

Curators amend investment policy

A revised investment policy, which curtails the University's investments in companies doing business in South Africa, has been approved by the UM system Board of Curators.

The revised policy continues present efforts to affect human rights policies in South Africa and furthers the University's expression of concern for human rights by directing University investment managers to refrain, if possible, from buying future stock in companies doing business in South Africa if they are not signatories to the Sullivan Principles, an international standard of human rights for workers.

Stocks of non-signatory companies will be purchased only if available alternatives would adversely affect the security of the University's investment and the amount and regularity of return.

Since 1978, the University has expressed its concern for human rights issues in South Africa by taking a voting position in stockholder proxy issues as a responsible, informed and active shareholder, says University Treasurer Donald S. Holm Jr.

After a lengthy discussion at its September meeting with concerned UM-St. Louis students, the board asked University administrators to study and present any recommended changes to its investment policy at the October meeting.

Board to request more state funds

The University of Missouri will request an \$8.9 million supplemental appropriation from the state for this fiscal year to buy special equipment and more library books and periodicals.

The Board of Curators at its meeting last week approved an administrative recommendation that UM seek \$3,058,000 for equipment and \$5,865,893 for library acquisitions. The proposed appropriation, part of a \$16.9 million one-time supplemental appropriation the Coordinating Board for Higher Education has indicated it will suggest to the governor, would help the University recover somewhat from withholdings of appropriations during recent years.

The University request for equipment will seek \$547,000 for UM-Columbia, \$499,000 for UM-Kansas City, \$1,022,000 for UM-Rolla and \$990,000 for UM-St. Louis. The request for library acquisitions proposes \$2,603,235 for UMC, \$1,355,648 for UMKC, \$1,205,235 for UMR and \$701,775 for UMSL.

Enrollment figures show slight decline

Official fall enrollment for the four-campus UM system is 53,612 students, a decrease of 1,541 students, or 2.8 percent, from last year's fall enrollment.

The University has been anticipating enrollment declines because of decreasing numbers of high school graduates. Fewer first-time freshman students accounted for much of this year's decline.

Enrollment by campus: UMC, 23,585, down 690; UMKC, 11,464, down 32; UMR, 6,967, down 599; and UMSL, 11,596, down 220.

Projects to receive RAA funding

Funding for more than a dozen faculty research projects designed to benefit Missouri's economy has been approved by the UM system Board of Curators.

Under terms of the Research Assistance Act, \$488,682 in state money will be used to fund the 14 projects. The state money must be matched by at least twice as much from non-state and non-federal funds. Project directors have six months to arrange private support.

Since the first RAA awards were approved by curators in 1983, 27 projects have been fully or partially funded by more than \$750,000 in state funds and more than \$1.5 million in private grants. Other projects, toward which an additional \$560,000 in state funds is pledged, have been approved by the curators and are awaiting private funding.

The most recent projects approved, listed by RAA amount, investigator and project title, are:

Agriculture

- \$40,051 to Ralph Anderson, UMC professor of dairy science, "Purification and Biological Assessment of Bovine Placental Lactogen."

- \$1,500 to Michele Warmund, UMC assistant professor of horticulture, "Improving Cold Hardiness and Drought Tolerance for More Profitable Peach Production in Missouri."

- \$2,000 to Denis Ward, UMKC assistant professor of geosciences, "Bulk Grain Storage Underground: Advantages, Current Status and Potential."

Industrial Processes

- \$46,666 to Charles Gehrke, UMC professor of biochemistry, "Hydrolysis and Measurement of Amino Acids in Nutritional-ly Important Protein Sources."

- \$50,000 to S.K. Loyalka, UMC professor of nuclear engineering, "Aerosol Reactors for Materials Manufacturing."

- \$180,502 to Wynn Volkert, UMC professor of radiology, "Development of Sm-153 Phosphonate Complexes as Therapeutic Agents for Bone Cancer."

- \$7,684 to Yanching Jean, UMKC assistant professor of physics, "Micro-properties of Polymers Studied by Positron Annihilation Spectroscopy."

- \$22,045 to Clark Barker, UMR professor of mechanical engineering, "Design and Development of a Rotary Ultrasonic Probe."

- \$10,564 to Walter Eversman, UMR chairman and professor of mechanical and aerospace engineering, "Compatible Subsonic and Supersonic Lifting Surface Theories."

- \$58,757 to James Stoffer, UMR professor of chemistry, "Polymer Materials Research and Development."

- \$23,977 to Gordon Anderson, UMSL assistant professor of chemistry, "Carbon-Hydrogen Bond Activation by Complexes of the Late Transition Metals."

Information Processing, Storage and Retrieval

- \$14,816 to Richard Johnson, UMR professor of mechanical engineering, "Feasibility Study of the Personal Computer as an

Off-Line Programming Device for Numerical Control Machine Tools."

- \$10,120 to Frank Kern, UMR professor of electrical engineering, "Perturbation Bounds Study."

Natural Resource Management

- \$20,000 to Thomas Clevenger, associate director of the UMca Environmental Trace Substances Research Center, "Identification of Heavy Metal Contamination Sources from Lead Mining and Smelting Companies."

Insurance changes due by Nov. 21

Employees enrolled in the University medical benefits program must submit revised enrollment cards by Nov. 21 if they want to change their deductible.

Moving from the \$100 to the \$500 deductible, which cuts the premium by about half, requires only a new enrollment card. Moving from the \$500 to the \$100 deductible, however, requires proof of good health of the employee and any other insured family member, to be furnished at the employee's expense.

Any change made in the deductible is effective Jan. 1.

More information is available from the campus staff benefits offices.

UMR engineer named Curators' Professor

Walter Eversman, chairman and professor of mechanical and aerospace engineering at the UM-Rolla campus, has been named a University of Missouri Curators' Professor. The appointment is effective Jan. 1.

The professorships are reserved for scholars who have established outstanding reputations in their professions. Eversman is a nationally known researcher in the areas of acoustics, dynamics and vibrations.

"Dr. Eversman has made a number of significant contributions through his research, particularly in the field of acoustics, and is well-respected by his colleagues at UMR and throughout the country," says Robert L. Davis, dean of the UMR School of Engineering. "His selection for this prestigious honor further enhances Dr. Eversman's already considerable status as a researcher and an educator."

In addition to conducting research, Eversman teaches courses in dynamics, vibrations, aeroelasticity, acoustics, fluid mechanics and systems and controls.

Under Eversman's direction, the UMR Department of Mechanical and Aerospace Engineering has integrated computer-aided engineering into its laboratories and course work.

"The department's growth in this area has been dramatic," Davis says. "As a result, UMR has become a national leader in educational computer-aided design and manufacturing and robotics in a relatively short time, and we anticipate that Dr. Eversman will continue to contribute to this important effort."

Eversman joined the UMR faculty in 1978. He received a B.S. degree in aerospace engineering from Purdue University in 1959, an M.S. degree in engineering mechan-



Walter Eversman

ics from Stanford University in 1961 and a Ph.D. degree in aerospace and astronautics from Stanford in 1964. He also was an invited visitor to the Max Planck Institut für Stromungsforschung in Goettingen, West Germany, during the summer of 1982.

Prior to coming to UMR, Eversman served as visiting lecturer, professor and acting head of mechanical engineering at the University of Canterbury, Christ Church, New Zealand. He also was assistant dean of the graduate school and an associate professor of aeronautical engineering at Wichita State University and a lecturer in aeronautical engineering at Stanford.

He was a research specialist with the Lockheed Missile and Space Co., Sunnyvale, Calif., and spent several summers with the Boeing Co. as a staff specialist and as a jet engine test engineer with Continental Aviation and Engineering Corp.

Eversman has directed a number of research projects funded by grants from the National Aeronautics and Space Administration, the Boeing Co., Gates Learjet Corp. and the New Zealand government.

He is a member and associate fellow of the American Institute of Aeronautics and Astronautics. Other memberships include the American Society of Engineering Education, the American Society of Mechanical Engineers, Tau Beta Pi engineering honor society, Sigma Xi research fraternity and Sigma Gamma Tau aeronautics honor society. He is a registered professional engineer in Missouri.

George: Recommendations will not solve problems

The following is a condensed version of testimony interim President Melvin D. George gave to the Coordinating Board for Higher Education's Academic Affairs Committee last week. The committee sought public comment on the recommendations of Shaila Aery, state commissioner of higher education, for changing public higher education in Missouri.

Let me begin by reminding you of the University's long-range planning process. Begun two years ago under the direction of our Board of Curators, that process is now nearing completion. In fact, our board will, if all goes well, tomorrow adopt the long-range plan recommended by the Long-Range Planning Steering Committee.

This document is, I believe, an important one. To the best of my knowledge, it represents the first time a Missouri institution of higher education has undertaken such an extensive re-examination of its mission, its goals and objectives, its financial prospects and plans for the future, and has undertaken a complete review of all programs and activities of the entire institution with the intent of placing every one of those in one of the four priority categories of enhance, maintain, reduce or eliminate. Finally, the plan commits the University to a continuing planning process with direct involvement of the Board of Curators.

In view of the leadership which the University has taken in long-range planning, I think it especially important that the Coordinating Board recognize that planning process, applaud and support it, and take no actions that would pre-empt our board in its attempt to carry out its constitutional mandate to govern the University. That is, I think it takes a lot of courage for the University and its board to have stepped up to this enormous planning task. If the coordinating board were now to take any action that would seem to short circuit the long-range planning process, I believe that a message will have been given that will tend to limit the initiative of responsible institutions to plan for their own future.

Let me turn now to the commissioner's recommendations concerning the University of Missouri. Since these recommendations have not been discussed by our board, my comments are personal ones. I will confine my remarks to the recommendations for institutional purposes, as we are still considering the recommendations growing out of the three statewide program reviews.

Administrative structure

The curators are committed to an examination of the administrative structure of the University in 1985, as already indicated. It should be noted here that the commissioner correctly pointed out that it is "beyond the scope of the statewide assessment project to evaluate administrative structures as such." I quite agree that that matter is the responsibility of individual governing boards. The Board of Curators has carried out that responsibility and intends to continue to do so in the future. One of the significant measures of administrative structures is, of course, cost. The University has quite a good record in reducing administrative costs over the last few years. In 1974-75 we were spending 27.8 percent of our general operating budget on supporting services management and institutional support; by 1982-83, that percentage dropped to 25.1 percent. The difference between those two percentages in current dollars is \$9 million.

In the commissioner's recommendation there is a suggestion of a possible model from Michigan and Minnesota for administrative structure for a multicampus university. The problem with those two examples is that the university systems in those states are not comparable with ours, as is clear from the commissioner's own profiles of our campuses.

In neither state, for example, do any of the so-called branch campuses have the same kind of graduate and professional enrollment as she has correctly pointed out is present on our Kansas City campus. And in neither state does a branch campus have professional and doctoral programs and research activities such as are present at St. Louis and Rolla. Thus, our system consists of four campuses that are much more nearly comparable with each other than is the case in either of the two states mentioned.

UMSL, Harris-Stowe merger

There has been a good deal of discussion about UMSL and Harris-Stowe. I believe it would be an egregious error to separate the St. Louis campus from the University, so I welcome Dr. Aery's recognition in our recommendations that UMSL may well remain a part of the University. I think this coordinating board will have to come to the recognition that Missouri's public research and advanced graduate and professional institution, the University of Missouri, simply must be represented in the state's major urban area. More than 20 years ago, the state leadership made that decision and wisely so. Despite the presence of two fine private universities with which we cooperate in many significant ways, there is a continuing and demonstrable need in St. Louis for public graduate and professional education. UMSL has not expanded as strongly as it should have into graduate work, but looking ahead to 20 years from now, I simply have no doubt that there will be comprehensive graduate work available in a public university in St. Louis and I think the only choice before us is whether that will be part of the University of Missouri, with the consequent savings of overhead and advantageous consolidation of that level of activity, or whether it will be in a separate institution that competes with the University of Missouri for scarce resources.

Another part of the recommendation concerning UMSL is that it improve cooperation with the St. Louis community college in transfer programs. As the commissioner well knows, significant transfer and articulation agreements have been reached in the last few years, and this is an area in which progress continues to be made.

UMC undergraduate programs

The recommendation that the size and scope of the undergraduate programs at Columbia be reduced in order to improve graduate, professional and research programs on that campus does not seem to follow logically from the facts noted in the report. There is some decline in undergraduate enrollment at Columbia as there has been at other campuses in the state. Why that should suggest further reduction is not clear. If the intent is that students denied admission at Columbia would thereby go to other underpopulated institutions, I think the experience of other states demonstrates that that may or may not happen. If the intent is to push reallocation of resources, I observe that reducing less expensive programs in order to shore up more expensive areas may not be very efficient. It should be noted, too, that many of the undergraduate programs at Columbia are unique ones in the state — agriculture and journalism being only two.

UMR engineering research

I certainly agree that the curators should examine means of increasing the allocation for research in engineering at the Rolla campus. I hope the coordinating board will examine ways of increasing the allocation for the University system so that that suggestion can be carried out. Support of research at Rolla is one of the University's program priorities for 85-86, and I am pleased that it has received the support of the commissioner.

But I point out that it does little good to support a research program improvement at Rolla if inflationary expense and equipment increases are not funded, and if adequate salaries are not provided to maintain a competitive position for faculty and staff in engineering.

Cooperative Extension structure

I do not support a change in the administrative structure of Cooperative Extension. As noted earlier, the commissioner's position is that it is beyond the scope of the statewide assessment project to evaluate administrative structures as such. I can give many reasons why extension's administrative structure should not be changed. Chief among them is that the information base which today's farmer or agribusiness person needs is broader than just the College of Agriculture. During the recent energy crisis, for example, information provided to agriculture was drawn from specialists on the Rolla campus as well as the Columbia campus. There may be some concern that Missouri is not putting an appropriate share of its resources into the agricultural component of extension, but I have looked at the figures for other states, and the fraction of our total effort directed to agricultural extension compares very favorably with the corresponding figures for other states. The fact that local appropriations to extension have increased by 28.3 percent since fiscal year 1980, more than double the percentage increase in state funds to the University, suggests to me that extension does have grass roots support, because these are the dollars of county governments in support of local programming efforts.

It is therefore not clear what would be gained by such a reorganization, and it is very clear to me what would be lost, namely the knowledge base of the entire University system and Lincoln University which can now be brought to bear through extension on the problems of the people of Missouri.

I should note, too, that extension has been studied and studied and studied to death. A blue ribbon commission chaired by Clifford Hardin, former Secretary of Agriculture, conducted the last study in 1978, which led to the present organizational structure. I suggest that there comes a point beyond which it is counterproductive to study an organization.

Finally, let me point out that in the last four years, five of the 24 states in which

Cooperative Extension is administered as a universitywide function have reconsidered, formally or informally, the same organizational question. In each case, extension was not moved back organizationally within the College of Agriculture. I hope we can learn something from the experiences of others and avoid another disruptive statewide discussion of organizational structure. Let's concentrate on what extension does, not on how it is organized.

As all of you know, I am leaving the University of Missouri. I do so with some regret, because this state and this University have been very good to me. But I also leave in some frustration, and the present set of recommendations from the commissioner adds to that frustration.

A distinguished faculty member of the University who is leaving Missouri suggested that the fundamental problem for Missouri higher education is the acceptance of mediocrity. I would not put it that strongly, but I left Missouri once before, in 1970, because I was tired of the attitude "This is only Missouri; we can't do much better." I am leaving again, with some sense of *deja vu*. This state can aspire to more; it can do better. I am not talking just about money, though goodness knows the failure of Missouri to support its institutions adequately is the chief consequence of its attitude. But it has not faced up to its lower than average college-going rate and what that means for the intellectual resource base of this state in the future. It has not seen fit to provide for all of its citizens an opportunity for community college education, as have so many other states — and despite the fact that I represent the University of Missouri, I want to tell you that I think that failure is a significant part of what is wrong with higher education in Missouri. It has not put enough stress on standards of performance by students and faculty.

We see in the recommendations of Dr. Aery an attempt to improve Missouri higher education by eliminating duplication and by reorganization. But these are not the real problems: Unless and until the leadership of this state is willing to stand up and articulate a vision of a first-rate system of higher education, adequately funded and supported emotionally and politically by this state, left more or less on its own to do its job, Missouri higher education will not fundamentally improve.

Safety efforts earn UMR system recognition award

The University of Missouri-Rolla has received UM's first Safety Recognition Award. The award was presented to UMR Chancellor Joseph M. Marchello by UM interim President Melvin D. George during the October meeting of the UM system Board of Curators.

The award was established by the UM system Safety and Risk Management Committee to recognize and commend significant accomplishments in improving safety and loss prevention on the four University campuses.

In announcing its selection of UMR as the first recipient of the award, the committee cited the following specific accomplishments: the establishment of a campus safety equipment fund; the implementation of a safety observer program, which enhances the safety of students, employees and the general public on the UMR campus; a relatively lower proportion of Worker's Compensation-related claims; and a relatively lower proportion of vehicle accident claims.

This year's award is dedicated to the memory of Eldon Johnson, UMR safety and risk management representative from 1978 to 1984, "in recognition of his significant and lasting contributions in the area of safety to the UMR campus and the UM system."

"It is fitting that this award is dedicated to the late Eldon Johnson," says Burns Hegler, UMR professor of electrical engineering, who chairs the UM system and UMR safety and risk management committees. "During the six years that he was associated with UMR, he dedicated himself to promoting safety on campus. The recognition that UMR's safety and risk management program is now receiving is due in large part to his efforts in this important area."

"We are very honored to have been selected to receive UM's first Safety Recognition Award," says David N. Clifton, UMR safety and risk management technician. "The award is a testimony to the awareness of the importance of safety that exists at UMR and is a tribute to the entire campus."

George urges higher figure

CBHE ups staff recommendation for operations

The Coordinating Board for Higher Education will recommend to the Missouri General Assembly that UM receive \$222.5 million for general operating expenses for 1985-86. The CBHE added \$3.4 million to the funding level suggested by the Department of Higher Education following a presentation interim President Melvin D. George made to the board's Fiscal Affairs Committee.

"When consideration is given to the present tax structure and anticipated revenue collections, the recommendation is substantial," George told the committee. "On the other hand, I wish to underscore the fact that the UM Board of Curators requested an appropriation of \$228.7 million, and even this does not begin to cover all our needs."

UM's request doesn't overcome all the funding shortfalls of the past, George said. Those problems were tackled as they arose, through deferral of expenditures, cost savings and substantial reallocations.

"I'm especially pleased to note that our reallocation efforts have successfully reduced the proportionate cost of administration. Since 1974-75," George said, "in excess of \$9 million has been redirected from supporting services to the primary missions."

George said that during his 19 years with the University of Missouri he has been frustrated because "our vision has been too low."

"I believe that this state has the resources to build a higher education system that will make it a leader in providing a high quality of life for its citizens. The only real question is will it use those resources for that kind of investment in the future for our children and their children and generations yet unborn."

"Missourians must raise their sights if they are to enjoy solid economic and social progress this century and next. Without a commitment to bring about quality programs in their higher education institutions, Missouri cannot expect to have the economic prosperity and quality of life the citizens deserve. Taxpayers' investments in the University of Missouri bring a return that is manyfold greater than most people recognize."

Chairmen, chairwomen can help shape future

Despite sacrifices by faculty, staff and students, the University of Missouri is less a university today than it was just five years ago, says interim President Melvin D. George, but the University can take an active role in giving the state a great University for the future.

George reflected on the past and future of the University in an address made this month to department chairmen and chairwomen from all four campuses. He suggested three ways for the University to define and realize a vision of a major, first-class institution of higher education for the state:

- "Let us be sure our own house is in order." George said nothing less than the best must be tolerated — in teaching, research and public service.

- "Let us do those things the University is uniquely qualified to do. If other institutions and organizations are better suited to a task, we should let them do it."

George urged the chairmen and chairwomen to hire well. "Hiring the right people is one of the most important things we do. Do not hire only adequate faculty members — accept only the best."

- "We must develop a vision for the

1985-86 Operations Appropriation		
	UM request	CBHE recommendation
General operations	\$228,687,590	\$222,529,785
percentage increase*	22.8%	19.5%
Higher Education Research Fund	1,000,000	1,000,000
	12.4%	12.4%
Hospital and Clinics	18,717,868	18,717,868
	32.3%	32.3%
Missouri Institute of Psychiatry	2,168,274	2,106,142
	8.7%	5.6%
Missouri Kidney Program	3,870,547	3,898,848
	6.1%	6.9%
State Historical Society	564,888	525,391
	19%	10.7%

*increases based on 1984-85 state appropriations

(Note: Funding for the Missouri Fire and Rescue Training Institute, previously a separate appropriation, is included in the CBHE recommendation for general operations at an unspecified amount.)

The DHE recommendation and UM's request differ in several areas, George noted:

Inflation: "I do not need to lecture anyone on the effects of inflation since we all have first-hand experience with rising costs of all kinds in recent years," George said. "I will merely note that we feel that the inflationary rate in the coming months will be higher than that projected by the coordinating board staff, particularly in expense and equipment. The suggested increase of 3.5 percent is simply too low, meaning that we will again erode the spending power of higher education."

Program Improvements: "If the University of Missouri is to improve quality, it must improve its competitive edge for scholars and highly skilled support staff. We presently are more than 12 percent below the

kind of university we would like the University of Missouri to be five or 10 years from now," George said the department heads should take a statesmanlike view of the University's well-being as the long-range planning effort moves into its priority-setting stage.

"All of us will be losers if because of internal squabbling we are unable to come to some decision about our priorities for the next few years," George said.

- "We must communicate that vision to the people of this state as forcefully and vigorously as we can." The University has failed to translate planning into persuasion, to make visions visible and to challenge the state rather than acquiesce, George said. "It is urgent for us to be more vigorous and hard-hitting in describing for the people of Missouri what it is that this University could do to make their lives richer and fuller, and to ensure for their children the kind of legacy that they would want."

If the people of Missouri share the University's vision, George added, the University will get the support it needs in both good and bad times. "But we must have something worthy of sharing."

Big Eight/Big Ten average, which at most is a modest if not undesirable goal. As some of you know, I will soon become president of

Board approves plan for UM's next decade

The Board of Curators has approved a 10-year planning program designed to improve the quality of the University's teaching, research, extension and public service programs.

The plan, entitled "Toward Excellence: The Next Decade of the University of Missouri," has been under consideration since it was presented to the board in June by the Long-Range Planning Steering Committee. The steering committee and campus liaison planning committees — composed of faculty, staff, students, alumni and representatives of the public — have been involved in planning efforts for more than a year.

"The responsibilities given the University of Missouri are unique among higher education institutions in the state and continual reassessment also is required if we are to meet the changing needs of Missourians," UM interim President Melvin D. George told the curators. "This planning process is the most recent chapter in the University's ongoing self-study."

The planning report contains a statement of the University's mission and a list of goals for student development, academic programs, research, extension and public service, faculty and staff, administration and organization, and finances. It sets objectives for reaching the goals and a financial plan for funding the objectives.

Among actions outlined by the objectives are:

- attracting top-quality students;
- providing high-quality educational programs, including the state's only doctoral and advanced professional programs at a public institution;
- attracting and retaining top-quality faculty and staff;
- developing or maintaining several academic areas of national and international excellence;
- strengthening research and developing cooperative programs with the private sector to benefit the state and nation;

St. Olaf College, where full and associate professors make on the average \$2,000 to \$2,500 more than corresponding faculty ranks at UMC. While I am pleased to join an institution that places such high value on its faculty and staff, I am not proud of this Missouri record and urge we take some positive steps to correct these inadequate salaries."

Computer Science: "The DHE staff recommendation fails to recognize the critical need to improve the University's educational efforts in this area. While the supplemental recommendation of the DHE staff for FY1985 contains some one-time funding to acquire computer science equipment and software, the 1985-86 recommendation fails to recognize the ongoing needs that exist, as reflected in our request."

The DHE recommendation for the Missouri Kidney Program would hurt patients and patient-care facilities, George said, by providing only 3.5 percent inflationary increases for all non-salary parts of the program's budget. UM requested a 6 percent inflationary increase. "For the hospital, the staff recommendation includes a 7 percent increase in patient care funds," George said. "The same principle should certainly apply to the patient care portion of the kidney program."

- developing ways to assist with the improvement of education in Missouri public schools;

- increasing direct response to citizen needs for extension and public service;

- continuing to seek efficiency and effectiveness in administration;

- working to double private giving;

- seeking increased state support;

- continuing to use resources more efficiently; and

- developing a policy for setting appropriate student fees.

Financing of the improvements would require about \$47 million in 1984-value dollars. At an average annual inflation rate of 5 percent, full funding of the program would require an increase in general operating revenues from \$326 million in fiscal 1986 to \$519 million in 1994. The financial plan anticipates the needed funds will come from increased state support; higher student fees; a \$20 million annual increase in income from gifts, grants and contracts by 1994; and internal reallocation of as much as \$22 million over the three years after the plan's adoption.

George said he expects reallocation funds to come from savings, administrative efficiencies and program changes. Program changes will be based on a current review of priority recommendations for enhancement, maintenance, reduction or elimination of programs. Reports on these priorities will be given to the new UM president, C. Peter Magrath, in January.

George stressed that the plan includes a process to address needs and situations that may not be forecast by the planners.

"Various factors can be changed to accommodate reality. If state funding, for instance, does not meet expectations, or if private giving exceeds our goals, we can adjust our activities or our schedule. It is not a matter of the planning process being a success only if all of the goals and timetables are met exactly as spelled out in the document," George said.

Black students, faculty member discuss concerns

A discussion about black student recruitment and retention and the hiring and promotion of black faculty and staff at UM-St. Louis continued at last week's Board of Curators meeting. Two UMSL students, an UMSL faculty member and three members of the Missouri General Assembly discussed their concerns with the board.

The students, responding to a report UMSL Chancellor Arnold Grobman made at the September meeting about black student retention, said the campus is not addressing the needs of black students. They cited attrition reflected in statistics that show an average of 15 percent of the freshman class is black, but only 6 percent of the graduating class is made up of black students.

The students asked for a serious look at the problems faced by black students, suggestions for solutions and a commitment to solving the problems.

Faculty member Otis Beard, one of less than two dozen black full- and part-time faculty members at UMSL, said the campus needs to recruit and promote black faculty and staff to fulfill its mission as a culturally diverse university.

Members of the General Assembly speaking to the board were Sen. John Bass, Rep. Fred Williams and Rep. Charles Troupe.

Bass said he cannot lend support to an institution that continues to promote racism and discrimination.

Williams suggested studying tenure procedures at UMSL and providing remedial help to students who enter UMSL ill-prepared.

Troupe said an urban university must have a chancellor willing to implement affirmative action programs. Unemployment figures in his St. Louis district, he said, are evidence that UMSL is not fulfilling its responsibility to prepare both black and white students for jobs.

Attitudes of faculty members throughout the University that black students are ill-prepared for college study need to change, said Curator Marian Oldham of St. Louis.

Interim President Melvin D. George said he has asked all campuses to prepare suggestions for programs to recruit and retain minority students and recruit, retain and promote minority faculty. He said he hopes to present a plan of action to the board by the end of 1984.

Holiday schedule flexible for UMca

UMca employees may work all or part of the Christmas/New Year's holiday period from Dec. 24 to 31, depending on their department's needs and their own choice.

Other than offices providing essential services, UMca offices may suspend operations during that period, but employees may work if they want to. Employees who take time off may take vacation days, personal days or days without pay.

Tuesday, Dec. 25, and Tuesday, Jan. 1, are paid University holidays, but Christmas Eve and New Year's Eve are working days.

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Private support reaches record level in 1983-84

Voluntary support for the University of Missouri rose to a record level during 1983-84.

William J. French, UMKC vice chancellor for development and chairman of the four-campus development council, announces that support for the University from private sources reached a record \$27.7 million.

The University of Missouri ranks sixth among Big Eight and Big Ten public universities in annual voluntary support, the same position it held last year.

"Even more meaningful for the future is a 40 percent increase in the number of contributors," French said. The increase in donors was particularly sharp among alumni and corporations.

"This growth shows a rising level of appreciation for the contributions the University makes to our society, particularly the need for highly trained people and the benefits of quality research."

French says \$22.1 million in private gifts was raised by the University and an additional \$2.2 million was the result of efforts of affiliated organizations. Private grants and contracts totaled \$3.4 million.

Another \$1.7 million in research support was raised by faculty and staff from private sources to match state funds provided

by the Research Assistance Act. Private support must provide two dollars to one state dollar for research designed to benefit the Missouri economy.

The University of Missouri is greatly indebted to many affiliated organizations, loyal volunteers, alumni groups, professional societies and campus organizations for their

help in providing private support for University students, programs and research, French says.

Private support provides about 5 to 6 percent of the University's annual operating budget and also assists with capital construction projects.

Guests focus on community, technology

Two noted scientists — one representing the physical sciences and the other a social scientist — will offer different viewpoints at a symposium on "The Future of Community in a Technological Society" on the UM-Columbia campus Nov. 8-10. The symposium is open to scholars and other interested people throughout the University system.

Burton Edelson, associate administrator for space science and applications for the National Aeronautics and Space Administration, will speak on "New Technology: What's on the Horizon" Nov. 8.

Edelson also manages the Jet Propulsion Laboratory at Pasadena, Calif., and the Goddard Space Flight Center at Greenbelt,

Md.

Robert Theobald, a noted economist, futurist, philosopher, author and president of Participation Publishers, will speak Nov. 9 on "The Appropriate Use of Technology by Communities."

Theobald serves as coordinator of Action Linkage, which brings people together to deal with fundamental changes in society. He has served as a consultant to many organizations, including the Congressional Office of Technology Assessment.

Panel discussions, workshop sessions and a technology fair are also planned for the symposium. More information is available from the UMC Department of Community Development, sponsor of the symposium.



Awards & Honors

James M. Burk, UMC associate professor of music, is included in the first edition of "Who's Who in American Music: Classical." He was also initiated as a Friend of the Arts by the national executive board of Sigma Alpha Iota, professional music fraternity, at its national convention in Chicago.

Chris J. Johannsen, UMC professor of agronomy, joined 40 other university scientists in developing research plans for NASA's proposed space station scheduled for launch in 1992. He participated in a Stanford University summer study on scientific uses of the space station.

William A. Berry, UMC professor of art, received second prize for his drawing "Still Life: 18" at a national juried exhibi-

tion sponsored by the Montana Institute of the Arts.

Lee J. Cary, UMC professor of community development, received a distinguished service award from the Community Development Society at its annual meeting in Louisville.

Nylen W. Edwards, professor of marketing at UMC, received a certificate of merit from the American College Testing Program and the National Academic Advising Association for his work as a student adviser.

Bea Litherland, dean of the UMC College of Home Economics, was named one of 75 outstanding leaders in home economics by the American Home Economics Association in honor of its 75th anniversary.

Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of Oct. 26. Anyone interested in a position should contact the appropriate department or personnel office.

UMC: professor, agriculture/veterinary medicine, physics/astronomy; asst. professor, surgery (2), speech/dramatic art, biochemistry, history, organic chemistry, child health (4), industrial education, horticulture, radiology, statistics; asst./assoc./full professor, industrial engineering (2), mechanical/aerospace engineering, clinical psychology (2); asst./assoc. professor, history (2), physics/astronomy, mathematics (2), radiology, agriculture, child health, curriculum/instruction, clothing/textiles, electrical/computer engineering; instructor, educational/counseling psychology (2), veterinary medicine/surgery, broadcasting; assoc./full professor, biochemistry, law; librarian I/general reference-documents;

instructor/asst. professor, veterinary anatomy/physiology (3); asst./assoc./full professor and chair, industrial engineering; instructor/asst./assoc./full professor, mechanical/aerospace engineering; assoc. professor, psychiatry; asst. professor/news director, broadcasting; research asst. professor, veterinary pathology; manager, energy engineering, alumni/development information systems, power plant engineering project; sr. accountant; research specialist; career planning and placement adviser; computer programmer/analyst I; environmental chemist; asst. vice chancellor, student services/director, student development; asst. director, development; assoc. archivist; director, development fund.

UMca: computer programmer/analyst II.

UMC Hospital: administrative nurse II; clinical nurse I; nurse anesthetist; education nurse I; food service supervisor I; information specialist; social worker; sr. systems programmer; computer project manager; vo-

calational evaluator; assoc. administrator, ambulatory care.

UMKC: grader, business/public administration; research assistant, chemistry (2), biology; asst./assoc. professor, removable prosthodontics, accountancy; visiting professor, theater; adjunct faculty, biology; instructor/asst. professor, speech communication; research associate, institutional research, academic affairs; laboratory assistant, chemistry; theater assistant (10); asst./assoc./full professor, computer science; computer operator, dentistry; assoc./full professor, medicine; research analyst, medicine; lecturer, chemistry; intern, education; coach, golf; instructor, intramural/campus recreation aerobics.

UMR: asst./assoc. professor, physics (2), chemistry; asst. professor, economics (2), English.

UMSL: asst. professor, education; counseling psychologist; chief broadcast engineer; director, public information.