

Spectrum

Volume 34, Number 4, August 2007

Curators Approve Competitive Faculty Compensation Plan

Noting that competitive faculty salaries are imperative for the University of Missouri to recruit and retain top professionals in their field, the UM Board of Curators adopted the Competitive Faculty Compensation Plan at their July 27 meeting in Marceline, Mo.

The plan, which will help the University's average salary for ranked faculty match the average salaries of relative comparator institutions in addition to keeping pace with market changes, requires a three-year implementation schedule with the state of Missouri that will total \$21.6 million in addition to the annual merit pool.

The state will be asked to fund half—or \$3.6 million each year for three years—of the amount required to bring faculty salaries to a competitive level. The state request is above the 4.2 percent increase in state appropriations the University is requesting.

The University will match the state's funds through efficiencies and reallocations on all of the campuses.

"High-quality faculties are the cornerstone of the University of Missouri," said University of Missouri Interim President Gordon Lamb.

"They provide excellence in teaching, mentoring, research, public service, economic development and patient care. To provide the excellent educational experience our students and the citizens of Missouri expect and deserve, we must retain and recruit excellent faculty."

A recent study by the University showed an ongoing free-fall relative to competitive pay for its ranked faculty during the last nine years. An analysis of ranked faculty at public institutions of the Association of American Universities—a group of the nation's most prestigious public and private research institutions—showed that the Columbia campus ranked last out of 33 universities in the growth of base faculty salaries from fall 1997 to fall 2006, and 32 out of 33 universities when ranked according to the current average base salary provided to ranked faculty for fall 2006.

The average ranked faculty salary increases among AAU universities in the surrounding states of Illinois, Iowa, Kansas and Nebraska between 1997–2006 ranged from 29.2 percent to 47.2 percent.

During this same time, faculty salaries at the University of Missouri-Columbia increased an average of 20.4 percent. Similar problems exist with faculty salaries at the other University of Missouri campuses when compared to their peer groups. The board was presented information on faculty salaries at each campus at their April meeting in Rolla.

"These alternatives to funding are necessary to ensure the University's salaries for ranked faculty are competitive among other universities," Lamb said.

Coventry Health Care to Administer Choice Plus POS Program

The University of Missouri is changing administrators of its selfinsured UM Choice Plus Point of Service program effective Jan. 1, 2008. The switch to Coventry Health Care Inc., from United Health Care is intended to improve customer service while reducing administrative fees. The savings will help control medical costs for the University and its employees.

In addition, the University is discontinuing its Humana HMO option for Kansas City, Mo., employees and retirees due to a decrease in interest from UM faculty, staff and retirees in the area.

Humana was estimating a significant increase in premiums for 2008 leading to the University and Humana deciding to eliminate the option.

A smooth transition is expected in both cases, said University of Missouri Vice President for Human Resources Ken Hutchinson.

In 2006, 98.5 percent of UM claims were in-network with United. Under Coventry's network, 98.2 percent of the same claims would have been in-network. Express Scripts and CuraScripts will continue to administer the prescription drug component of the program.

"Our objective was to find an administrator that would provide a higher quality of overall services without increasing costs to the University or disrupting patient-physician relationships," Hutchinson said.

Current Humana enrollees will be advised of any actions required as the enrollment change period approaches.

A dedicated UM Coventry web site, <http://www.ummedcvty.com>, is available to provide access to a listing of providers in the Coventry network.

March 2007 UM Research Board Awards Announced

The University of Missouri Research Board, a University-wide panel composed of 20 faculty members, has awarded nearly \$1 million to support more than 40 research projects across the University's four campuses.

The board has established a network of UM experts in each discipline. The board addresses specific criteria in evaluating a request and then considers the recommendations of the peer reviewers. Ann Miller, the Cynthia Tang Missouri Distinguished Professor of Computer Engineering at UM-Rolla, chairs the research board.

Researchers from the University filed 158 requests for grants totaling more than \$5 million. Approximately 27 percent of the requests were approved and 17 percent of the total dollar amount requested was awarded.

The board granted seven engineering requests for a total of \$189,587; seven in humanities and fine arts for a total of \$60,532; 15 in life sciences for a total of \$464,114; six in physical sciences and mathematics for a total of \$122,370; and seven in social and behavioral sciences for a total of \$151,000.

UM—Columbia

- Moises Arce, Political Science, \$18,500
- Marybeth Brown, Physical Therapy, \$28,600
- Donald Burke, Molecular Microbiology & Immunology, \$27,400
- Shawn Christ, Psychological Sciences, \$20,000
- Juanamaria Cordones-Cook, Romance Language & Literature, \$16,282
- Jack Draper, Romance Language & Literature, \$3,332
- Dan Edidin, Mathematics, \$13,215
- Lori Eggert, Biological Sciences, \$41,414
- Rangira Gallimore, Romance Languages, \$10,000
- Michael Garcia, Biological Sciences, \$32,900
- Christopher Hardin, Medical Pharmacy & Physiology, \$26,800
- Pamela Hinton, Nutritional Sciences, \$33,600
- Timothy Holtsford, Biological Sciences, \$36,700
- Zhiqiang Hu, Civil Environmental Engineering, \$25,011
- Toni Kazic, Computer Science, \$24,800
- Scott Kovaleski, Electrical & Computer Engineering, \$31,300
- Lampo Leong, Art, \$7,918
- Yingkui Li, Geography, \$20,733
- Rajiv Mohan, Ophthalmology, \$27,300
- Wouter Montfrooij, Physics & Astronomy, \$32,360
- Stephen Quackenbush, Political Science, \$13,000
- Christine Spinka, Statistics, \$13,000
- Margit Tavits, Political Science, \$16,500
- Mahesh Thakkar, Neurology, \$30,100
- Kathy Timms, OBGYN, \$30,700
- Vitor Trindade, Economics, \$19,000
- Troy Zars, Biological Sciences, \$32,700

UM—Kansas City

- Tina Hines, Nursing, \$26,200
- Gregory King, Civil & Mechanical Engineering, \$26,800
- Pei-Wei Lin, Civil & Mechanical Engineering, \$20,604
- Clancy Martin, Philosophy, \$3,000

UM—Rolla

- Baojun Bai, Geological Science & Engineering, \$29,600
- Xiaoping Du, Mechanical Engineering, \$24,472
- Hai Xiao, Electrical & Computer Engineering, \$31,800

UM—St. Louis

- Eike Bauer, Chemistry & Biochemistry, \$25,062
- Berit Brogaard, Philosophy, \$10,000
- Steven Bruce, Psychology, \$24,000
- Laurie Greco, Psychology, \$40,000
- Jingyue Liu, Physics & Astronomy, \$18,000
- Wendy Olivas, Biology, \$30,100
- Patricia Parker, Biology, \$34,800
- Eamonn Wall, English, \$10,000.

Lehmkuhle to Become University of Minnesota-Rochester Chancellor



Steve Lehmkuhle

Steve Lehmkuhle, senior vice president for academic affairs at the University of Missouri, has been appointed the first chancellor of the University of Minnesota-Rochester.

Lehmkuhle served 22 years at the University of Missouri, including the last decade as vice president for academic affairs. In 2004 he was given the additional title of senior vice president. Lehmkuhle is to begin his new duties Sept. 7.

"This is an exciting opportunity for Steve Lehmkuhle, and we know he will do a great job for the University of Minnesota- Rochester," said University of Missouri Interim President Gordon Lamb. "Steve has been a superb leader in academic affairs, advancing the mission at the heart of the academy."

"The quality of a university is measured by the quality of its people," Lehmkuhle said. "The University of Missouri has terrific administrative, faculty, student and staff leadership and I have been privileged to work with them. It has been their leadership, talents and perseverance that push the University to new heights and to better serve the citizens of Missouri."

Lehmkuhle earned a bachelor's degree in psychology from Wright State University and a doctoral degree in experimental psychology from Vanderbilt University.

During 2005, he served as interim chancellor for UM-Kansas City. He has held an academic appointment as a professor since 1994 at UM-St. Louis and previously served as an associate professor there from 1985 to 1994.



Steve Graham

Steve Graham, UM associate vice president for academic affairs, has been appointed Lehmkuhle's interim successor. Graham has more than two decades of experience in higher education as a professor and administrator.

Prior to his appointment as associate vice president for academic affairs, Graham was associate dean for graduate studies and director of continuing education for the UM-Columbia College of Education.

Graham earned a bachelor's degree in psychology from Coe College and a master's degree in college personnel and a doctorate in higher education administration, both from the University of Iowa.

Gardner Appointed Vice President at Washington State University



John Gardner

John C. Gardner, vice president for research and economic development at the University of Missouri, became the vice president for economic development and extension at Washington State University July 1.

While at the University of Missouri Gardner coordinated efforts to bring research to the marketplace, developed university research parks and worked with national, state and local economic development and governmental officials.

Gardner was appointed to the position in October 2005 by former University of Missouri President—and current WSU President—Elson S. Floyd.

"John Gardner has been a splendid leader in strengthening the University's role as an economic engine for our state," said University of Missouri Interim President Gordon Lamb. "The University of Missouri is deeply committed to economic development as a basic mission, and we will continue to build on our strong foundation in growing Missouri's economy."

Gardner previously served as associate dean of research and outreach for the College of Agriculture, Food and Natural Resources at UM-Columbia from 1999 to 2005. Prior to that, he was one of the founders and the general manager/CEO of AgGrow Oils, which produced, processed and marketed specialty oilseeds.

Gardner earned a bachelor's degree in agriculture and a master's degree in agronomy, both from Kansas State University, and a doctoral degree in agronomy and crop physiology from the University of Nebraska.

A search for a successor is underway.

Board Approves FY09 Operating & Capital Appropriations Requests

The University of Missouri Board of Curators approved the Fiscal Year 2009 operating and capital appropriations requests at its July 27 meeting in Marceline, Mo. The University's first priority in the FY09 request for operations is the funding of its FY08 core state appropriation of \$431 million.

The request also includes an additional \$57 million to fund the state's share of a new investment plan totaling \$84 million.

The goal is to sustain the high level of quality that already exists, as well as better position the University to contribute to the future economy of Missouri and its citizens.

The investments will be funded through a partnership with the state, the University and students.

Of the new request, \$34 million will be used for the Sustaining Quality and Competitiveness initiative, which includes funding for an annual merit increase in compensation for UM employees and an increase in compensation for faculty to a competitive level; funding for technology, infrastructure and on-going costs; and additional resources to match the University's investment in building maintenance and repair as part of an on-going effort to protect the University's investment in its infrastructure.

In addition, the state is being asked for \$25 million for the Enhancing Missouri's Future initiative, which includes an investment in the health professions education programs at UM-Columbia, UM-St. Louis and UM-Kansas City to prepare more health professionals to care for Missouri's citizens. These funds would be coupled with \$12.9 million from University resources, including efficiencies and reallocation, and \$12.5 million through an inflationary increase in tuition and fees.

The University's appropriations request for other programs includes a state investment of \$9 million to support patient care through University of Missouri Health Care and \$5 million to support other curator programs as they strive to provide quality to Missouri citizens.

There is a one-time request of \$5.9 million in accordance with legislative requirements.

The board also approved a state capital appropriations request that included a total of about \$175 million in top priority rehabilitation and new construction projects at each UM campus.

State Capital Appropriations Request, Fiscal Year 2009

UM-St. Louis	
Campus Development Phase I	\$27,000,000
UM-Rolla	
Biological Science, Chemistry, Chemical Engineering Addition & Renovation	\$60,422,000
UM-Columbia	
College of Engineering Renovation	\$47,804,000
UM-Kansas City	
Miller Nichols Library Renovation & Interactive Learning Center Addition	\$34,007,000
UM Health Care	
UM Health Care Children's Hospital Renovation Phase II	\$4,680,000
Total	\$173,913,000

Governor Names New Student Representative to the Board



Tony Luetkemeyer

Tony Luetkemeyer, a second-year law student from University of Missouri-Columbia, was sworn in at the Board of Curators retreat in Marceline, Mo., as the new student representative to the Board. He was appointed by Gov. Matt Blunt.

Luetkemeyer graduated in May 2006 with bachelor's degrees in history and political science, magna cum laude, from UM-Columbia. Luetkemeyer has been active on the Columbia campus, including his election in 2005 as student body president. In 2006, he was elected to chair the Intercampus Student Council, which has representatives from all four University of Missouri campuses. He also served as the associate chief justice for the campus' Student Court.

From May to August 2006, Luetkemeyer was a domestic policy intern at the White House, conducting research and analysis on domestic policy issues.

"Representing student interests was a hallmark of my undergraduate experience at MU, and I am excited to continue that tradition," Luetkemeyer said.

Luetkemeyer succeeds Maria Curtis Kerford. The student representative attends all meetings of the Board of Curators as a non-voting participant.

University of Missouri Briefs

Board approves new master's degrees at UM-Columbia

The University of Missouri Board of Curators approved a master of natural resources degree and a master of agriculture degree for UM-Columbia. The new degree submitted to the Coordinating Board for Higher Education for approval, and if approved, will take effect January 2008 and August 2008 respectively.

Both degrees are in response to regulatory issues and rapid changes in the fields that require graduate degree programs. They provide a comprehensive degree with broad-based interdisciplinary professional education for midcareer professionals. The master of agriculture is a practitioner degree for individuals directly involved in agriculture and related industries.

UMR advances research park

The board approved the name "Innovation Park," as well as the declaration of covenants, conditions, restrictions and easements, for a new research park at University of Missouri-Rolla.

The research park will be located at the site of the present UM-Rolla golf course on approximately 56 acres. The park will provide space and linkage to UM-Rolla researchers, facilities and business support services to assist companies in transferring knowledge from the campus to the marketplace and in fostering economic development.

Board approves firms for construction projects

The board approved Simon Oswald Associates of Columbia, Mo., for design services for the University of Missouri Hospital and Clinic's Children's Hospital renovation.

The project will renovate 61,000 square feet of space, including changing semi-private patient rooms and the Pediatric Intensive Care Unit to private rooms. Other space will be reconfigured to support staff in the delivery of pediatric care.

The board also authorized the employment of Peckham Guyton Albers & Viets Inc. of St. Louis for design services for the UM-Kansas City Miller Nichols Library renovation and Interactive Learning Center.

The project includes two additions to the library and renovation of the existing building. The complex will feature interactive shared and multi-use spaces for collaborative learning, library instruction and information technology.

The schematic design of the new University of Missouri Health Care Orthopedic Institute also was approved by the board.

The 90,000-square-foot institute will house the surgery, diagnostic and treatment spaces, clinic diagnostic and treatment rooms, and 18 in-patient beds. Construction is to begin in June.

Two UM human resources departments to relocate

Beginning Sept. 1, the offices of UM Faculty and Staff Benefits and UM Human Resources Systems Administration will relocate from the Heinkel Building to 1000 W. Nifong Blvd., Bldg. 7, in Columbia, Mo.

Both departments will continue to provide services for faculty and staff of UM, UM-Columbia and University Hospital, as well as retirees. Enrollment, orientation and education sessions will continue onsite at UM-Columbia and University Hospital.

The new location will provide the opportunity for individual counseling rooms, employee enrollment kiosks, an education and training facility, and the protection of confidential information.

UM provides credit monitoring benefit for employees, retirees

The University of Missouri has negotiated an agreement with a leading credit reporting firm to provide a credit monitoring benefit to University faculty, staff, retirees and students at a discount.

The benefit, which helps guard against Internet crimes and identity theft, comes after an unknown computer hacker accessed a University database containing Social Security numbers of University employees.

The University has attempted to contact those affected. To date, no confirmed incidents of fraud or identity theft have been reported as a result of the breach.

For more information, visit www.umsystem.edu/ums/departments/hr/benefits/credit.shtml.