

THE UM STAFF ADVISOR

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UM Staff Advisory Council was formed to provide two-way communication between staff and the President on pertinent issues. If you have comments or questions about any subject related to UM System staff, please contact one of your Council members. They are there for you!

UM STAFF ADVISORY COUNCIL MEMBERS
1999-2000

Suzanne Schoonover, Chair	882-7396
Dave Olson, Vice Chair	882-5894
Katina Volle, Secretary-Treasurer	882-1998
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Rita Besleme.....	882-4591
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UM-SAC members are also available through e-mail at staffadvisorycouncil@umsystem.edu

Check out the *Advisor* on line at
<http://www.system.missouri.edu/sac/advisor.html>

December Meeting Notes

The December meeting was held December 9. Here are the highlights:

Health Oversight Committee
 Chair: Ken Dunn
 Vice Chair: Dwayne Crandall

Ken Dunn gave a summary of the meeting of the Campus Health Oversight Committee Meeting of November 12. Daniel Winship and Jeri Doty were the guests. They delivered a presentation regarding the merger of Columbia Regional Hospital into the University of Missouri Hospitals and Clinics. **The University decided to purchase CRH** in order to add a community hospital element to its Hospitals and Clinics, to defend local market share and position, and to address specific facility needs, e.g., in women's health. **The strategy for operating CRH:** It will not be UM Hospitals East; It will be maintained as a community hospital with community physicians and community programs. The CRH management team will be retained. Administrative systems will be combined where appropriate and prudent. **Benefits of CRH** include increases in hospital access and choice for UM employees, increased access and choice regarding physicians, and closer collaboration with the community and community physicians—especially now in the HMO.

Staff Recognition Week

Chair: Rita Besleme
 Vice Chair: Lona Bledsoe-Baker
 Rita Besleme shared the proposed budget for Staff Recognition Week. Suzanne Schoonover announced that Jim Joy's office has donated two six-month parking passes to give away as door prizes at this month's picnic. Other *quality* door prizes will continue to be solicited.

Other Meeting News

Katina Volle distributed a revised guest and meeting location list for future UM-SAC meetings. All meetings have been moved to the President's Conference Room at 328 University Hall except for the July and September meetings which will be held at 838 Clark Hall.

Katina Volle passed out a list of guest speakers through next October. The complete list is

available in the web edition of the *Advisor*. All benefits eligible UM Staff are welcome to attend meetings.

January Meeting Notes

The January meeting was held in the President's Conference Room at University Hall. President Pacheco was our guest. The President spoke about progress on the Strategic Plan for the University of Missouri and then entertained questions from the Council. Here is a summary of the President's remarks:

President Pacheco expressed concern about upcoming budgets having only two to three percent discretionary funding, which are expected only to cover inflation and protect current programs with little left over for raises above the three percent level, additional health care costs, etc. This has precipitated the offering of the current early retirement program. In conjunction with this, a realignment of mission and staff at each campus is expected. There is a concern that if too many employees from a particular department take early retirement the resulting brain drain will be harmful to the mission of the University. Therefore departments are allowed to rehire these people at a rate of 60 to 74% FTE for two years to help with the transition.

Another of the President's concerns is term limits in the Missouri Legislature. The full effects of this will be felt for the first time next year when over 100 of the current members of the legislature will be forced to retire. The University depends on friends in the legislature. The very nature of these friendships requires that they be built up over time.

Investment in higher education is a long-term goal. With the maximum terms in place it will be harder for the University to cultivate these friendships since members will be under much greater pressure to perform for their own districts in a shorter period of time. This will leave less time and resources for longer term goals such as higher education. Since Columbia has a very small number of representatives in Jefferson City, the Extension and Outreach missions of the University will become

even more critical in building a network of "friends of the University" in Jefferson City.

Mission enhancement funds continue to flow to the University from the State of Missouri. Projects the President is hopeful of seeing in this year's budget include the Life Sciences Building in Columbia, the Nursing/Pharmacy Building in Kansas City, a new Engineering Building in Rolla, and major infrastructure improvements in St. Louis.

Regarding UMSL, there has been some recent concern over budgeting at that campus and the President feels that the extent of the trouble there has been greatly over-reported and exaggerated. In fact, much of the concern arose due to the different manner of budget calculation used by Chancellor Touhill. The budgetary methodology used at UMSL involves starting with a baseline amount which is adjusted if funding turns out to be less than expected. This creates the appearance of a budget cut, where in fact an optimistic baseline is much more likely the case.

In addition to the budgeting method, UMSL has been counting its enrollment so as not to include continuing education students. This has led to underreporting of actual enrollment. Both of these situations are being rectified.

During the question and answer session which followed the President's prepared remarks, President Pacheco emphasized the tremendous opportunities which present themselves as the University begins coordinating its efforts between the campuses and system to rationalize purchasing contracts so that the University can better take advantage of its tremendous buying power. Another "up side" of this process is ease of use by faculty and staff when more similarity exists between all kinds of products used in performance of their jobs. Computers were an obvious example cited. However, the President emphasized that one of the greatest strengths of the University of Missouri is the autonomy of its campuses. Any moves toward centralization must be done in such a way so as not to threaten that strength.

When addressing a question dealing with the future stability of the health care program at the University President Pacheco indicated that the current split of

70/30 between the University and employees is likely to continue in the future. Costs are expected to continue to rise in the country as a whole and the University has adopted a goal of cutting its own costs by eight percent per year. Whether or not such a goal is attainable is highly open to question. Some ways in which he would like to pursue these savings are through the savings which will accrue more and more in the future due to the acquisition of Columbia Regional Hospital, insistence that the University be reimbursed from some source for the treatment of indigent patients, and through especially vigilant monitoring of the prescription drug program.

Editor's Note: Special thanks to Dwane Crandall and Dave Olson for assistance with this article.

Committee Reports from January

Parking and Transportation: Kelly Abraham reported that the new South Hitt Parking Structure is ready for construction. Cornell Hall, south of the Donald W. Reynolds Alumni Center is already underway. This has led to additional pressure on an already tight parking situation on campus.

The Parking and Transportation Committee approved the following resolution at their January 20 meeting:

All employees parking on lots maintained or leased by the University shall be assessed parking fees. Exceptions to this policy may be negotiated between the office of the Vice Chancellor for Administrative Services and the department/unit.

January Service Awards

Congratulations to the following UM-System Staff members who have attained these milestones of service!

20 Years of Service

Deborah Sue Caselman, Sponsored Programs

15 Years of Service

Ruth Ann Jeffries, University Extension
Meda M. Young, University Extension

10 Years of Service

Steven P. Chatman, Planning and Budget
Cynthia D. Edmondson, University Extension
Steven L. Garrotto, University Extension
Tami Caye Hoskins, Human Resources Dev./Res. Systems

February Service Awards

20 Years of Service

Madan Gupta, Auditing

15 Years of Service

Lee A. Gabelsberger, Management Information Systems

5 Years of Service

Wende S. Waltz, Administrative Systems Project

Want to get involved and have a great time to boot?!!!

Here's your chance!

The UM-SAC 2000 Picnic Committee is looking for volunteers to help with this year's festivities.

This is a golden opportunity to break out of your rut and meet some fun people!

Memoree Bradley and Kelly Abraham are heading up this year's picnic committee. If you don't know them yet, you *should!!!*

882-7989 (Memoree)





Happy Birthday February Birthdays!

Beth M. Asbury, Facilities Planning & Develop.	02/14	Extension	
James Stephen Bantin, West. Hist. Man.	02/24	John G. Blodgett	02/24
Nancy G. Benedict, Management Services	02/22	Carole G. Bozworth	02/05
Margarite Besleme, University Relations	02/05	Janice K. Branum	02/09
Thomas John Burns, University Press	02/12	Charles E. Browning	02/27
Daniel P. Cook, Faculty & Staff Benefits	02/25	Reita Beth Burke	02/16
Adam Cullina, Administrative Systems Project	02/09	Donna Jean Clavin	02/09
Shirley S. DeJarnette, Investment & Banking	02/21	Sara Gene Cooper	02/02
William E. Edwards, HR Dev/Res. System	02/07	Palma Kay Crass	02/28
Steven D. Hammer, University Press	02/06	Dale L. Davis	02/02
Philip Harrison, President's Office	02/17	Becky Jo Elliott	02/19
David A. Hemmann, MOREnet	02/06	Karen Jewel Elliott	02/01
Joyce Herzing, MOREnet	02/09	Waneta M. Frazer	02/14
Axie A. Hindman, Library Systems	02/12	David R. Guethle	02/26
Mary Frances Kite, Records Management	02/26	Ramona Jean Hamilton	02/18
Kurt W. Kopp, Library Systems	02/16	David Leon Hileman	02/14
Denise I. Kuhler, MOREnet	02/28	Ryan D. Hobson	02/01
Jane Hazel Lago, University Press	02/22	Betty Sue Holmes	02/18
John S. Larkin, Records Management	02/26	Drew M. Holt	02/08
Kristie S. Lee, University Press	02/03	Morris R. Hudson	02/13
Lota P. Little, Records Management	02/18	Harold Hadley Isaak	02/16
Cathy A. Maupin, Sponsored Programs	02/26	Nathaniel D. Jaeggli	02/01
Sue McCubbin, West. Hist. Manus.	02/09	Aldis Jakubovskis	02/18
Janet Marie Meyer, Accounting	02/07	James Henry Jarman	02/15
Sandra Diann Mohr, Records Management	02/04	Joyce M. Jones	02/09
Retha Fern Nichols, Faculty & Staff Benefits	02/13	Glenda Kinder	02/05
Cuba A. Plain, Planning and Budget	02/26	Nellie Lamers	02/20
Elizabeth Ann Sandbothe, Library Systems	02/17	Jill Alene Lane	02/03
Wayne A. Sanders, State Historical Society	02/24	Melissa A. McKarus	02/09
Joyce A. Sasse, Accounting	02/08	Michael R. Milam	02/14
Cynthia Scheiner, MOREnet	02/12	Willis C. Mushrush, Jr.	02/16
Paula M. Short, V. P. Acad. Affairs	02/25	Virginia L. Muskett Lyon	02/13
Robert A. Simmons, Facilities Planning & Dev.	02/14	James Howard Ollar	02/25
Allen J. Snider, State Government Relations	02/19	Annette E. Pumphrey	02/10
Audrey L. Spieler, V. P. Acad. Affairs	02/14	Jacqueline A. Rasmussen	02/23
Donna Jean Turner, MIS	02/04	Elizabeth J. Reinsch	02/24
		Tony Ray Rickard	02/27
		Julianne Royse	02/01
		Sandra L. Sapp	02/12
		Eugene G. Schmitz	02/03
		Charles Merrell St. Clair	02/01
		Jeanette J. Stevenson	02/09
		Georgia Stuart Simmons	02/26
		James R. Teegarden	02/18
		Jerry Dean Thompson	02/28
		Valerie N. Turner	02/08
		Suzanne I. Zemelman	02/05