

Program discontinuance plans okayed

Board approves incentives for early retirement

More than 250 tenured faculty members on all UM campuses could be eligible for early retirement incentives approved by the Board of Curators at its July meeting. The board, which was first presented the plan in June, made a few changes described as clarifications before approving the plan.

The plan, which will be offered only to tenured faculty, has incentives that include purchase of an annuity valued at 15 to 120 percent of an eligible faculty member's current base salary, depending on the age of the faculty member applying for early retirement.

Faculty members who are eligible for the plan must apply for benefits between Oct. 15, 1984, and March 31, 1985, with retirement beginning no later than Sept. 1, 1985.

After Sept. 1, 1985, the same incentives will be offered to two groups of faculty who could not participate in the program this year — tenured faculty who reach age 62 by Sept. 1, 1986, who are not in a department or unit excluded from the program by a chancellor or president and tenured faculty who reach age 65 by Sept. 1, 1986, who were in departments or units excluded from the program this year.

The board added a footnote to the plan to define faculty members as those who have primary titles of instructor, assistant professor, associate professor or professor and have performed the duties associated with the title for at least one semester before retiring.

The Early Retirement Incentive Program could help UM fund the \$22 million in internal reallocation proposed in the report of

EARLY RETIREMENT INCENTIVE PROGRAM (Year 1)

Faculty Participation	1985 Salary Base ¹	Cost of Purchasing Annuities ²	Potential Savings or Additional Costs ³ 1985-86		Amount Available for Reallocation 1986-1987
			No replacement	Full replacement	
30%	\$2,995,000	\$2,481,000	+ \$ 514,000	- \$2,481,000	\$2,995,000
50%	\$4,992,000	\$4,135,000	+ \$ 857,000	- \$4,135,000	\$4,992,000
70%	\$6,988,000	\$5,790,000	+ \$1,198,000	- \$5,790,000	\$6,988,000

1 = total current salary paid to eligible faculty at each participation level

2 = cost of purchasing annuities at each participation level, from 15 to 120 percent

3 = subtracting the cost of the annuity purchase from the salary base leaves the maximum potential savings in the salary base that could be realized if retired faculty members are not replaced; additional cost will be incurred if faculty members who retire are replaced (it is assumed the replacement costs would not exceed the salaries paid to retiring faculty, therefore the maximum additional cost would be the cost of purchasing annuities)

the board's Long-Range Planning Steering Committee. The report is currently under consideration. Depending on the level of participation, the University could have from \$2.9 million to \$6.9 million available for reallocation in 1986-87 as a result of the incentives. (see table)

Although the number of participants and actual costs of the early retirement option and the resulting savings to the University cannot be known beforehand, University officials expect about 30 percent of the eligible faculty to participate at a cost of \$2.5 million. If none of the retired faculty mem-

bers were replaced, the University would save \$500,000 in the first year. Larger savings would be realized in subsequent years.

"The reception of the early retirement incentive program by eligible faculty will determine the actual costs and savings to be realized," says James Buchholz, vice president for administrative affairs. "Experience at other institutions has revealed that 30 percent is approximately the percentage of eligible faculty who most reasonably can be expected to participate."

Plans of benefits for faculty and staff affected by program discontinuance also were

approved by the curators after the board clarified the plan of benefits for faculty to include only tenured faculty. The plans outline benefits for staff members and tenured faculty who have five years of creditable service in the University's Retirement, Disability and Death Benefits Plan who are employed in an area mandated by the Board of Curators for program discontinuance.

(Note: The benefit plans for program discontinuance supplement board provisions already in place regarding notice of termination for both tenured and non-tenured faculty.)

UMC administrator appointed acting UM vice president

Interim President Melvin D. George has announced the UM system Board of Curators approved the appointment of UM-Columbia Associate Provost Richard L. Wallace as acting vice president for academic affairs through Dec. 31.

George will return to his position as vice president when C. Peter Magrath assumes his duties as president Jan. 1.

"Wallace is particularly well qualified," George says. "His knowledge of the University, his good judgment and his recent experience as staff associate for the long-range planning process will be particularly helpful as we proceed with that activity. I am grateful for his willingness to help me for the rest of this year."

Wallace has been a member of the faculty and administration of UMC since 1966. He has been interim dean of the College of Arts and Science and the Graduate School. He has also been chairman of the Department of Economics, director of the Business and Public Administration Research Center, assistant dean for research in the College of Administration and Public Affairs and associate dean of the Graduate School.

While serving as acting vice president he will also continue to be responsible for the UMC self-study for an accreditation evalua-



Richard L. Wallace

tion by the North Central Association of Colleges and Schools.

NASULGC publishes 'President's Spouse'

A book focusing on the role of the spouse of a public university president, co-edited by Diane Skomars Magrath, wife of the next president of the University of Missouri, has been published by the National Association of State Universities & Land-Grant Colleges.

Mrs. Magrath, wife of C. Peter Magrath, edited "The President's Spouse, Volunteer or Volunteered" with Joan E. Clodius, wife of the president of the National Association of State Universities & Land-Grant Colleges.

"This book has been written for spouses and by spouses representing our great public universities," write Magrath and Clodius in the opening pages. "The institutions they represent are unique in higher education throughout the world. Each writer has generously contributed and shared her limited time to this endeavor. Each writer has exemplified her personal commitment to the 'public good' for the institutions they represent."

The book outlines results of a 1983 University of Minnesota survey of spouses of presidents and chancellors of the 144 NASULGC member institutions. The book also discusses, through articles written by spouses, job functions and the role of the spouse, critical relationships of the spouse, self-identity as a spouse and the future of the role of spouse.

The book includes an article written by Vera Olson, wife of President Emeritus James C. Olson. Mrs. Olson's article is entitled "The Delicate Relationship With the Board."

Emeritus title

The UM system Board of Curators at its June meeting approved the title of lecturer emeritus in political science for Harry G. Mellman, UM-St. Louis, effective March 1, 1981.

New rate schedules okayed for medical, dental plans

Effective with September paychecks, contributions to the University's Medical Benefits Program will increase 25 percent and contributions to the Dental Benefits Plan will increase 13 percent. The rate increases have been approved by the UM system Board of Curators.

University contributions to both programs will also increase.

The curators also approved a change in the medical program to raise the maximum individual lifetime benefit from \$500,000 to \$1 million. The dental plan's provisions remain unchanged.

The rate increases are necessitated by increased utilization of benefits, increasing costs due to health care inflation and cost shifting from federal to private programs, said University officials in June when possible rate increases were first discussed.

Faculty, staff and retirees interested in changing to the \$500 deductible option in the Medical Benefits Plan on Jan. 1 must contact their staff benefits office by Dec. 1.

The new monthly rate schedules:

MEDICAL BENEFITS PLAN \$100 Deductible

	Current Employee Cost	New Employee Cost	Current University Cost	New University Cost
Employee Only	\$20.61	\$ 25.76	\$ 41.28	\$ 51.60
Employee and Child/Children	\$27.90	\$ 34.88	\$ 55.88	\$ 69.84
Employee and Spouse	\$43.87	\$ 54.84	\$ 87.88	\$109.86
Employee, Spouse and Child/Children	\$52.91	\$ 66.14	\$105.97	\$132.46
Widow/Widower	\$65.69	\$ 82.10		
Widow/Widower and Child/Children	\$92.92	\$116.16		

\$500 Deductible

	Current Employee Cost	New Employee Cost	Current University Cost	New University Cost
Employee Only	\$10.27	\$ 12.84	\$ 41.28	\$ 51.60
Employee and Child/Children	\$13.93	\$ 17.42	\$ 55.88	\$ 69.84
Employee and Spouse	\$21.90	\$ 27.36	\$ 87.88	\$109.86
Employee, Spouse and Child/Children	\$26.43	\$ 33.04	\$105.97	\$132.46
Widow/Widower	\$54.74	\$ 68.42		
Widow/Widower and Child/Children	\$77.44	\$ 96.80		

DENTAL BENEFITS PLAN

	Current Employee Cost	New Employee Cost	Current University Cost	New University Cost
Employee Only	\$ 3.47	\$ 3.92	\$ 3.48	\$ 3.93
Employee and Child/Children	\$ 8.73	\$ 9.87	\$ 8.74	\$ 9.87
Employee and Spouse	\$ 6.66	\$ 7.52	\$ 6.66	\$ 7.53
Employee, Spouse and Child/Children	\$11.92	\$ 13.47	\$ 11.92	\$ 13.47
Widow/Widower	\$ 6.37	\$ 7.20		
Widow/Widower and Child/Children	\$16.89	\$ 19.09		



Awards & Honors

Richard D. Hagni, UMR professor of geology, gave an invited lecture before the Polish Mineralogical Society and the Polish Academy of Science, Commission of Mineralogical Sciences, at the Academy of Mining and Metallurgy in Krakow, Poland. He also visited zinc deposits to initiate joint research projects with economic geologists at the Institute of Geology and Mineral Deposits within the Academy of Mining and Metallurgy.

The UMKC School of Medicine won four awards for audiovisual excellence at the Bio '84 Media Festival, a meeting of the Health Sciences Communications Association, the Biological Photographic Association and the Association of Medical Illustrators. The graphics department in the Office of Educational Resources won a second-place award for designing and packaging a clinical sciences computer software program. **Tom Mueller**, graphic artist, and **Betty Steinman**, graphics supervisor, won the award. **Bill Chisholm**, supervisor of biomedical photography in the Office of Educational Resources, won three awards. A color print, "23-Week-Old Fetus,"

won the Biomedical Communications magazine's medical education award and will appear on the cover of a future issue of the magazine; the print also took first place in another category. Chisholm's print, "Eye Surgery," won an honorable mention award.

"The Captive Soul of the Messiah: New Tales About Reb Nachman," written by **Howard Schwartz**, associate professor of

English at UMSL, has won the 1984 American Book Award of the Before Columbus Foundation. Schwartz was presented the award in a ceremony at the University of California at Berkeley.

Items for Laurels may be submitted to Spectrum, UMca University Relations, 400 Lewis Hall, Columbia. Items should be limited to faculty and staff honors, elections and appointments of a national or international nature.

Appointments

Barbara S. Uehling, UMC chancellor, has been appointed to a 15-member advisory committee of the National Center for Food and Agricultural Policy. The committee of corporate, academic and public sector leaders will provide direction and consultation for the development of the center's policy analysis, communication and leadership development programs. The center focuses on public policy issues involving agriculture, food and nutrition, international trade, natural resources and the environment.

Family, friends of late curator establish fund

A \$5,626 scholarship fund has been established at UM-Columbia in memory of Kenneth Ray Heath, a UM system Board of Curators member who was killed in a farm accident in July 1983.

The fund was created by Heath's widow, Nancy, and their friends. Income from the Kenneth Ray Heath Memorial Scholarship Fund will be awarded annually to a freshman

from Mississippi County pursuing a degree in agriculture at UMC. If no candidate from Mississippi County qualifies for the scholarship, it may be awarded to a student from New Madrid or Scott counties.

Heath was a 1960 graduate of the UMC College of Agriculture and a resident of Mississippi County. He was appointed to the Board of Curators in January 1983.

Board gives city right-to-use permits

The UM system Board of Curators has granted the city of Columbia the right to use portions of several University properties for an extension of Elm Street from the northwest corner of the Columbia campus to Providence Road.

Extension of Elm Street will provide a

new northwest entrance to the Columbia campus.

The right-to-use permits will allow the city to take the street across portions of University property east of Providence and South of Hardee's and at 302, 303, 305, 307, 309 and 311 S. Fifth St.

Elections

UMR Chancellor **Joseph M. Marchello** has been elected a fellow of the American Institute of Chemical Engineers in recognition and appreciation of his contributions and service to chemical engineering. Only about 1 percent of American Institute of Chemical Engineers members are honored as fellows.

Anita D. McDonald, assistant dean of UMSL's College of Arts and Sciences, has been elected 1984-85 president of the National Association for Developmental Education, the nation's major professional organization for university personnel who work in remedial, developmental and learning assistance programs.

Curators table action on fee increases

Action on proposed student fee increases was tabled until September by the Board of Curators at its meeting last week.

Interim President Melvin D. George had recommended a 1985-86 increase of 7.5 per-

cent in student fees, but board members requested additional information about criteria used to determine the student fee increases proposed.

1985-86 general operating request approved

UM to seek 22% increase in state appropriations

The University of Missouri system will ask for \$228 million in state appropriations for general operating expenses for 1985-86. The request approved by the UM system Board of Curators includes a \$41.9 million, 22.5 percent increase over the 1984-85 appropriation.

About 30 percent of the increase would offset inflation, leaving just under \$20 million to maintain and improve quality, with a large share of that earmarked for promising high-technology areas.

The \$228,136,532 request represents slightly more than three-fifths of the total proposed 1985-86 operating revenue of \$359,345,837. The remainder would be generated by the University largely from proposed fees charged the 50,000 students on its four campuses. However, expenditures are projected to exceed revenues by \$2 million, requiring additional revenue or reallocations.

The portion of the 1985-86 request estimating non-state revenue will include a proposed 7.5 percent increase in student fees. The Board of Curators in July tabled action on proposed 7.5 percent student fee increases, but directed the University to use the 7.5 percent figure as an estimate in re-requesting state appropriations for 1985-86.

The largest single item in the state appropriation request is \$11 million to replace special scientific, instructional and laboratory equipment.

"Unlike smaller state institutions, the University of Missouri places heavy emphasis on science, on medicine and on graduate education, which require sophisticated, up-to-date equipment for quality teaching and research," says Melvin D. George, interim president.

The appropriation requested from the state includes about \$16.7 million for increasing compensation for UM faculty and staff. A salary inflation increase of 6 percent would require about \$7.3 million, and another \$7.3 million would be used to make UM salaries

and benefits competitive. The remaining \$2.1 million would be for an 8.9 percent inflation increase in staff benefits.

The University's Long-Range Planning Steering Committee has recommended salaries be brought up to the average of those

paid at Big Eight/Big Ten public universities by the end of fiscal 1988. According to a 1983-84 study, UM faculty and administrative salaries are 12.4 percent below that level.

The appropriation request also includes an inflationary increase of 6 percent for general expenses and equipment, 8 percent for library acquisitions and 12.96 percent for fuel and utility costs. Rate increases sought by some electric suppliers account for much of the latter increase.

In the improvement category, \$4 million would go to expand coursework and strengthen research in computer science, to provide students with increased computer experience and to establish a broadband telecommunications link between the Rolla and St. Louis campuses.

"Enhancing the University's efforts in the computer and telecommunications areas would benefit not only our students, but the entire state, which now risks being left behind in high-technology opportunities," George says.

"In fact, the enhancement funds are expected to benefit directly the people of Missouri by, for example, improving the quality of St. Louis area schools, boosting agricultural productivity through the Food for the 21st Century program and establishing a Dental Science Institute in Kansas City. It would be money well spent."

The request also includes operating fund requests for other programs administered by the University, including the UM-Columbia Hospital and Clinics, the Missouri Kidney Program, the Missouri Institute of Psychiatry, the State Historical Society of Missouri, the Higher Education Research Fund and the Missouri Fire and Rescue Training Institute.

Appropriations Request for Operations 1985-86

	State Funds	Non-State Funds	Total
Planned Revenue 1984-85	\$186,195,471	\$122,782,026	\$308,977,497
1985-86 Increases	41,941,061	5,817,604	47,758,665
Planned Revenue 1985-86	\$228,136,532	\$128,599,630	\$356,736,162
1985-86 Request (details below)	\$228,136,532	\$131,209,305	\$359,345,837
Excess		\$ 2,609,675	\$ 2,609,675

Details of Request

Inflationary Increases

Compensation:

salaries and wages (6%)	\$ 7,337,826	\$ 4,846,979	\$ 12,184,805
staff benefits (8.9%)	2,071,444	1,362,429	3,433,873
Library Acquisitions (8%)	207,338	132,708	340,047
Fuel and Utilities (12.96%)	935,003	614,628	1,549,631
Expense and Equipment (6%)	1,846,054	1,220,535	3,066,589

Total inflationary increases \$ 12,397,665 \$ 8,177,279 \$ 20,574,945

Program Improvements

Compensation (3% plus related benefits)	\$ 7,310,883		\$ 7,310,883
Computing	4,191,400		4,191,400
Library Support	1,739,780		1,739,780
Missouri Economic Development Program	1,478,000	\$ 250,000	1,728,000
Special Equipment	11,070,000		11,070,000
Research/Graduate/Professional Programs	3,753,333		3,753,333

Total program improvements \$ 29,543,396 \$ 250,000 \$ 29,793,396

Total increase requested \$ 41,941,061 \$ 8,427,279 \$ 50,368,340

Planned expenditures 1984-85 \$186,195,471 \$122,782,026 \$308,977,497

TOTAL 1985-86 REQUEST \$228,136,532 \$131,209,305 \$359,345,837

UMC, central administration win with cost-cutting ideas

The University of Missouri has won \$2,000 and two honorable mentions for its development of four cost-cutting ideas that will save UM an estimated \$384,780 annually.

The National Association of College and University Business Officers presented the awards to representatives of the University at the organization's national conference in Chicago.

The University of Missouri system was awarded a \$1,000 prize for two manuals it wrote on guidelines and requirements for single-ply roofing systems and a 10-year roof system warranty. According to Mark Langford, director of facilities management, the manuals give the University better quality control and provide the staff members with specifications they can follow each time they're involved in a roofing project.

"We don't have to reinvent the wheel every time we need a new roof," Langford says.

The University's warranty specifications were adopted in place of the limited warranty the manufacturers offered, which Langford says did not provide enough protection. Roofing manufacturers have to meet the prequalification requirements listed in the manuals before they can bid on UM projects.

The guidelines will save the University an estimated \$57,000 each year by reducing replacement costs and the amount of time staff members spend on preparing roof specifications, Langford says. UM has made the manuals available to other colleges and

universities.

A \$1,000 award was given to the Columbia campus for its development of a computerized room reservation system, which has resulted in \$8,180 in annual savings. The system uses a personal computer to eliminate the need to manually coordinate room reservations. The computer electronically logs both one-time events and long-term schedules and helps eliminate scheduling conflicts for evening and weekend events.

The University system won honorable mentions for a plan that has reduced long-distance telephone costs by \$39,000 each year and for integrating the functions of several different computer systems for an annual savings of \$280,000. Coleman Burton, director of university telecommunications, helped implement an innovative use of a WATS line that will allow field personnel with the Missouri Cooperative Extension Service to call any number on campus by using a single 800 service. WATS lines normally can be used to call just one number. Currently, field personnel can only make long distance calls to the University by dialing direct, which is considerably more expensive. The WATS line is now being tested in two extension areas.

H. Kent Shelton, assistant vice president for financial services, was instrumental in developing a financial management system that links several special purpose computer systems, allowing some accounting functions to be handled jointly.

Curators approve construction plans

The UM system Board of Curators at its meeting last week approved final plans, issued bids and entered into contracts for construction projects on three campuses.

The board approved final plans for an addition to Ellis Library on the Columbia campus and authorized the University to seek bids on the first portion of the project, which will be funded by \$2 million appropriated this year by the state and \$1.6 million in University funds.

The two-story addition, planned by Peckham, Guyton, Albers and Viets, a Kansas City architectural firm, will be to the south side of the present library. Total cost of the addition will be \$8 million, of which \$4.5 million is expected to come from the state and \$3.5 million from University funds. UM has also requested planning funds for a second addition to Ellis.

Curators also approved final plans for a \$21.2 million mineral engineering building on the Rolla campus and authorized a call for bids on the first portion of the building, which will be funded by \$3.85 million appropriated by the state and nearly \$1 million in campus funds.

The mineral engineering building, planned by the Kansas City engineering firm of Black and Veatch, has been named V.H. McNutt Hall in honor of a former UMR faculty member. It will house classrooms, teaching and research laboratories and faculty offices for the departments of ceramic, geological, mining, metallurgical and petroleum engineering, and geology and geophysics, plus offices for the School of Mines and Metallurgy. About \$4 million in private funds has been raised for this project and \$13 million more in state support is being requested.

In other action, the board:

• entered into a contract with Prost Builders Inc. of Jefferson City for the re-

placement of the cooling tower on UMC's arts and science building. Prost Builders submitted the lowest bid at \$113,200.

• employed Missouri-Illinois Roof System Inc. of Kirkwood for \$237,846 to replace the roof on UMKC's Student Services Building.

Correction

Two errors have been noted in the July 19 issue of *Spectrum*.

The table accompanying the story about the 1984-85 budget for the University of Missouri carried two erroneous figures in the column of continuing expenses for UM-Columbia. The correct amount for library acquisitions is \$2,157,000, and the correct figure for expense and equipment is \$24,265,500.

In a story summarizing several legislative bills signed into law by Gov. Christopher Bond, the summary about a new state arthritis program was incorrect. The correct information, provided by the program coordinator of the Missouri Arthritis Advisory Board, follows:

The State Arthritis Program legislation creates a state arthritis program within the Division of Health. A network of regional arthritis centers, to be established by competitive review, will operate programs in the areas of education for health professionals and patients, their families and the public. The centers may operate programs to improve patient care and other arthritis control activities aimed at benefiting communities served by the center. Proposals for regional arthritis center designation are due Nov. 1 in the Division of Health. Appropriations to fund centers will be available after July 1, 1985.

Discussion begins on long-range planning report; timetable set

The Board of Curators has begun consideration in detail of a plan presented in June by the board's Long-Range Planning Steering Committee. Final adoption of the long-range plan is anticipated later this year, but the board endorsed individual sections of the plan dealing with the clientele the University should serve, elements that make the University of Missouri distinctive from other institutions of higher education in this state and goals and objectives for student development, programs, research, extension and public service.

Curators made a few changes in the plan at the July board meeting, including changes in some dates in the objectives outlined to help meet goals of the plan. The changes in dates were made to give University officials more time to implement proposed programs.

The report being considered by the curators notes in its sections on clientele and distinctiveness that the University serves principally the citizens of Missouri and shares a responsibility with other Missouri institutions to bring educational opportunities to students throughout the state, the plan notes in its sections on clientele and distinctiveness.

"Through its educational programs, which are available to those who meet admission standards, the University educates students broadly and also prepares a capable work force to meet the needs of employers."

The report also describes the University as part of the international scholarly community engaged in research and creative programs to improve the quality of life and to contribute to a higher standard of living throughout the world.

The report notes that the University has a long tradition of offering clinical and cooperative educational programs in order to more effectively meet the needs of Missouri citizens and to provide educational experiences for its students.

"Diversity across the University's four campuses also contributes to the University's ability to respond to the educational needs of Missourians. The University builds on the distinctive elements of its four campuses, ever mindful that the institution is but one part, albeit the keystone, of Missouri's higher education system," the plan says.

The goals presented in the plan represent major responsibilities and focal points for action for the University; the objectives describe the major steps to be taken toward achievement of the goals.

Goals and objectives for student development focus principally on the University's commitment to provide both a general and specialized education to students and to attract and retain the types of students required for an effective learning environment.

LONG-RANGE PLANNING

Activity	Result	Timetable
Board adopts University mission statement and sets deadlines for long-range planning activities	Completes first section of long-range planning document and sets deadlines for priority setting	Adopted February 1984
Board consideration of long-range planning document	Sets overall goals and provides guidance in setting priorities	Sent to board June 22; adoption expected Oct. 26
Reports on reviews of duplicated programs	Consultants reports submitted to the president and chancellors	Due late September
Program and activity reviews by campuses and central administration units	Establishment of priority categories	Due to president Oct. 15
Development of recommended actions	President studies reviews for administrative actions to implement plan goals and develops proposals	After Oct. 15
Consideration of program changes	Program changes proposed by the president requiring board action	Schedule yet to be determined

Program goals and objectives focus on the need to maintain high quality in all program offerings, to achieve special recognition in selected fields, to extend geographic accessibility and to utilize appropriate technology in the classroom.

Research goals and objectives are intended to strengthen research activities and to increase the visibility of the University on a local, national and international scale.

The status of the University as a land-grant institution requires that it provide practi-

cal information derived from strong instructional and research programs; therefore, the goals and objectives for extension and service respond directly to the needs of the state and its local communities.

George states position on planning process

At last week's meeting of the UM system Board of Curators' Academic Affairs Committee, President Melvin D. George discussed his position concerning the long-range planning document under consideration by the board and the long-range planning's program review process. A summary of his points:

- George said he expects consideration of the plan recommended by the Long-Range Planning Steering Committee to continue over the next three months. He will recommend final adoption of the document at the Oct. 26 meeting of the board. He stressed that the goal of the plan is to guide the University in setting priorities for the future as it seeks to provide even better service to Missourians.

- George said that as a part of implementation of the long-range plan, the campuses and central administration units will report the results of reviews of their programs and activities to him by Oct. 15, along with recommendations for enhancement, maintenance, reduction or elimination.

- George stressed that to bring discipline to the process he is requiring that in the priority recommendations reported to his office, enhancements should be no larger than reductions and eliminations. This does not mean final decisions about program priorities for the system will match enhancements on a campus with reductions on that campus. It is simply a procedure to insure some uniformity in the method by which units report their priorities. However, any campus funds freed through savings, administrative efficiencies, reductions or eliminations in programs and activities will remain on that campus for the general purposes of the long-range plan. In addition, new funds that come to the University will be used as the board directs to help accomplish the goals of the plan.

- George said that after he receives the priority recommendations on Oct. 15, he will begin a review and assessment of the campus and central administration reports. These will lead to establishment of future program and activity priorities for the University system, but the schedule for decisions flowing from these reports has not yet been set.

UM seniority policy broadened by board

The UM system Board of Curators has approved a personnel policy change to enable laid off employees to retain rights to seniority for up to one year if they transfer within the University. The change is effective Sept. 1.

The revision applies to employees laid off in one department who find work in another department but are able to return within a year to the department in which they had accumulated seniority.

"If an electrician had 15 years of service in the physical plant," explains R. Kenneth Hutchinson, assistant vice president for personnel, "and after being laid off found a job in another department, under current policy the person would lose all departmental seniority accumulated in the physical plant after two months. Now, departmental seniority will be allowed to track for up to one year for employees in this status."

The board's approval of the policy change broadens the seniority policy to protect employees' seniority rights, Hutchinson says.

Grants tallied

Nearly \$6 million in grants was received by the University of Missouri during May. More than half of the grants are for research.

The breakdown by campus of the 93 grants worth \$5,680,803:

UMC — 68 grants, \$4,987,630
 UMKC — six grants, \$108,061
 UMR — 13 grants, \$452,845
 UMSL — five grants, \$112,267
 UMca — one grant, \$20,000

Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of July 27. Anyone interested in a position should contact the appropriate department or personnel office.

UMC: research associate, rural sociology; asst. professor, surgery, statistics; asst./assoc./full professor, industrial engineering, clinical psychology (2), veterinary medicine/surgery; instructor/asst./assoc./full professor, mechanical and aerospace engineering; assoc. professor, advertising; asst./assoc. professor, medicine, electrical and computer engineering, psychiatry; asst. dean/asst. director of resident instruction, agriculture dean's office; instructor, fire and rescue training institute, broadcast journalism, civil engineering, extension education/labor education; assoc./full professor, law; asst. director, development; career planning and placement advisor; director, development fund; graphic designer; institu-

tional research assistant; manager, alumni/development information systems, energy engineering; registered pharmacist; sr. accountant; sr. information specialist; sr. research specialist; training and development coordinator; research specialist; information specialist; academic advisor; coordinator, student information and reporting; supervisor, building services. **UMca:** coordinator, records and forms management; manager, salary/wage programs; reference specialist.

UMC Hospital: administrative nurse I and II; clinical nurse I; nurse anesthetist; pharmacist; physical therapist; education nurse I; social worker; asst. manager, medical records; asst. division director, professional services; manager, infection control; sr. systems programmer.

UMKC: grader, business and public administration; research assistant, chemistry,

biology, UMKC Institute (2); professor, banking; asst./assoc. professor, fixed prosthodontics, removable prosthodontics, crown and bridge dentistry, endodontics, oral and maxillofacial surgery (2), mathematics/computer sciences (2), accountancy, computer science, operative dentistry (3); visiting professor, law; librarian I/cataloger; adjunct faculty, biology; instructor, speech communication, accountancy; research associate, medicine, UMKC Institute, institutional research; lecturer, administration of justice; asst. professor, theater; sr. research assistant, UMKC Institute; teacher, modern dance; visiting asst. professor, early childhood education; director, dental faculty practice.

UMR: lecturer, philosophy (2), speech and media studies, engineering graphics; director, resource management and planning.

UMSL: research asst./computer programmer, optometry.

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