

Reviewers urge continuation of duplicated programs

Studies of professional and doctoral programs offered on more than one UM campus have been completed by a group of 41 education and professional experts from outside the University, as part of the newly adopted long-range planning process.

The UM system Board of Curators at its October meeting adopted the plan, which establishes goals and objectives designed to improve the quality of the University's teaching, research, extension and public service programs over the next 10 years.

Professional programs studied were medicine and law at UMC and UMKC; business and public administration, education, and nursing at UMC, UMKC and UMSL; engineering at UMC and UMR; and social work at UMC and UMSL. Doctoral programs studied were chemistry at UMC, UMKC, UMR and UMSL; psychology at UMC, UMKC and UMSL; mathematics at UMC, UMKC and UMR; and geology and physics at UMC and UMR.

Full report available

The full report of the review of duplicated professional and doctoral programs is on file on each campus. At UMC, it is in Ellis Library and 329 Jesse Hall. At UMR, the report is in the chancellor's office. At UMKC, it can be found at the circulation desk in the general library. At UMSL, the report is in Thomas Jefferson Library. A copy of the report is also in the office of the vice president for academic affairs, 309 University Hall, Columbia.

Acting Vice President for Academic Affairs Richard L. Wallace notes that all programs of the University are being reviewed, and the studies of duplicated programs are only part of a comprehensive information-gathering effort that will be used to determine priorities for all of the University's academic programs and administrative and support activities.

"Reports on findings of the duplicated program reviewers are being provided to campus chancellors to supplement campus program reviews and to help the chancellors develop program priorities that are scheduled to go to UM President C. Peter Magrath in January," Wallace says.

Consultants were not asked to set priorities for the programs they reviewed but to

assess the need for the programs, their strengths and weaknesses, distinctive qualities, comparative or locational advantages and possibilities for cooperation among programs.

Wallace notes that not everyone will

agree with all of the conclusions of the reviewers, who did not always agree among themselves.

Wallace says the reviewers largely agreed that the reviewed programs, although offered

on more than one campus, are needed, serve different clientele and are of good quality.

He notes that the consultants consistently emphasized the need for more funding to maintain or improve program quality.

Summaries list strengths, weaknesses

Excerpts from summaries of the reports made by the reviewers:

Business and Public Administration (UMC, UMKC, UMSL)

Markets for graduates of business programs will continue to be relatively strong, and all three programs should be continued. All of the campuses are providing very good instruction.

The faculties are active in the area of research, although research productivity in some areas and support for research need to be improved. Heavy teaching loads reduce research productivity. Both UMKC and UMSL should offer executive MBA programs, and such programs can be provided on a self-supporting basis. Budgetary support for all three programs is marginal; without additional resources, enrollments may have to be reduced. The UMSL and UMKC programs rely too heavily on part-time faculty.

Chemistry (all campuses)

Beyond functioning as basic science departments, the doctoral chemistry programs serve different needs on each of the four campuses. The Columbia department is involved in research and graduate student training with the College of Agriculture and the School of Medicine. The St. Louis department interacts extensively with industry. The Kansas City department has strengths in biochemistry and interacts with the faculty in the life sciences. Joint research projects exist on the Rolla campus between its School of Engineering and its chemistry department. The reviewers recommend the continuance of the programs at Columbia, Rolla and St. Louis. They did not think that the Ph.D. program at Kansas City could be maintained if the biochemists are moved into the proposed School of Life Sciences. They suggested, however, that the biochemists might participate in a Ph.D. in biological sciences or chemical and biological sciences offered through the new school.

The fact that several faculty members on each campus were able to obtain federal funding for their research was highly regarded. The reviewers commended the strong department leadership evident on the Columbia and Rolla campuses. The Linda Hall Library at Kansas City is an extraordinarily good facility. The Columbia campus does a superb job of maximizing the use of its departmental equipment.

There is a general need to invest more resources in these departments if they are to develop into high-quality research programs.

Education (UMC, UMKC, UMSL)

Missouri, like the rest of the nation, is moving into a period of severe teacher shortages in a large number of important subject matter areas. Moreover, each of the University's education programs serves a different market area.

All three campuses provide appropriate curricula and have faculties that are well-prepared and experienced. The quality of instruction is exceptionally high. Although there is substantial productivity in the area of research, there is room for improvement on all three campuses. The consultants recommend the faculties direct more time and attention to applied research projects relevant to problems of the state. UMC has a comprehensive and well-established education program. It has a close working relationship with statewide agencies, and its programs provide leadership and models for upgrading other programs in the state. UMKC was commended for its involvement in assisting schools in the Kansas City area. UMSL's strong tie to arts and science was mentioned, and a strengthening of such ties at UMC and UMKC was recommended.

Efforts should be made to increase programmatic cooperation across the three campuses. The consultants recommended extensive use of a telecommunications network to facilitate the sharing of faculty resources.

Engineering (UMC, UMR)

There is an exceptionally strong job market for engineers, although each area of engineering is subject to cyclical market changes.

The faculties at both campuses are of high caliber; many have developed national reputations in their areas of research. The engineering deans at both campuses were regarded as performing exceedingly well given their limited resources. The campus administration at Rolla was commended for its strong leadership in managing enrollment and for using surcharge fees to increase faculty salaries.

The major weakness of the engineering programs is their low financial base. Low faculty salaries, coupled with the prevailing shortage of faculty in engineering education, make it difficult to recruit new faculty members. There is also a pressing need for additional state-of-the-art equipment and, particularly at Columbia, additional laboratory space.

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Guidelines set for 1985 Weldon Spring competition

Earnings from the Weldon Spring Endowment Fund will make \$1,050,000 available to UM faculty in 1985 for research and other activities, UM interim President Melvin D. George has announced.

The Weldon Spring Fund, created by the 1979 sale of the University's Weldon Spring property in St. Charles County, is used to support scholarly, artistic and creative instructional activities of UM faculty.

George has developed the following guidelines for the 1985 awards:

- Eight percent (\$84,000) will be reserved for the Presidential Award for Research and Creativity and for multicampus proposals. Each chancellor may nominate one faculty member for the \$10,000 Presidential Award for Research and Creativity. Multicampus proposals will be subject to peer review on the lead campus and will come to the graduate deans group for a final decision. That group may forward additional proposals for the Universitywide competition. Any funds unused for multicampus proposals will be added to the Universitywide competition.

- Twenty-seven percent (\$283,500) of the funds will be reserved for competitive

proposals from throughout the University. Each chancellor will be asked to submit, in ranked order, proposals to compete for these funds. The maximum award for any proposal in this category will be \$40,000, except in the most unusual circumstances. These awards will be determined by a systemwide committee after peer review and administrative review on the campuses.

Members of the systemwide committee for the 1985 competition are Bassem Armaly, UMR; Thomas Collins, UMCa; Dennis Dossett, UMSL; John Foley, UMC; Robert Laudon, UMR; Sharon Levin, UMSL; Arlene Martin, UMC; Marvin Querry, UMKC; and John Thomas, UMKC.

- Sixty-five percent of the money will

be allocated to the campuses for their use for Weldon Spring purposes as follows:

UMC — \$204,750
UMKC — \$162,750
UMR — \$157,500
UMSL — \$157,500

Each campus will determine what proposals will be funded from the campus share and will forward to the president's office a listing of the funded proposals, together with a copy of each proposal, for administrative review. There will be no systemwide committee review of the proposals.

Faculty members may contact chancellors for more information and campus deadlines.

Turkey Day



Official University holidays for Thanksgiving are Thanksgiving Day on Thursday, Nov. 22, and Friday, Nov. 23.

Possible improvements suggested by reviews

Continued from front

Geology (UMC, UMR)

Opportunities for graduates with M.S. and Ph.D. degrees in geology exist in industry, particularly with industries dealing in petroleum products, and in federal and state agencies and academic settings.

The faculty of the Columbia program are productive and professionally active. The departmental leadership at Columbia is highly effective, and a strong development effort is under way. The geology field camp for the students is nationally recognized, and the physical facilities on campus are excellent.

The doctoral program at Rolla has organizational weaknesses, few active researchers and an insufficient number of graduate students.

Law (UMC, UMKC)

The consultants strongly recommend both law programs be continued. Even though nationally the market for lawyers is not strong, reviewers indicated that each of the University's law schools has more qualified applicants than can be accepted and placement of graduates is excellent.

Both law schools have strong faculties who provide excellent instruction and are productive researchers.

The major weakness of the UMC program is its physical facility and the consultants recommend construction of a new building. The major weakness at UMKC is an inadequate library budget.

Mathematics (UMC, UMKC, UMR)

The reviewers emphasized that the current demand for Ph.D.s in mathematics exceeds the supply and that this situation is expected to continue.

The faculty members at Columbia and Rolla are very active professionally. This is evident in their excellent publication records and in the fact that a relatively high proportion of faculty members have outside research funding. The Columbia faculty is particularly strong in pure mathematics and mathematical physics. The primary strength of the Rolla faculty is in applied mathematics, which is consistent with the faculty's strong support of UMR's engineering programs.

A weakness of all three programs is that they are understaffed. The reviewers indicated that the Kansas City doctoral program needs to resolve its administrative difficulties and to establish connections with other departments and with the local community.

Medicine (UMC, UMKC)

The University's two schools of medicine provide public medical education and extensive community service through patient care. Graduates of both schools have scored well on licensure exams and have obtained good residency positions.

The Kansas City program has an enthusiastic faculty and superb clinical resources. The school also has an outstanding gerontology program and has developed an excellent support system for advising and evaluating students.

A major problem that exists at both schools is their low level of state support. This inadequate support, relative to the mission of the medical school at Columbia, has produced some programs that are of marginal quality. The Columbia program needs to resolve concerns regarding administrative organization, planning, leadership and standards for appointment and promotion. The Kansas City school requires more faculty in the basic medical sciences. The amount of scholarly activity, the level of sponsored research and the number of postdoctoral research fellows are low in both schools.

Nursing (UMC, UMKC, UMSL)

Although there has been some decline in the demand for nurses in recent years, the job market for nurses with baccalaureate degrees has remained relatively constant. Moreover, there continues to be a strong market for nurses with graduate degrees.

The nursing program at Columbia is the oldest and most established. It is able to attract highly qualified students from the entire state. The Kansas City and St. Louis programs are newer and draw older, primarily local students. The Kansas City school provides the only R.N. completion program at a public institution in western Missouri. All programs have strong, energetic faculties; the Columbia and St. Louis campuses have good physical facilities. A strength of all programs is their flexibility in providing for the needs of part-time nursing students.

The Kansas City school requires additional space, particularly for clinical practice laboratories. All campuses need to place a greater emphasis on faculty research and scholarly activity.

All reviewers indicated that a cooperative, intercampus master's degree program between St. Louis and Columbia would be possible and highly desirable. The feasibility of a future cooperative Universitywide doctoral program in nursing also merits consideration.

Physics (UMC, UMR)

All reviewers unequivocally stated the need to continue Ph.D. programs on both the Columbia and Rolla campuses. A clear strength of each campus is the presence of a high-quality research program in a particular area. Another strength at the Rolla campus is that the research is well-funded by external sources and the physics program has established close ties with industry.

The major weakness of both programs is the relatively small size of their faculties coupled with the fact that some faculty members are no longer active in research. There is a need for additional state-of-the-art equipment for research.

Psychology (UMC, UMKC, UMSL)

Traditional academic opportunities in psychology are relatively scarce; however, the job market for psychology Ph.D.s is strong in a wide range of applied settings. Numerous organizations recruit these graduates, and all three doctoral programs have excellent placement records. The psychology programs at all three campuses actively interact with their schools of business.

None of the programs is adequately financed. The office and research space at Kansas City is inadequate, and there are also space problems at Columbia. More formal attention to professional and ethical issues is suggested for graduate coursework in all three departments.

Social Work (UMC, UMSL)

There is a clearly established need for graduates of social work programs in social service agencies. Enrollment in these degree programs has increased in recent years.

Both programs have excellent faculties. A large proportion of graduates are subsequently employed by the agency at which they did their practice; this speaks well for the quality and the training of the social work students.

A weakness of the social work program is that many students in the St. Louis area do not have access to graduate training in social work.

The reviewers strongly encouraged the two programs to cooperate to offer a joint master of social work program that would be available to students in St. Louis.

Cabinet discusses endowments, CBHE

Highlights of this month's meeting of the University Cabinet, an advisory group to the president:

- A policy on auxiliary aids for handicapped students was approved and will be issued as an executive guideline. The policy, recommended by the UM student affairs group, allows the University to assess handicapped students' needs for auxiliary aids for courses or programs. The policy, described by General Counsel Robert Ross as one of the more enlightened policies adopted by a university, shows the University's commitment to equal opportunity, says interim President Melvin D. George.

- The Coordinating Board for Higher Education, George reported, seems to be keeping an open mind as it reviews and receives public input about Commissioner for Higher Education Shaila Aery's recommendations for improving higher education in Missouri.

- Cabinet members were asked to review the executive guideline for funding endowments and suggest any necessary adjustments beyond inflationary funding adjustments.

- George asked the cabinet to offer suggestions for uses of the University-owned Weldon Spring property near St. Louis. The University has never made a decision about the use of the land, George said. A research park has been suggested for part of the land by a regional development organization. A feasibility study is being completed for review by the state and the Board of Curators.

- Two interdisciplinary efforts for the Columbia campus were approved by the cabinet. The Cooperative Institute for Applied Meteorology will focus on research to better understand the relationship between climatic conditions and such issues as energy and food production. The Multipurpose Arthritis Center will continue arthritis research, teaching, extension and public service programs already being conducted.

- Norman Flax discussed the work being done by the Missouri Gerontology Institute, a 2-year-old program that coordinates UM, Lincoln University and Missouri Cooperative Extension Service education, research and service activities in aging. The significance of the Missouri Gerontology Institute, beyond the successes of its programs, Flax said, is the example it is setting for intercampus cooperation. The campuses, he said, are working together through a variety of diverse disciplines with a common commitment to improve the quality of life for elderly citizens and to expand the knowledge base to expedite that effort.

NASULGC elects Magrath chairman

C. Peter Magrath, who becomes president of the University Jan. 1, has been elected chairman of the National Association of State Universities and Land-Grant Colleges for 1984-85.

The nation's oldest higher education association, NASULGC is composed of 146 of the nation's major public universities and is dedicated to the support of high-quality public education.

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Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of Nov. 16. Anyone interested in a position should contact the appropriate department or personnel office.

UMC: professor, physics/astronomy; asst. professor, surgery (2), mathematics, speech/dramatic art, biochemistry, history, organic chemistry, child health (4), industrial education, radiology, statistics; asst./assoc./full professor, industrial engineering, mechanical/aerospace engineering (2), clinical psychology (2); asst./assoc. professor, history (2), medicine, physics/astronomy, radiology, agriculture, child health, curriculum/instruction, electrical/computer engineering; instructor, 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, mathematics, practical arts/voc-tech education;

extension business specialist, Mo. Institute for Executive Development; director, forestry/fisheries/wildlife; librarian II, law; librarian I, Mo. Institute of Psychiatry; veterinarian, veterinary medicine/surgery (2); intern, veterinary medicine/surgery (2); professor and chair, veterinary pathology; manager, energy engineering, alumni/development information systems, power plant engineering project, development research; sr. accountant; research specialist; computer programmer/analyst I; environmental chemist; systems analyst; industrial hygienist; information specialist; asst. director, development; assoc. archivist; director, development fund. **UMca:** assoc. archivist; budget specialist; research specialist.

UMC Hospital: administrative nurse II; clinical nurse I (3); education nurse I; food service supervisor I; social worker; sr. systems programmer; vocational evaluator; assoc. administrator, ambulatory care; accountant; asst. manager, emergency services; coordinator, staff development, training/development.

UMKC: grader, business/public admini-

stration; research assistant, chemistry (2), biology; asst./assoc. professor, removable prosthodontics, accountancy; visiting professor, theater, adjunct faculty, biology; instructor/asst. professor, speech communication; research associate, academic affairs; laboratory assistant, chemistry; theater assistant (10); lecturer, chemistry, art history, commercial illustration, drawing, graphic design, Oriental art history, photography, sculpture, computer science, engineering; asst. professor, geosciences (2); choral director, Conservatory of Music; music history teacher, Conservatory of Music; asst./assoc. professor/director of bands, Conservatory of Music; asst./assoc./full professor, computer science; computer operator, dentistry; intern, education; coordinator, student services.

UMR: asst./assoc. professor, engineering mechanics; professor and department chair, mechanical and aerospace engineering; director, alumni constituent relations.

UMSL: asst. professor, education, chemistry, sociology; counseling psychologist; computer programmer/analyst I; manager, print shop; sr. continuing education coordinator.