status

UM Vice President for Finance and Administration Nikki Krawitz reviewed the financial status of the University of Missouri System for the fiscal year ending June 30 at the Sept. 27 Board of Curators meeting.

Despite recent extraordinary state appropriation with-holdings and volatility in the financial markets, Krawitz said the University's financial position continues to be strong. This has been accomplished by taking short-term cost cutting measures such as deferring maintenance and repair projects, eliminating faculty performance shares, and, in the last six weeks of the fiscal year, significantly reducing normal operating expenses. However, Krawitz warned, "As a long-term strategy this could weaken the University's infrastructure."

The financial review was based on audited financial statements of the UM System and the University of Missouri Health System and related management discussion and analyses.

The fiscal year 2002 financial statements reflect the new format required by the Governmental Accounting Standards Board (GASB). This format is required for all public higher education institutions and all state and local governments.

According to Krawitz:

- From a total University-wide resources perspective, total net assets of \$2.3 billion increased 2.8 percent over FY01. Total net assets does not include the retirement trust fund, which must be reported separately.

- Major additions to the University's capital assets during FY02 included \$34.3 million in bond-funded projects such as the UM-Columbia power plant and parking garages in Columbia and Kansas City; \$30.3 million in state-funded projects, including the completion of Cornell Hall in Columbia, the Performing Arts Center in St. Louis, the dental school in Kansas City and the Butler-Carlton building in Rolla; and \$7.0 million in federal grants for the Life Sciences Center in Columbia.
- The outstanding debt of the University at fiscal year end totaled approximately \$491 million, including \$70 million of new debt issued in FY02. UM System facilities debt that finances projects such as housing and parking lots is 62 percent of the total. UM-Columbia Health System facilities debt that finances projects at the hospitals and clinics is 35.6 percent of the total.
- The entire endowment portfolio, which includes the nonexpendable restricted resources held in perpetuity, the quasi endowment, and life income funds, decreased approximately \$29 million, or 4.6 percent, from \$622 million in FY01 to \$593 million in FY02.
- The University's self-insurance funds are part of the unrestricted assets. These funds increased \$11.5 million. For all self-insurance funds, contributions and short-term investment income exceeded expenditures. All of the funds are adequately reserved according to University advisors and actuaries.
- Compared to FY01, total operating revenues in FY02 increased 6 percent, or \$63 million. Student fees increased 9 percent, or \$17 million, due to a 3.4 percent increase in educational fees and enrollment growth.
- Federal and state grants and contracts grew 14 percent, or \$24 million. This is a reflection of the University's continued efforts to strengthen its research standing and to attract grant funding from external sources.
- Revenues from patient medical services grew 8 percent, or \$32 million, compared to FY01. University Physicians accounted for \$12 million of the increase and University Hospitals and Clinics accounted for \$20 million.
- Total operating expenses increased 1.7 percent, or \$27 million. Increases in salary and benefit expense were offset by a \$63 million decrease in supplies, services and other operating costs in response to the state withholdings.
- Overall private giving increased \$9.5 million with a number of large gifts on each of the campuses. Investment and endowment income increased almost \$14 million, net of unrealized gains and losses.
- At fiscal year end, net assets in the retirement trust decreased 10 percent, or \$198 million. The change consisted primarily of \$131 million in net investment losses, including unrealized losses, and \$67 million in administrative costs and payment of benefits in excess of the University's contribution.

UM faculty honored for outstanding work

The University of Missouri System honored four faculty members for their outstanding work Sept. 26 during a dinner in their honor in Columbia. Systemwide committees select the winners of faculty awards for outstanding teaching and research and creativity. Nominations for the C. Brice Ratchford Memorial Fellowship Award are evaluated by a panel that includes representatives from the four campuses, off-campus faculty and Missouri citizens. The winner of

the Curators' Award for Scholarly Excellence is selected by a subcommittee of the University of Missouri Press.

Corey receives research & creativity award



Joyce Corey, professor of chemistry at the University of Missouri-St. Louis, is the 2002 winner of the Presidential Award for Research and Creativity. The award is given in recognition of a sustained effort of nationally or internationally prominent research or creativity and includes a \$15,000 stipend.

UM-St. Louis did not offer an advanced degree in chemistry when Corey joined the faculty in 1968. Corey quickly began establishing a productive research program. One of the world's leading experts on organosilicon chemistry, Corey is an active member of the American Chemical Society.

Chemists around the world use a process Corey developed early in her career called the "Corey reaction." She has authored more than 100 articles.

Corey attended Radcliffe College from 1956-58, received a bachelor's degree in chemistry from the University of North Dakota in 1960 and master's and doctoral degrees from the University of Wisconsin-Madison in 1961 and 1964, respectively.

Easter receives Ratchford Fellowship award



Glen Easter, Regional Director for University Outreach and Extension's Northwest Region, is the 2002 winner of the C. Brice Ratchford Memorial Fellowship Award. The award, which includes a \$5,000 stipend, recognizes an individual who personifies the creativity, vision and leadership exhibited by the late C. Brice Ratchford, who was president of the University and vice president of cooperative extension.

Easter joined University Outreach and Extension in 1989 as Regional Livestock Specialist and County Program Director. In 1994 he was selected Director of the Northeast Region and in 2000 he became Director of the Northwest Region.

Easter has initiated two programs with impact far beyond the Northwest region. The Missouri Extension Leadership Development program facilitates professional development for Outreach and Extension personnel, while the Exploring Global Resources through Extension Training program provides opportunities for regional and campus faculty to study community development and agriculture in Costa Rica. The goal of both programs is to develop faculty who can better serve Missouri.

Easter also has worked as an agricultural consultant in the Near East and as a training specialist in Swaziland.

Easter received a bachelor's degree in agriculture, a master's degree in agricultural education and a certificate of specialization in agricultural education from UM-Columbia in 1968, 1973 and 1974, respectively, and a doctorate in agricultural education from Pennsylvania State University in 1985.

Gragg receives outstanding teaching award



Larry Gragg, professor of history at the University of Missouri-Rolla, is the 2002 winner of the Presidential Award for Outstanding Teaching. The award, which includes a \$15,000 stipend, recognizes long-term achievements in teaching.

In the classroom Gragg focuses not just on facts but also on the primary sources used by historians to instill in his students a deeper understanding of the field and of the critical role that research plays.

During his career Gragg has received 11 Outstanding Teacher awards and three Faculty Excellence awards from UM-Rolla, among other campus honors, and has mentored new UM-Rolla faculty. He received the Governor's Award for Excellence in Teaching in December.

An expert on the Salem witch trials, Gragg has authored three books, with a fourth to be issued soon, and dozens of articles, essays and book chapters. He also has created study guides for UM's Center for Distance and Independent Study courses.

Gragg, who has appeared on the PBS "Teacher to Teacher" program, also served as president of Champions of Rolla Education, an organization that helped Rolla Senior High retain "Blue Ribbon" school status.

He received a bachelor's degree in education, *magna cum laude*, from Southwest Missouri State University in 1972, a master's degree in history from SMSU in 1973 and a doctorate in history from UM-Columbia in 1978.

Lawless wins curators' award for scholarly excellence



Elaine Lawless, Distinguished Teaching Professor of English, Folklore, Women's Studies, Religious Studies, and Anthropology at the University of Missouri-Columbia, is the winner of the Curators' Award for Scholarly Excellence for her book *Women Escaping Violence: Empowerment Through Narrative*. The award is given to the faculty author of the most outstanding book published by the University of Missouri Press, and includes a \$2,500 stipend.

Since joining the UM-Columbia faculty in 1983, Lawless has written four other books, plus numerous book chapters and scholarly articles. She is a Fellow of the American Folklore Society and serves on its executive board. Two years ago she was appointed editor of the *Journal of American Folklore*.

Lawless has received a Faculty-Alumni Award, a Kemper Award for Excellence in Teaching, Purple Chalk Awards for undergraduate teaching, a Gold Chalk Award for graduate and professional teaching, and a Chancellor's Award for Excellence in Research and Creativity.

Women Escaping Violence: Empowerment Through Narrative presents the experiences, in their own words, of women who have fled to domestic violence shelters with few possessions and often with small children in tow.

Lawless received a bachelor's degree in English from Southeast Missouri State University in 1969, a master's degree in English from the University of Illinois-Urbana in 1973 and a doctorate in folklore/ethnographic studies and women's studies from Indiana University in 1982.

University of Missouri System briefs

Workers' compensation service change

The University of Missouri-Columbia and University of Missouri Health Care have developed a more comprehensive medical facility to treat University employees who suffer a work-related injury or occupational disease.

Effective Sept. 3, 2002, employees needing treatment for a work-related injury should proceed to **Work Injury Services** for initial treatment or assessment. Work Injury Services is located on the ground floor of University Hospital, room GL-12, and is open Monday to Friday from 6:30 a.m. to 5 p.m.

The new facility will reduce waiting times; provide quicker referrals to specialty medical care; improve communication between health care providers and the employee's department; and expedite the employee's safe and healthy return to work.

Urgent Care should only be used when Work Injury Services is closed. Urgent Care is open from 9 a.m. to 9 p.m. and is located on the first floor of the University Physicians Medical Building.

The Emergency Center, located on the south side of University Hospital, should only be used when the work-related injury is life threatening or when both Work Injury Services and Urgent Care are closed.

Work-related injuries or occupational diseases must be reported to supervisors and forwarded to the campus Workers' Compensation coordinator. The injury form is available through departments or online at www.system.missouri.edu/rim/forms.htm.

UM-Kansas City chancellor honored

The national Policy Studies Organization has honored **University of Missouri-Kansas City Chancellor Martha Gilliland** as the nation's "most outstanding public policy practitioner." Gilliland received the PSO's 2002 Hubert H. Humphrey Award at the organization's annual meeting Aug. 30 in Boston.

The PSO noted that it selected Gilliland for the award for her strong stands over the last year in defense of academic freedom and her fight opposing state cuts to funding for higher education.

Gilliland has served as the UM-Kansas City Chancellor since April 2000. She holds a bachelor's degree in geology and mathematics, a master's degree in geophysics and a doctorate in environmental engineering/systems ecology.

Governor pledges funds for health sciences building at UM-Kansas City

Gov. Bob Holden has released \$1.7 million in funding most recently approved in 2001 by the state for the **University of Missouri-Kansas City's new Health Sciences Building**. The governor made his announcement Sept. 18, 2002, at a gathering of University officials, civic leaders and representatives of several private research foundations.

When completed, the Health Sciences Building, which would be built on Hospital Hill, would house UM-Kansas City's schools of Nursing and Pharmacy and other basic life sciences programs. The proposal also includes space for student service-related functions and food service. The new building would be connected via bridges and covered walkways to the schools of Dentistry and Medicine.

Board approves changes in copyright regulations

The Board of Curators approved changes and additions to **copyright regulations** at its Sept. 27 meeting at UM-Columbia. The revisions refer to the copyright regulations section 100.030 of the Collected Rules and Regulations. The complete text of the copyright regulations can be found at www.system.missouri.edu/vpacad/welcome.htm.

New deferred compensation plan available to UM employees

University of Missouri employees are now eligible to participate in the new University of Missouri 457(b) Plan. The plan allows employees to defer additional pretax compensation to help achieve retirement goals.

Employees may contribute a portion of their pretax compensation to the 457(b) Plan, subject to the current maximum set by the Internal Revenue Service (\$11,000 in 2002). Contributions can be deducted from an employee's paycheck and invested in a plan account according to an employee's elections. That portion of an employee's compensation is not subject to federal or state income taxes until the point in time that withdrawals are made from the employee's investment accounts.

In addition, employees who are age 50 or over, and those who qualify for special catch-up contributions, may make even larger deferrals.

The 457(b) Plan will be offered in addition to the Tax Deferred Annuity Plan 403(b) that has existed at UM for many years. University faculty and staff may now participate in both plans and, by doing so, can generally double the contribution limits that can be made to UM sponsored tax deferred investment programs.

"Recent changes in federal tax laws allowed us to offer both the tax deferred annuity program and the deferred compensation program without, for the first time, integrating the contribution levels," said Michael Paden, UM assistant vice president-benefits.

"This significant increase in the amount that can be tax deferred between the two programs has already received attention from employees," Paden said. "We were pleased with the initial enrollment activity in the first few weeks after the program was announced."

Various investment options are available under both programs. Copies of booklets describing the programs will be mailed to all faculty and staff in the near future, Paden notes. For more information regarding both programs as well as available investment options, [please visit here](#).