

Spectrum

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Curators select firm to help with presidential search

The Board of Curators has resumed its search for a successor to Dr. Manuel T. Pacheco, president of the University of Missouri System.

Pacheco had originally wanted to retire by September 2001, but the Board persuaded him to stay on until August 2003. Pacheco has been president of the UM System since 1997.

The Board discussed the search process during a meeting at UM-St. Louis March 22. The Board selected former Board President Paul Steele of Chillicothe to chair the selection committee. Noting that his term on the Board ends in January, Steele said that he expected to conclude the search by the end of the year.

Steele expressed his belief that choosing a new president was one of the most important duties the Board of Curators can carry out, noting that the ramifications of the selection may be felt long after everyone currently sitting on the Board has moved on.

The Board hired Korn/Ferry International, headquartered in Dallas, Texas, for \$70,000 plus expenses to conduct the executive search. R. William Funk, the firm's specialist in executive searches for educational organizations, will spearhead the effort. Funk also headed the search that brought Pacheco to Missouri from his job as president of the University of Arizona.

Funk, who estimated that he has been involved in more than 225 similar executive searches, told the Board that the market for experienced education executives is highly competitive. He said that between 30-40 system or campus searches are underway at any given time.

The Board members will comprise the search committee. The Board will pick eight faculty members, two from each of the University's four campuses, to give advice to the Board. The faculty advisory committee will be selected from a list of curators' professors and distinguished teaching professors nominated by the four chancellors.

Board approves changes to UM strategic plan

During its March 21-22 meeting in St. Louis the Board approved changes to the UM Strategic Plan that reflect the state of Missouri's fiscal crisis and the steps necessary to manage it.

The state has already cut the current fiscal year's University appropriation from \$443 million to \$414 million. But the University now faces a proposed budget for next year of roughly \$399 million, taking UM back to 1997 funding levels.

To meet a small part of the budget shortfall the Board raised student educational fees at the St. Louis meeting by 8.4 percent. UM System President Manuel T. Pacheco said that the fee

increase will be just one of several steps taken by the Board to address anticipated budget problems.

"The proposed increases in educational fees represent only a fraction of the amount that must be raised to meet the anticipated shortfall in funding," Pacheco said. The fee increase is expected to generate an additional \$11.1 million to help make up part of the revenue shortfall for FY2003.

To make up the rest of the shortfall brought on by the state's fiscal crisis, the Board revised the strategic plan for FY2003-2007 to include several other steps that may be taken to free revenue. Under the expenditure reductions portion of the plan, the UM System may eliminate a 4 percent increase to the UM System Salary Pool for the upcoming year. Other measures previously taken by the University to meet FY2002 midyear state withholdings may also be continued. These measures include reducing funding to the Research Board, deferring the funding of the faculty shares program, and reducing investment in physical plant maintenance and repair from 1.5 percent to 1.25 percent of replacement value.

Curator Paul Steele warned against the slippery slope of deferring building maintenance funding for too long. He recalled the lengthy list of deferred maintenance projects before the implementation of the University's five-year plan, which boosted funding levels for salary and infrastructure improvements. "We need to be cautious not to fall back into that trap," Steele said. "I understand what we're doing. I just hope we're cautious."

The Board also approved a proposal to eliminate implementation of the fourth year of Mission Enhancement funds. Mission Enhancement was a four-year program of special funding added to the University's recurring budget by the state to bolster areas of strength across the UM System. Curator Sean McGinnis said that the University of Missouri has not been able to fully implement Mission Enhancement funding because it was willing to wait in line until other institutions received their funding first.

"It sticks in my mind that when (Mission Enhancement) was created the University of Missouri System was a very good team player, we waited to take our turn after other people," McGinnis said. He noted that coincidental timing of the state budget crisis now makes it infeasible for the University of Missouri to implement the funding. "We've been very good team players and as a result of that we have lost a key element of funding for this institution, and I hope people remember that," McGinnis said.

UM-St. Louis reports on draft of strategic plan

The Board of Curators heard a discussion of a draft UM-St. Louis strategic plan at its meeting in St. Louis. The UM System and the Board are in the process of reviewing campus strategic plans.

The UM-St. Louis draft plan lists several goals for campus administrators. The goals include developing a national reputation for the success and satisfaction of its students and alumni and being a recognized influence in the St. Louis metropolitan area.

The current draft plan for fiscal years 2003-2007 charts a path that builds on the strengths of UM-St. Louis and is responsive to the needs of the state's largest metropolitan area. Annual evaluations of the plan will be conducted through campus governance bodies, including the Budget and Planning Committee.

UM System President Manuel T. Pacheco told Board members that UM System administrators will work with UM-St. Louis officials to ensure the plan is congruent with the UM System Strategic Plan. One of the main suggestions Pacheco made was to further define the necessary action steps for UM-St. Louis to achieve its strategic planning goals.

UM-St. Louis wants to strengthen its educational programs at all levels. To meet this challenge, UM-St. Louis hopes to offer a variety of program selections appropriate to the educational needs and potentials of the local community. The plan recognizes the need to deliver these programs through both traditional and innovative methods in a variety of locations. Administrators hope to use information technology to enrich teaching, research and service.

A second major strategic goal is to enhance research capacity and facilitate technology transfer. UM-St. Louis wishes to expand research capacity in areas with greatest demand, increase research and scholarship related to the St. Louis metropolitan region, and actively promote and facilitate the technology transfer process.

UM-St. Louis's third major goal is to increase ongoing efforts in the area of workforce development. The University hopes to play a proactive role in the revitalization of the St. Louis region.

Other goals for the campus include developing cooperative and outreach programs. The next campus to present its strategic plan will be UM-Rolla at the May 16-17 Board meeting at Fort Leonard Wood.

UM-St. Louis updates campus master plan

The UM-St. Louis campus master plan provides direction for short- and long-term decision-making related to the future enhancement and expansion of the University. Chancellor Blanche Touhill reported on the latest revisions to the plan at the March 21-22 Board meeting.

In July 2002, UM-St. Louis retained Sasaki Associates, Inc. to update the 1993 campus master plan and space needs assessment. Sasaki's report is organized into four sections: defining concepts, structuring elements, program accommodation, and phasing and space needs analysis.

The plan seeks to create a cohesive campus environment and enhance the overall image of the campus. These concepts include a central connecting open space structured around the valley and new gateways to the north and south campuses.

The plan also delineates three precinct areas — the core academic campus, the south campus and the west university precinct — connected to the other campus areas by open space and pedestrian

and vehicular links. In addition, the plan calls for strengthening the connections between all areas of the campus.

The plan addresses future requirements for property, building areas, open spaces, roadways, parking and pedestrian circulation. The master plan adds new sports fields in several areas of the campus, as well as quadrangles and new residential areas. It also seeks to improve the efficiency of parking on the campus to support near-term enrollment growth.

The third element in the master plan is program accommodation and phasing. This includes academic and support facilities, housing, sports and recreation and other facilities that are envisioned over the next five years and beyond.

An important objective is a student residential community on campus. The University has established as a target the development of 2,500 on-campus residence spaces, which includes the renovation of 1,000 beds currently existing and the addition of 1,500 beds.

The master plan also calls for a space needs analysis, which will consider the impact of anticipated enrollment growth on available space. Based on its fall 2001 enrollment of 12,242, UM-St. Louis officials project that student enrollment will grow by 2.6 percent per year. By fall 2005, this would result in 13,542 on-campus students.

The Board approved a change to the University's Collected Rules to require that campus master plans be approved by the Board every three years or earlier if needed.

Alumni Alliance gives awards for outstanding service to UM



Governor Bob Holden, 2002 award recipient, with President Manuel T. Pacheco.



2002 award recipients, from left to right: Tony DeLong, Charles Cobb, Hugh Stephenson and Armin Tucker.

The UM System's Alliance of Alumni Associations and University Outreach and Extension honored six individuals for outstanding service to the University at the 28th annual Legislative Day, Feb. 27, in Jefferson City.

Governor Bob Holden received the 2002 award for Outstanding Service to the University of Missouri System. Holden served two four-year terms as state treasurer before he was elected as the 53rd governor of Missouri in 2000. As state treasurer, Holden established Dollar\$ and Sense, Missouri's first statewide partnership between banks and schools to teach children wise money management practices, and MO\$T, a state and federal tax incentive program to help parents save for post-high school education.

Holden served three terms in the Missouri House of Representatives (13th District), from 1983-1989. During his tenure in the House, Holden served as chairman of the General Administration Budget Committee, served on the Budget Committee and championed campaign finance reform. He cosponsored the Excellence in Education Act and was House cosponsor of a bill that reorganized the Missouri Department of Economic Development.

The University of Missouri has benefited from Governor Holden's efforts in support of life sciences. UM-Columbia secured funds for the construction of a new Life Sciences Center with Holden's support.

Dr. Hugh E. Stephenson, Jr., M.D., received the award for Outstanding Alumni Service to UM-Columbia. Stephenson, who served as president of the UM System Board of Curators in 2000, earned two degrees from UM-Columbia in 1943 before graduating from Washington University Medical School in 1945. A Columbia native, Stephenson joined the medical school faculty at UM-Columbia in 1953.

Dr. Stephenson served as professor and chairman of the surgery department and chief of surgery, among other posts. Stephenson retired in 1992. He is the John A. Growdon Distinguished Professor of Surgery Emeritus at UM-Columbia.

Stephenson performed the first open heart surgery at University Hospital in 1958. He authored a classic textbook on cardiac arrest and resuscitation and established the nation's first cardiac resuscitation course.

Dr. Charles M. Cobb, professor of periodontics, received the award for Outstanding Alumni Service to UM-Kansas City. Cobb attended UM-Kansas City in 1958 and earned his dental degree in 1964, followed by a master of science in microbiology and a certificate in periodontics in 1966. He received a doctorate in anatomy from Georgetown University in 1971.

He is the recipient of the Distinguished Teacher Award from the UM-Kansas City School of Dentistry in 1988 and 1990, as well as the Teacher of the Year Award in 1994. He also received the Student Council Teacher of the Year Award in 1994 and 1999. Cobb received the UM-Kansas City Alumni Association's Elmer F. Pierson Award for Excellence in Teaching in 1994. In 1995, he was awarded the UM-Kansas City Alumnus of the Year Award by the UM-Kansas City Alumni Association.

Cobb is a member of many professional organizations, including the American Dental Association, the Missouri Dental Association, the American Academy of Periodontology and the Midwest Society of Periodontology.

Armin Tucker received the award for Outstanding Alumni Service to UM-Rolla. Tucker received a bachelor's degree in mining engineering from the Missouri School of Mines and Metallurgy (now UM-Rolla) in 1940.

Tucker established an endowment with the MSM-UMR Alumni Association to provide scholarships for student athletes. Along with his twin brother, Norman, Tucker funded renovations to the offices of UM-Rolla's swimming and basketball coaching staffs. Tucker also donated funds for the UM-Rolla soccer team's trip to Europe in 2000 to compete against teams from other nations.

Tucker is a founding member of the M Club, UM-Rolla's athletic club. He also has been an active member of the MSM-UMR Alumni Association, serving on the board of directors from 1979-1992 and as chair of the association's nominating committee from 1980-1992.

Senator Harry Kennedy, elected to the Missouri Senate in 2001, received the award for Outstanding Alumni Service to UM-St. Louis. He served in the Missouri House of Representatives (District 66) from 1996-2000.

Kennedy earned a bachelor's degree in communications from UM-St. Louis in 1984.

Kennedy serves on several legislative committees, including Aging, Families and Mental Health; Civil and Criminal Jurisprudence; Gubernatorial Appointments; Insurance and Housing; Local Government and Economic Development; and Pensions and General Laws. He cosponsored the Urban Flight Scholarship Program, as well as legislation to increase the number of minority student scholarships and the amount of scholarships for those entering the special education field.

Kennedy is the former vice president of the UM-St. Louis Alumni Association. He was a recipient of the UM-St. Louis Alumni Service Award in 1988.

Tony DeLong received the award for Outstanding Service to University Outreach and Extension. DeLong is presiding commissioner of Stone County and chair of the Missouri Extension County Council Leadership Council.

In his nine years as county commissioner, DeLong has addressed such issues as poverty, housing, jobs and water quality.

DeLong is a member of the UM-Columbia Public Policy Committee, the Outreach and Extension County Council Training and Development Committee, the Missouri Association of Counties Board, the County Commissioner Association and the Stone County Outreach and Extension Council. Broker/owner of DeLong Realty, he is past president of the Stone County Chamber of Commerce.

The Alliance of Alumni Associations and University Outreach and Extension comprises representatives from each UM campus alumni association and UM Outreach and Extension. The Alliance annually recognizes outstanding service to the University of Missouri, advances the mutual interests of member associations throughout the year, and encourages support for public higher education through the exchange of ideas among the University's alumni, friends and supporters.

Board approves increases in student fees for 2002-2003

The UM Board of Curators has approved an 8.4 percent increase to student fees for academic year 2002-2003. Of the total increase, 3 percent represents increases in the cost of continuing operations. The additional 5.4 percent increase is required to partially offset the 10 percent reduction in state appropriations recommended by Governor Bob Holden for FY2003.

Interim Vice President for Finance and Administration Nikki Krawitz acknowledged during the meeting that the fee increase may put a financial strain on some students, but said the University has little choice. "We feel like we've addressed the shortfall to the extent that we can through other options," Krawitz said.

The increases, which become effective with the 2002 summer session, will bring the Missouri resident undergraduate rate per credit hour to \$153.40. The undergraduate non-resident rate per credit hour will be \$458.50.

Missouri resident graduate students will pay \$194.10 per credit hour, and non-resident graduate students will pay \$584.00 per credit hour. Increases for professional schools vary by program.

The student representative to the Board, Vicki Eller, said "In speaking to (undergraduate) students, they understand we're going to have to make these cuts. But it seems like it's going to make a bigger impact on professional and graduate schools, and we should keep that in mind."

Curators also voted to increase the instructional computing fee assessed to all UM students by approximately 8.4 percent. Students will pay \$9.60 per credit hour for instructional computing support on each campus.

Student activity, facility and health service fees will increase 4.6 percent at UM-Columbia, 2.8 percent at UM-Kansas City, 5.5 percent at UM-Rolla and 8.1 percent at UM-St. Louis.

Average housing rates will increase by 5.0 percent at UM-Columbia, 4.2 percent at UM-Kansas City and 3.4 percent at UM-Rolla and UM-St. Louis.

The metropolitan fee, tentatively approved by the Board at its January meeting, was approved at a rate of \$153.40 per credit hour for qualifying undergraduate students. This fee was established for UM-Kansas City and UM-St. Louis so that non-residents living in out-of-state counties contiguous to the areas served by the two urban campuses could attend the University at a discounted rate.

Consistent with the Board's intent to exercise restraint in increasing student fees, UM System President Manuel T. Pacheco said that additional student fees over and above the normal inflationary increase is the last resort for addressing the UM System budget shortfall. The fee increase beyond the rate of inflation was implemented to make up \$11.1 million of a projected \$67 million deficit for FY2003.

UM Student Educational Fees FY2003 (per credit hour)

Undergraduate

Resident	\$153.40
Metropolitan	\$153.40
Non-resident	\$458.50

Graduate

Resident	\$194.10
Non-resident	\$584.00

Curators approve hiring design, construction firms for projects

The UM Board of Curators approved contracts for design and construction projects at the March 21-22 meeting in St. Louis.

The Board awarded a contract to J. Louis Crum Corporation at a cost of \$861,000 to increase the cooling capacity and convert the building heating, ventilating and air-conditioning systems at the

Engineering Building West, UM-Columbia. Construction is scheduled to be completed in August 2002.

Curators also approved the retention of Hunt Construction Group for cost estimating services for the basketball arena, UM-Columbia, for a fee not to exceed \$150,000. The firm will ensure that the project is within budget, assist in reviewing the constructability of the facility and recommend methods to reduce the construction cost.

A schematic design prepared by Hastings & Chivetta Architects, Inc., for an addition and renovation at the Brewer Fieldhouse, UM-Columbia, was approved by the Board. A student referendum was held in October 2001 and 65 percent of the voting students approved the project, which will increase recreational fees by \$75. Fee increases will not go into effect until all the improvements are open for use. Construction on the project is scheduled to begin in May 2003 with recreational areas opening in September 2004 and pools opening in January 2005.

Curators approved hiring Curtiss-Manes-Schulte, Inc., for construction of the Columbia Regional Hospital Birthing Center, at UM-Columbia, at a cost of \$4,225,985. The project includes renovation of existing space and construction of additional space to accommodate a new air handling unit. The Birthing Center project is scheduled for completion in May 2003.

A contract was awarded to United HRB General Contractors, Inc., for construction of the Providence Road pedestrian bridge at UM-Columbia, at a cost of \$1,138,500. This project is funded primarily by a federal grant made available through the Intermodal Surface Transportation Efficiency Act of 1991. Construction is scheduled to be completed in August 2002.

Other projects approved by the Board include exterior repairs to Lefevre Hall, UM-Columbia, at a cost of \$928,840; and an electrical utility substation replacement at Memorial Union, UM-Columbia, at a cost of \$688,300.

Curators voted that the University Center at UM-Rolla be named The Havener Center, after Gary Havener, a UM-Rolla alumnus who donated \$5 million toward the construction of a university center on the campus.

The Board approved a change to the University's Collected Rules to delegate approval authority to the University President for all consultant contracts from \$100,000 to \$250,000 and all sole source contracts from \$100,000 to \$500,000. The Board also delegated all construction and procurement contracts to the president.

Ream brings dedication to making a difference to UM Board



Anne Ream grew up in Thayer, Missouri, a small Ozarks community of barely 2,000. Her parents made certain that she gained exposure to the wider world beyond the town limits by introducing her to travel opportunities and new experiences. Years later, as Ream traveled to underdeveloped nations as part of a program providing eye care, she realized how much difference one person can make in a small community.

Ream's personal commitment to making a difference in the lives of others undoubtedly had something to do with Governor Bob Holden's decision to appoint her to the University of Missouri Board of Curators last year.

She received a Bachelor of Arts degree in biology and chemistry in 1980 from Drury College, now Drury University. In 1984 she received a Doctor of Optometry degree from the University of Missouri-St. Louis, where she was a member of the School of Optometry's first graduating class.

"We were the only class in the school," Ream said. "Our dean taught us, and played Frisbee with us during the lunch hour."

As part of the charter class, Ream learned how much hard work was involved in establishing a new program. "It gives you respect for how these institutions have to start from scratch and prove themselves," Ream said. "I think I received an excellent education, and I've always been grateful to the School of Optometry."

"I have known Dr. Ream as an alum and professional colleague for the past 10 years. During that time, Anne has demonstrated an intense work ethic and commitment to work through difficult situations," said Ream's former professor, Larry Davis, O.D., who is now interim dean of the UM-St. Louis School of Optometry. "As a curator, Anne promises to be an effective participant and contributor to the higher education system of Missouri."

Upon graduation from UM-St. Louis, Ream returned home to Thayer and entered private practice with her father, also an optometrist, who served as an inspiration to her. Ream's mother

also worked in the practice. "I knew that my dad loved what he did," she said. "I can remember the people in the waiting room saying, 'I can't tell you how long it's been since I've been in a place of business where someone whistles.'"

By the time Ream's younger brother graduated from the UM-St. Louis School of Optometry in 1987, she knew it was time to expand the practice and opened two satellite offices in Mountain View and West Plains. A third satellite office opened in Houston in 1990, giving the three associates and family members enough territory to fill a niche in southern Missouri.

Ream no longer works in the Thayer office, but she stays occupied driving 300 miles a week so that she can spend a day and half in each of the other two offices. The flexibility of self-employment allows her to set her own schedule and to spend more time with her two children, 5-year-old Haley and 2^o-year-old Matthew.

She draws on her experience running a business as she goes about her duties on the Board of Curators. "We need to run the University as you would your own business. I have a very strong conviction that we need to be the best steward of the state's funds that we can be."

Running three optometry practices also has shown Ream the value of those with whom she works. "The University's people are important. When you're in a small business, you realize that your staff members are your ambassadors."

Ream has taken a special interest in retention and recruitment of students, staff and faculty. "If we want Missouri to maintain its place in the national and global economy, we don't want our best and brightest leaving the state," she said. "We want to have the research facilities to employ those people or to actually be the research institution that other people want to come to."

Ream sees Governor Holden's recommendation for additional cuts in the University's state budget not as a challenge, but as a great learning opportunity. "I think that when you have to prioritize, it makes you a stronger organization in the long run," she said. "It's an opportunity to delineate your focus, which will serve you better in the future."

Although the role of UM curator is new to Ream, she has been a volunteer at UM-St. Louis for many years. She served on the UM-St. Louis School of Optometry Advisory Board for 12 years and as its president in 1990. She continued her advocacy for UM-St. Louis in the Missouri General Assembly, helping to secure additional funding for the Optometry School in 1997 and 1998. Part of the experience Ream still enjoys the most is the interaction with students. "We make a real effort to increase student participation and get them involved in the legislative process," she said.

Service on the board of the Missouri Optometric Foundation has given Ream useful knowledge to serve on the UM Board of Curator's finance committee. She served as president of the MOF board from 1987-1997. During that time, the foundation's budget grew from \$125,000 to over \$1 million when the bequest of a Missouri optometrist "catapulted us to a different level." The foundation currently supports UM-St. Louis students with scholarships totaling more than \$70,000 per year.

Ream has also served as the American Optometric Association PAC Chairman for Missouri for five years.

"She is such a bright woman and has been so involved in a number of activities. She's an amazing talent, and I think very highly of her," said Dr. David Nelson, president of the American Optometric Association. "Her leadership skills and her problem-solving abilities — getting right to the heart of the issue — are like no other."

Ream's community activities include membership in the West Plains, Mountain View and Houston Chambers of Commerce and the American Cancer Society.

"Just as Dr. Ream's strong character and intense interest in education and health care has a substantial, positive impact upon our local community, I am confident she will provide aggressive leadership with compassionate insight in furthering the goals of the University," said Lyndell N. Beard, an attorney in West Plains.

She has received numerous honors, including the 1997 Missouri Optometric Association Optometrist of the Year award. Ream is also the first optometrist to receive the UM-St. Louis School of Optometry Distinguished Alumni Award. Most recently, she was given a 2002 Trailblazer Award from UM-St. Louis. The award is given to women who forge new pathways and contribute significantly to the University and the community.

Ream combines her love of travel and her sense of adventure through involvement with the Volunteer Optometric Services to Humanity program. She has participated in month-long trips to Guatemala, Ecuador, Africa, Indonesia and Nepal to provide free eye care and glasses to the residents. "I am constantly amazed at how much difference one person can make in such a small community like that," Ream said.

"I have seen her work tirelessly from sunup to sundown in extremely difficult conditions and sometimes risky environs to provide free eye care and eye wear to people in desperate need all over the world," said Steve Rice, O.D., who has participated in services to humanity trips with Ream. "Her down-to-earth demeanor and her way with people serve her well on these volunteer service trips. Her confidence; ability to handle difficult and unexpected situations; clinical skills; work ethic; no-nonsense, can-do attitude; and her caring way with patients are all a marvel to witness. The University of Missouri is fortunate to have her on board."

It was on one such services to humanity trip that the international reputation of the UM System was brought home to Ream. The owner of the guest house in Africa where the team was staying had a son enrolled in the engineering school at UM-Rolla. "Together as a unit we have something that is just unparalleled," Ream said about the UM System. "We're all dedicated to making it more of a unit, if that's possible."

In addition to its international reputation, the University makes a big difference in small communities across the state, Ream said. "Through Outreach and Extension, the University of Missouri has an office in every county in the state — that's a huge involvement and an incredible dedication to its land-grant philosophy."

Outside of her active community service and work, Ream enjoys reading and traveling with her two children. While adventures to underdeveloped countries aren't on her agenda for the children just yet, they do enjoy shorter camping trips to explore Missouri's lake and rivers. They also spend time closer to home on their seven acres with the family's two goats, a horse, a cat and a dog.

"My strongest conviction is that education is the best thing in the whole world," Ream said. "It's never wasted. I saw that coming from a small community — education is always your way up, out or around. Anything that you put between your ears, nobody can take away from you — that's an enabling and powerful feature."

Briefs: new student representative; interim vice president for finance; VERIP



Governor Bob Holden has appointed UM-Rolla engineering student Vicki Eller the new student representative to the Board of Curators. The appointment was confirmed by the Missouri Senate on March 14. Eller attended the March 21-22 Board meeting.

Eller, 27, will complete her master of science degree in electrical engineering in May. She then plans to pursue a Ph.D. in electrical engineering at UM-Rolla. She works as a programmer/analyst in UMR's Instructional Software Development Center. Eller is president of the University Orators Chapter of Toastmasters International and is a member of Eta Kappa Nu, the electrical engineering honor society.

The student representative, who is a non-voting member of the Board, serves a two-year term.

UM System President Manuel Pacheco has appointed Natalie "Nikki" Krawitz as interim vice president for finance and administration, effective Feb. 1. Krawitz previously served as controller for the UM System.

Krawitz succeeds James Cofer, who will assume the presidency of the University of Louisiana-Monroe on April 1.

Krawitz is a certified public accountant with over 17 years experience in higher education in both the private and public sectors as a tenured faculty member, consultant, academic administrator, and vice president for finance and administration. She holds a bachelor's degree in elementary education from Washington University, a master's degree in special education from Columbia University, New York, and a master's degree in accounting from UM-Columbia.

Changes to VERIP reemployment guidelines. The UM System Board of Curators approved changes in the Voluntary Early Retirement Incentive program. VERIP, implemented in 2000, originally allowed some faculty and staff who retired under the plan to continue working in non-benefit eligible positions at less than 75 percent FTE for a maximum of two years subject to the needs of the University. Given the need for additional labor flexibility during the current budget crisis, Curators approved a proposal to permit VERIP participants to be reemployed on a case-by-case, part-time basis through Aug. 31, 2004.

The next UM Board of Curators meeting

The next UM Board of Curators meeting will be May 16-17, 2002, at Fort Leonard Wood.