

Spectrum

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Curators extend UM System President Gary Forsee's contract



The University of Missouri Board of Curators announced June 6 that the term of appointment for University of Missouri System President Gary Forsee has been extended from three years to five years. The extension will defer the performance-based component of his salary for the full five-year term before any payment would occur.

"The extension in term is consistent with Mr. Forsee's desire to make a long-term commitment to the University of Missouri," said UM Board of Curators Chair Cheryl Walker. "The Board of Curators is pleased that Mr. Forsee will lead our university well into the next decade."

In addition, the curators approved the initial performance objectives for Forsee's first year as president. The objectives include the development of a strategic plan for the UM System, with initial emphasis on University of Missouri Health Care; the development and implementation of a performance management system for all general officers; the focus and evolution of The Missouri 100 as a select advisory group to the president; a recommendation by the end of the year for a "best in class" distance education system, and confirmation of key measures of accountability for the university with broad disclosure of those measures.

The complete list of performance measures may be found at:

<http://www.umsystem.edu/ums/president/performance.shtml>.

Operating budget, competitive compensation program approved

The University of Missouri Board of Curators approved the university's 2009 operating budget on June 6. The budget includes \$7.1 million for a competitive compensation program for ranked faculty.

University of Missouri System President Gary Forsee has identified faculty retention and recruitment as a top priority. To retain and recruit top faculty, the university needs to make a

three-year special investment in competitive market compensation totaling \$21.6 million. This amount is necessary to bring the average salary of ranked faculty to the current, average salary levels among comparable research institutions.

To hear additional information about the university's operating budget, listen to a Podcast of the audio from the board of curators press conference available at www.umsystem.edu/podcast.

"High-quality faculty are the cornerstone of this university," said Curator Doug Russell, who chairs the Finance and Audit Committee. "They provide excellence in teaching, research, public service, economic development and patient care. In order to continue this high level of service, salaries for ranked faculty must be competitive. I applaud the university for finding the resources to fund the program this year."

The university had originally asked the state to share the cost of this investment over a three-year period with the state and university contributing \$3.55 million each for three years. Funding for this initiative was not included in the university's 2009 state appropriations approved by the General Assembly.

Some of the funds will come from other sources, including a reduction in the university's required contribution to the retirement plan trust fund. An analysis completed in March showed that the university's required contribution to the retirement fund could be less in 2009 because of the fund's strong investment performance during the last few years.

A study 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 public AAU universities in the growth of base faculty salaries from fall 1997 to fall 2006, and 32 out of 33 public AAU universities when ranked according to the current average base salary for 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 this time period ranged from 29.2 percent to 47.2 percent; the University of Missouri-Columbia's averaged 20.4 percent.

The university's 2009 general operations budget is approximately \$1 billion. State appropriations in FY 09 constitutes \$439,037,968, an increase of \$19.9 million from 2008, and includes a 4.2 percent increase for operations plus \$2.36 million in net new appropriations to address funding inequities at the University of Missouri-St. Louis.

"The university is grateful for the support that Gov. Blunt and the General Assembly have given to public higher education this year," said Forsee.

Net tuition and fee revenues are based on the 4.1 percent increases in graduate and undergraduate tuition and associated fees approved at the April board meeting. Budgeted expenditures include a merit salary adjustment pool equal to 4 percent of the university's salary and wage base, the faculty competitive compensation program, and increases in other costs such as utilities, insurance and ongoing operational costs.

Faculty and former students honored at Presidential Awards ceremony



The University of

Missouri honored five UM faculty members and two former UM students for excellence at an awards ceremony hosted by University of Missouri President Gary Forsee and his wife, Sherry, June 5, 2008, at the Reynolds Alumni Center at UM-Columbia. Forsee congratulated the award winners and thanked them for their contributions to their professions and dedication to the university.

Curators' Award for Scholarly Excellence

UM Board of Curators Chair Cheryl D. S. Walker presented the Curators' Award for Scholarly Excellence to Dr. Wilma King, the Arvarh E. Strickland distinguished professor of African-American history at the University of Missouri-Columbia, for her book *The Essence of Liberty: Free Black Women during the Slave Era*. Dr. King's book examines the experiences of free black women from the colonial period through emancipation. "This book will immediately become the standard source on its subject," said one reviewer.

Presidential Award for Research and Creativity

The Presidential Award for Research and Creativity was presented to UM-Columbia Curators' Professor of Psychological Services Dr. Ken Sher for his drug and alcohol abuse research. Sher, who was appointed Curators' Professor of Psychological Services at the University of Missouri-Columbia in 2000, is also the author of approximately 170 scholarly publications and more than 130 journal articles and has been the recipient of numerous federal grants totaling more than \$13 million.

Presidential Award for Outstanding Teaching

Dr. Kathleen Kilway, associate professor and chair of the chemistry department at the University of Missouri-Kansas City, received the Presidential Award for Outstanding Teaching for her achievements as an educator and advisor to undergraduate and graduate students. The number of chemistry majors at UMKC, including female chemistry majors, has doubled during Kilway's time - a testament to her remarkable ability to engage and excite students. Kilway also is a highly respected researcher and has been awarded principal investigator on two National Institutes of Health research grants totaling more than \$550,000.

Faculty Entrepreneur of the Year Award

The Faculty Entrepreneur of the Year Award was presented to Dr. Edward Brent, Jr., professor in the sociology department and an adjunct professor in the computer science department at the University of Missouri-Columbia. Brent is the founder of IdeaWorks, a software company that specializes in intelligent programs for research in teaching. IdeaWorks, which has 35 employees, is recognized internationally for social science computing, and its software is used by Fortune 1000 companies, academic and research institutions and government agencies in all 50 states. "He understands what people are trying to do and he creates affordable tools that make their work much easier," said a colleague of Brent's.

Student Entrepreneur of the Year Awards

Missouri Science & Technology graduates Paul Robinette and Ryanne Dolan were honored with the Student Entrepreneur of the Year Awards for co-founding Rolla Engineered Solutions, LLC, a development firm that provides solutions to small-to-medium sized businesses in mid-Missouri. Robinette and Dolan's company has tackled projects such as programs that allow clients to easily update their Web sites, business and resource management systems, and a system that will record notes from a whiteboard or chalkboard without the use of special markers or boards. An engineer at Aerojet who worked with Robinette and Dolan said, "It is my opinion that the business that Ryanne and Paul have formed has the potential to grow and expand across many universities and that the sky is really the only limit for their business model."

C. Brice Ratchford Memorial Fellowship Award

This award recognizes a faculty member who personifies the creativity, vision and leadership exhibited by the late Dr. C. Brice Ratchford, president emeritus of the University of Missouri and dean of cooperative extension.

Professor Emeritus and former Chair of the Department of Sociology at the University of Missouri-St. Louis Dr. George McCall received the C. Brice Ratchford Memorial Fellowship Award for his work to create an innovative exchange program with the University of the Western Cape. McCall was the second University of Missouri faculty member to visit South Africa in 1989, and since that time he has worked toward conflict intervention in South Africa. He also is the author of numerous books, monographs, articles and chapters. "George McCall has always stepped forward in response to requests for assistance and collaboration from colleagues in South Africa, and his contributions there have been substantial," wrote University of Missouri Executive Vice President Emeritus Ron Turner.

Task force to examine e-learning



In his report to the University of Missouri Board of Curators June 6, Executive Vice President Gordon Lamb discussed the progress of e-learning and distance education at UM campuses. Lamb explained, "When President Forsee came on board this past winter, he asked me to explore the area of online education as a way to enhance accessibility." Lamb anticipates making recommendations to Forsee in November.

The distance education task force, which is composed of 17 representatives from each campus and the system, outlined plans to determine their recommendations for distance education. The task force will assess the system's current state of readiness, review various university organizational models at other universities, review possible business models and implementation schedules, identify programs that could be scaled and identify cooperative programs on UM campuses. In addition to drawing from the considerable expertise of its members, the group plans to enlist consultants and visit several universities with successful online programs.

Lamb emphasized the need for online learning programs geared toward nontraditional students to be market based and student centered.

As a growing number of public, land-grant and research universities recognize and enter the online market, the university has an obligation—and a great opportunity—to provide accessible, convenient and diverse offerings.

The university has developed more than 40 online programs, which vary by campus.

Online learning includes programs and courses offered through the Internet in an asynchronous manner, including both credit and professional development courses. Online learning differs from blended or hybrid learning, which is a combination of online and face-to-face learning. Lamb said that online learning is the easiest form of technology-based education to address directly, as hybrid learning is already occurring on all four campuses and will grow over time.

The greatest growth in higher education is in online learning by far. According to The Sloan Consortium, nearly 20 percent of all U.S. higher education students took at least one online

course in 2006. Additionally, there has been a 9.7 percent growth in online enrollments, compared to 1.5 percent growth in the overall higher education student population.

Wellness Program continues to make strides

The T.E. Atkins Wellness Program continues to make strides to promote a healthy lifestyle for university employees. Recently, University Hospital and UM-Columbia received Fit-Friendly Workplace Awards from the American Heart Association for promoting employee wellness in the workplace.

For more information about the Wellness Program, listen to the Podcast with Wellness Director Laura Schopp available at www.umsystem.edu/podcast.

In the 2007-2008 academic year 3,430 employees attended a Wellness Fair. Of those attendees, 29 percent signed up for health promotion programs. Health screenings of attendees found that 51 percent had high cholesterol readings, 44 percent had high blood pressure readings, and 55 percent had high Body Mass Index (BMI) readings. Eighty-three percent of attendees said they thought the screenings were useful. The program recruited 193 new Wellness Ambassadors in 2008, as well.

Additionally, the university joined JP Morgan Chase, General Motors and other major corporations by becoming a member of the University of Michigan's Corporate Consortium. Membership to the consortium ensures that the Wellness Program is subject to stringent evaluation and that the university's investment in the health of its employees is both clinically effective and cost-effective.

Said Curator Emeritus and program founder Thomas E. Atkins, "I am so proud of this program and what it has already accomplished."

Board approves Bachelor of Health Science degree at UM-Columbia

The University of Missouri Board of Curators approved a proposal for the creation of a Bachelor of Health Science (BHS) degree at the School of Health Professions at the University of Missouri-Columbia. The proposal, which will be sent to the Coordinating Board for Higher Education for approval, is in response to student demand and the shortage of allied health professionals in Missouri. The BHS degree program targets students who wish to enter a health-related field after graduation; nontraditional students with an associate degree in an allied health field; graduating community college students seeking a bachelor's degree in a health field and students who wish to apply for a graduate health professional program.

The interdisciplinary degree will include coursework in the physical, biological, behavioral and social sciences to provide students with an education in foundational sciences, human function, health research and service, and health policy.

Graduates of the BHS degree program will be qualified to enter either graduate professional programs, such as physical therapy, or graduate programs such as public health. Graduates also

will be qualified for employment in many health-related fields, such as medical case management, corporate wellness, human services, medical sales, pharmaceutical manufacturing and distribution, and more.

University of Missouri briefs

Board approves UM Health Care contract with Intuitive Surgical Inc.

The University of Missouri Board of Curators approved a sole-source contract with Intuitive Surgical Inc., of Sunnyvale, Calif., to purchase a da Vinci Surgical System for University of Missouri Health Care.

The robotic-assisted surgical system is used to perform minimally invasive surgical procedures. More than 700 FDA-approved surgical robots have been in use since 2000. Other academic health care centers that use this technology include Washington University, University of Chicago, Harvard University, the University of Virginia, the University of North Carolina at Chapel Hill, University of Pittsburgh and many others.

The purchase of this device, which is manufactured only by Intuitive Surgical Inc., will allow University of Missouri Health Care to attract and retain new surgeons while providing Missourians with access to technologically advanced procedures.

Curators select private equity partnerships

The curators authorized Vice President for Finance and Administration Nikki Krawitz to invest in two private equity follow-on funds for the University of Missouri Endowment Fund and the University of Missouri Retirement, Disability and Death Benefit Plan.

Welsh, Carson, Anderson & Stowe Fund XI will be allocated \$15 million, and Vectis Life Sciences Fund II will be allocated the lesser of \$15 million or 9 percent of the capital raised.

Welsh, Carson, Anderson & Stowe is a long-standing and established private equity partnership. Fund XI, which will invest in growth-oriented companies in the information/business services and healthcare industries, is similar to WCAS Fund X, to which the university has an existing \$15 million commitment.

Vectis Fund II will build upon Vectis Fund I, to which the university has an existing \$10 million commitment. However, while Fund I invests in health care and life sciences with a Missouri focus and national reach, Fund II will invest in health care and life sciences with a national focus.

Board approves executive compensation and performance policy

The board voted to adopt the Executive Compensation and Performance Policy as recommended by the Compensation and Human Resources Committee. The policy, which will be phased in at the president's discretion, seeks to establish an executive compensation and performance

program that would support effective university governance, system integration, communication, planning, accountability and alignment of university goals and strategic direction.

Another goal of the policy is to facilitate recruitment, retention and meaningful performance assessments of executive staff.

The policy defines executive staff as the president, chancellors, vice presidents, the CEO of University of Missouri Health Care, the chancellors' executive staff, and deans whose appointments require presidential approval.

A comprehensive performance management system will measure performance against university, campus, divisional and individual goals and objectives.

The program, once fully implemented, will include base pay and performance-based variable pay; variable pay will be directly dependent on the achievement of approved performance goals. Adjustments to base pay will take into account factors such as marketplace adequacy, but will be based on merit.

The president will report to the curators each year in advance of the program's implementation as to which peer institutions will be used to determine marketplace adequacy and what the anticipated costs of the program will be for that year. The president will also include an assessment of each officer's effectiveness in executing this policy.

Board approves sale of capital project notes

million of capital project notes. The sale will have a settlement date of July 1, 2008, and the notes will mature on June 30, 2009. The date of the sale is expected to be June 19, 2008.