

## Committee proposes policy on early retirement

A policy that includes early retirement incentives for UM faculty has been sent in draft form to campus administrators and faculty representatives for discussion.

Mel George, vice president for academic affairs, and James Buchholz, vice president for administrative affairs, say they hope to present a finalized policy to the Long-Range Planning Steering Committee at its May 25-26 meeting. The policy would then be

presented to the Board of Curators as part of the Long-Range Planning Steering Committee's report due June 22.

The draft of the policy has been sent to chancellors, the Academic Affairs Council, the Business and Financial Management Advisory Council, the Intercampus Faculty Council and UM President James C. Olson.

The policy was developed by the Ad Hoc Committee on Early Retirement Incentives/Program Discontinuance Policy, appoint-

ed by Buchholz and George. Members of the committee are Don Holm, UM treasurer; Ron Bunn, UMC provost; Mark Burkholder, academic associate to the vice president for academic affairs; Marie Vorbeck, UMC professor of pathology and member of the Intercampus Faculty Council; and Mike Reese, director of UMca employee benefits.

The early retirement incentive would be available to about 200 tenured faculty members born before Sept. 1, 1923, who have five years of creditable service in the University's Retirement, Disability and Death Benefit Plan. Eligibility requirements would also include applying in writing for the program between Oct. 15, 1984, and Jan. 31, 1985. Eligible faculty members who elect not to participate during that period would not be offered this incentive program later.

"Faculty electing to participate in the program will be provided additional compensation between Jan. 1, 1985, and Sept. 1, 1985. The additional compensation could be used to purchase an annuity that when added to the University retirement benefit will provide a total retirement benefit more closely approximating the benefit they would receive from the University had they worked until the mandatory retirement age of 70," the draft says.

Additional compensation would range from 50 percent of the faculty member's current base salary for faculty at age 62 to 15 percent of the base salary for faculty at age 69.

Medical and dental benefits could be continued, with the University paying the same percentage of the cost paid for active employees. Life insurance would continue until age 70 with applicable reduction factors. An accidental death and dismemberment plan for retired employees would be offered.

Eligible faculty members electing to participate may receive the incentive amount as additional compensation tax sheltered through an annuity program, as additional compensation in cash as taxable income or as an annuity selected by the individual but purchased by the University.

If funds are available, faculty participating in the program may be eligible for part-time employment after retirement.

After Sept. 1, 1985, the following incentive options would be available:

- a window will be opened between Oct. 15, 1985, and Jan. 31, 1986, for tenured faculty members with birthdates between Sept. 1, 1923, and Aug. 31, 1924. After an annual review and if funds are available, the same option will be available to faculty reaching the age of 62 in future years.

- those who make written application while the window is open will be eligible for an incentive equal to 50 percent of their salary as of Jan. 1 if they elect to retire the following Sept. 1.

- the process for electing participation in future early retirement incentive plans will be similar to the process outlined for the initial program.

## Program discontinuance

The policy developed by the Ad Hoc Committee on Early Retirement Incentives/Program Discontinuance Policy outlines benefits for faculty and staff members affected by discontinuance of a program.

Program discontinuance transition benefits would be available to faculty and staff members with at least five years of creditable service in the University's Retirement, Disability and Death Benefit Plan who are employed in an area of the University mandated for program discontinuance by the Board of Curators.

Employees would be given the right to an unpaid leave of absence prior to termination, including continued University contributions to medical and dental benefits, life insurance, accidental death and dismemberment insurance and educational assistance benefits. For faculty members, the unpaid

leave of absence could be extended for up to three years. Participation in University benefit programs would end if faculty or staff members became eligible for other benefit programs through employment outside the University.

Other benefits available to eligible faculty or staff would be:

- a 13-month notice prior to termination (available only to faculty)
- payment of one year's salary for retraining purposes in exchange for tenure rights (available only to faculty)
- right to a major medical conversion policy upon termination
- right to a life insurance conversion policy upon termination
- out-placement counseling
- lump-sum "cash-out" of vested retirement benefits

## Appropriations for 1985-86 discussed at hearings

The 1985-86 state appropriations request being developed for consideration by the Board of Curators this summer incorporates more than \$201 million in improvements throughout the University. Included in the figure are \$178 million in capital projects and \$22 million in program improvements.

The request under development was discussed at public hearings held last week on the Rolla and Columbia campuses. The UMKC hearing is April 30 from 2 to 4 p.m. in the Westport Room of University Center, and the UMSL hearing is May 1 from 1 to 3 p.m. in 126 J.C. Penney Building.

The recommendation for the 1985-86 appropriations request will be presented to the curators after the 1984-85 operating budget is set. Following board approval, the request will be submitted to the Coordinating Board for Higher Education, the governor and the General Assembly.

The request discussed at last week's hearings includes general operating inflationary increases of 5 percent for salaries and wages, 9.5 percent for staff benefits, 13.5 percent for fuel and utilities, 6 percent for telecommunications, 7 percent for library acquisitions and 5 percent for expense and equipment costs.

UM President James C. Olson and James R. Buchholz, UM vice president for administrative affairs, told the hearing audiences the University must continue to fight for increased funding from the state.

"Missouri's economy has experienced real growth during the past decade," Buchholz said, "but the University and the rest of Missouri higher education have not had any real dollar growth during that time." While inflation has grown by 117 percent since 1974, state funding to the University has grown by only 73 percent.

"This leaves us with a deficit of nearly \$36 million even before considering growth in the size or complexity of the University," Buchholz said.

Some signs for the future are encouraging, he said. Economists suggest inflation will be less volatile though still a factor; the state is realizing economic growth and increasing revenues; and the current political environment indicates increasing recognition of higher education's plight.

"But the cumulative deficiencies of the recent past and the demands placed on general revenues...indicate that general revenue will not be sufficient without substantial new sources of state revenue. Higher education may continue to represent a secondary priority," Buchholz said.

Program improvements requested by the campuses and central administration:

	<b>UMKC</b>	
computing/computer science		\$ 550,000
dentistry improvements		1,089,000
basic life sciences development and improvement		508,800
	<b>UMR</b>	
computing/computer science		\$ 1,291,355
graduate research program		2,470,000
instructional lab improvement		1,843,362
student access to electronic network		840,190
aerospace engineering		840,810
eminent professorship program		2,000,000
	<b>UMSL</b>	
computing/computer science		\$ 1,530,900
university/school relations		300,000
economic development in St. Louis		716,770
undergraduate engineering instruction		3,820,000
education for career advancement in health sciences		721,810
	<b>UMca</b>	
computing/computer science		\$ 306,400
Missouri economic development		950,000
biomedical trace elements research		350,000
research and dissemination of knowledge about aging		75,000
	<b>Total</b>	<b>\$22,200,949</b>

	<b>UMC</b>	
computing/computer science		\$ 500,000
medicine/vet medicine		1,496,552



## Awards & Honors

**Chris J. Johannsen**, professor of agronomy at UMC, was key lecturer at a UN Food and Agricultural Organization-sponsored workshop on "Use of Remote Sensing for Improving Food Production" in Nairobi, Kenya. He then served on a USAID for International Development team reviewing the Regional Remote Sensing Facility for Eastern Africa, located in Nairobi.

University of Missouri President Emeritus **Elmer Ellis** has been honored by the National Association of State Universities and Land-Grant Colleges, an organization of many of the nation's largest and most prestigious public universities. Ellis was honored for his service as president of the association in 1964. He retired as UM president in 1966.

**Deanna Martin**, assistant professor of education at UMKC, was one of three people selected by the American College Testing Program to discuss "How to Succeed with Academically Underprepared Students" in six cities this semester. The American College Testing Program has distributed Martin's "Supplemental Instruction," a unique campuswide retention program she developed as director of UMKC's Learning Center.

**Mark A. Prelas**, UMC associate professor of nuclear engineering, and **Eric Sandgren**, UMC assistant professor of mechanical and aerospace engineering, were among the first university scientists and engineers selected by the White House Office of Science and Technology to receive Presidential Young Investigators Awards. The awards are designed to help universities retain promising young researchers who might otherwise pursue more lucrative non-academic careers. The awards offer each recipient the possibility of receiving up to \$100,000 per year for five years. Prelas and Sandgren were the only recipients in Missouri.

The National Society of Professional Engineers has presented the UMC College of Engineering the society's Koerber Award given annually to the most outstanding engineering school for its professionalism and ethics. The award includes a plaque and \$1,000 for the purchase of a work of art for the college.

A play performed by UMC students, written by a UMC alumnus and directed by a UMC faculty member was among seven plays from throughout the nation presented in April at the Kennedy Center in Washington, D.C., during the American College Theater Festival. "Eleven Zulu," which is set in wartime Vietnam, has already won three major awards for author Sean Clark of Columbia. The play was directed by **Weldon Durham**, UMC associate professor of speech and dramatic art.

"Ram Ram," a story written by **David Ray**, UMKC professor of English, has received a P.E.N./N.E.A. Newspaper Syndication Award. This is the second year Ray has won the award, which assures the publica-

tion of his fiction in several Sunday newspapers throughout the United States.

**James M.A. Weiss**, professor and founding chairman of the Department of Psychiatry at UMC's School of Medicine, has been awarded a 1984 Senior Research Fellowship by the American Council on Education, National Science Foundation and Smithsonian Institution. Weiss is one of nine recipients selected from more than 200 applicants. During the fellowship, Weiss, who is developing new tests for the diagnosis of age-related behavior disorders, will conduct research and teach in India and Malaysia.

**Gary Burger**, UMSL professor of psychology, and **Howard Benoist**, director of the UMSL Center for Academic Development, have been awarded fellowships for 1984-85 by the American Council on Education. Fewer than three dozen people in the nation are selected to participate in the annual program, which is designed to strengthen leadership in higher education.

**Richard D. Hagni**, UMR professor of geology, served as vice chairman for the International Congress on Applied Mineralogy in the Mineral Industry held in Los Angeles.

**Shamsher Prakash**, UMR professor of civil engineering, received an award for the best paper on instrumentation during the annual general meeting of the Indian Geotechnical Society.

**Kathleen Haywood**, associate professor of physical education at UMSL, has received the 1984 Mable Lee Award presented annually by the American Alliance for

Health, Physical Education, Recreation and Dance for outstanding work in research, service and teaching. Two recipients are chosen through a nationwide selection process.

**John F. Lalande II**, UMC assistant professor of Germanic and Slavic studies, has been awarded a grant by the Goethe Institute to attend a summer seminar in West Germany on the West German press, radio and television. He is one of 26 American Germanists chosen from more than 200 applicants. The Goethe Institute, an arm of the Federal Republic of Germany, promotes the study of German language and culture throughout the world.

UMR's chapter of the National Society of Black Engineers has been named the society's chapter of the year. The NSBE's goals are increasing the number of minority graduates in engineering and engineering technologies and assisting them in professional development.

UMR electrical engineering faculty members **J. Derald Morgan** and **S. Vittal Rao** have received Institute of Electrical and Electronics Engineers Centennial Medals for extraordinary achievement. As part of its 100th anniversary celebration, the institute is awarding medals to people who have made outstanding contributions in their fields.

**Robert E. Reys**, professor of mathematics education at UMC, made an invited address, "Films in the Mathematics Classroom," at the International Congress on Mathematical Films in Turin, Italy.

## Elections

**Warren A. Thompson**, professor of health sciences management at the UMC School of Health Related Professions, has been elected to the presidential advisory commission of the Association of Mental Health Administrators. The commission is composed of six former presidents of the association who advise and guide the activities of the association's president, executive committee and board of directors. Thompson has also received credentials from the association as a certified mental health administrator.

**J. Derald Morgan**, chairman and Emerson Electric professor of electrical engineering at UMR, has been elected a fellow of the Institute of Electrical and Electronics Engineers by the organization's board of directors.

**Jay Goldman**, professor and chairman of the Industrial Engineering Department in the UMC College of Engineering, has been elected executive vice president of the American Institute of Industrial Engineers.

**Paul King**, UMC professor of educational and counseling psychology, has been elected to a two-year term as president of the

American Board of Professional Psychology. The national office of the board, which is a national certifying board attesting to excellence in professional competence, will be moved to Columbia, where it will remain indefinitely.

**N. Gerald Barrier**, professor of history at UMC, has been elected the U.S. representative to the Indian Historical Records Commission in New Delhi, India, for a term that ends in 1987.

**Purush TerKonda**, UMR associate professor of civil engineering, has taken office as chairman of the American Society of Civil Engineers' Air, Noise and Radiation Management Committee.

**Edward S. Small**, UMC associate professor of speech and chairman of the film studies program, has been elected executive vice president of the international University Film and Video Association.

**Donald D. Myers**, UMR assistant professor of engineering management, has been elected secretary-treasurer for 1984-85 for the Small Business Institute Directors' Association.

## Appointments

**John Hambley**, professor of computer science at UMR, has been appointed the representative of the Association for Computing Machinery to the National Scientific Manpower Commission. He will be the first commissioner representing the computer science field on the SMC. Hambley is also serving his fifth consecutive term as chairman of the Education Committee of the American Federation of Information Processing Societies.

**Eugene Eubanks**, dean of the UMKC School of Education, has been named to the board of directors of the American Association of Colleges of Teacher Education.

**Gerald Hitzhusen**, UMC extension specialist, has been reappointed for three years to the President's Committee on Employment of the Handicapped.

*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.*

## Personnel records to include courses

Beginning this summer, participation in courses offered by Human Resource Development will be included in employees' official personnel files.

K. Blake Danuser, manager of UMca Human Resource Development, says the record will provide additional information needed for personnel actions and decisions. Employee participation in the previous year's courses will be recorded each summer.

UMca and the Columbia campus jointly sponsor courses in Columbia. The other campuses have human resource offices that sponsor courses for management/professional and office staff.

More than 4,300 employees participated in 80 training programs during the 1982-83 year. Course areas include safety and risk management, computer awareness, legal issues, finance, personnel policy, conflict management, effective writing, stress management, career development and adult education.

Human Resource Development offers more courses than ever, Danuser says, in response to the division's needs analysis conducted last year. Nearly 1,000 questionnaires were distributed to staff in an effort to determine interest in human resource programs.

"More than half of those surveyed responded," Danuser says, "and we implemented their responses in building a course structure that will be of the most benefit to employees."

Announcements of course offerings are available on each campus. Departmental requests for courses or consultation should be made to Human Resource Development.

# Legislative appropriation represents 11% increase

A joint legislative committee last week agreed to give the University \$186 million for 1984-85 operating funds. If there are no last-minute changes in the appropriation before the General Assembly's April 30 adjournment, if Gov. Christopher Bond approves the figure and if there is no withholding during the 1984-85 year, the University will receive its largest increase in more than 10 years.

Although UM originally requested an appropriation 23 percent higher than 1983-84's appropriation, the \$19 million, 11 percent increase reflected in the legislative appropriation is the largest increase since the 1971-72 year. (The University received a 13.1 percent increase in 1980-81, but 10 percent was later withheld.)

The Coordinating Board for Higher Education recommended a 21 percent increase in UM's general operating budget, and Bond

recommended a 4 percent increase. The joint legislative appropriation was a compromise between the House recommendation of a 12 percent increase and the Senate recommenda-

tion of a 9 percent increase.

Once the governor has approved an appropriation figure, UM President James C. Olson will forward to the Board of Curators a

recommendation for the use of state and non-state funding for next year. He has previously said salaries and wages will be the top priority in his recommendation.

## 1984-85 Operations Appropriation

	UM request	CBHE recommendation	Governor's recommendation	House recommendation	Senate recommendation	Joint legislative appropriation
UM General*	\$206,418,852	\$202,216,382	\$174,140,997	\$187,244,903	\$182,114,744	\$186,195,471
Higher Education						
Research Fund	\$ 1,000,000	\$ 1,000,000	\$ 890,000	\$ 890,000	\$ 890,000	\$ 890,000
Hospital/Clinics	\$ 14,050,714	\$ 17,226,033	\$ 13,325,771	\$ 13,734,108	\$ 15,503,430	\$ 13,734,108
Mo. Institute of Psychiatry	\$ 2,066,091	\$ 1,960,825	\$ 1,919,280	\$ 1,994,925	\$ 1,764,743	\$ 1,994,925
Mo. Kidney Program	\$ 3,737,170	\$ 3,730,463	\$ 3,640,387	\$ 3,646,902	\$ 3,357,417	\$ 3,646,902
State Historical Society	\$ 554,320	\$ 468,312	\$ 458,685	\$ 474,498	\$ 421,481	\$ 474,498
Mo. Fire and Rescue Training Institute	\$ 76,516	\$ 74,204	\$ 72,685	\$ 77,812	\$ 66,784	\$ 77,812

\*Includes funding for Food for 21st Century program, although it is listed as a separate line item in some recommendations

## Planning committee works on final report due in June

The Long-Range Planning Steering Committee meeting last week in Columbia added to its draft plan scheduled to be presented to the Board of Curators June 22 in Kansas City.

"We seem to be pretty well on schedule," noted committee staff associate Richard Wallace. "I expect that shortly after the May 25-26 meeting of the committee, we will have drafts of the plan ready for distribution to the campuses and to share, upon request, with interested faculty and staff."

Receiving lengthy consideration were plans for financing University operations through 1994. The plan receiving broadest support anticipated base operating budget

expenditures (primarily consisting of state appropriations and student fees) and long-range plan objective costs increasing from \$360 million in 1984 to \$585 million in 1994. Revenues were projected to reach \$520 million by 1994.

To fund the resulting deficit, the committee generally agreed to anticipate some increase in gifts and grants, some reallocations and additional funds from the state, which would benefit economically from qualitative improvements and University involvement in state economic development. Failure of the state to provide added revenue would require additional reallocation or implementation of fewer of the plan's objec-

tives.

Additional financial projections, based on other revenue assumptions and time frames for initiating objectives, will be considered at the May meeting.

An interim student fee policy proposed by James Buchholz, UM vice president for administrative affairs, calls for fee rates to be determined annually by the curators based on careful consideration of yearly changes related to access, cost of education and market factors. In addition, a study was urged to further refine factors relating to access and fee differentials.

The committee accepted a recommendation from President James C. Olson that UM

continue to use Big 8/Big 10 universities as its peer group for comparison purposes rather than a group of institutions recommended by the Coordinating Board for Higher Education.

## Acting head named for Sinclair Farm

Armon Yanders, director of the Environmental Trace Substances Research Center, has been named acting associate director of UM's Sinclair Research Farm and will become acting director June 1.

Tom Collins, associate vice president of academic affairs for the UM system, made the announcement last week after Charles (Bud) Middleton announced his resignation as the farm's director. Middleton will leave June 1 to take a job in Washington as the chief veterinary officer for the Veterans Administration.

Collins says Yanders was chosen as a temporary replacement because of his work with the Sinclair Research Farm while director of the trace substances center, which is located at the farm. No plans have yet been made to look for a permanent replacement for Middleton, Collins says.

## Review guidelines set for non-academic programs

Guidelines for reviewing the University's non-academic programs were presented to the Long-Range Planning Steering Committee last week. James Buchholz, UM vice president for administrative affairs, presented the plan for reviewing administrative, service and support units on each campus and in central administration.

"Although we are constantly searching for new economies and more effective ways

to provide administrative and other support services and our organizational structure is constantly evolving, I look on this review process as a unique and exciting opportunity to take an in-depth look at ourselves and to get the views of outside experts in business and government, as well as private and public higher education," Buchholz says.

Questions units will be addressing (in meeting long-range planning criteria) are:

- Are the administrative services in scope and quality appropriate to the missions of the University? (quality, contribution, need)
- Are the services efficient? (financial considerations)
- Is the structure effective; that is, are the administrative units organized appropriately and are they in optimal relationship to each other? (unique to administrative/service/support reviews)
- Is the administrative division of labor optimal between what is done centrally and at the unit level — system and campus? (unique to administrative/service/support reviews)

Buchholz says each division or unit will complete a self-study, outlining its responsibilities and purpose; the resources consumed to achieve its purpose (salaries, wages, expenses and equipment); and five-year history, including a description of significant changes in policy, organization and operational style.

Also to be considered is use of consultants, external personnel from such perspectives as business and industry, independent and public higher education, state university systems, professional consulting firms and, where appropriate, technical fields.

The central administration and each campus will establish review panels of internal or external consultants or both to conduct interviews and on-site visits with administrators and staff, to interview principal users of services, to prepare preliminary findings to share with the reviewed units for their responses and to prepare a completed report.

The reviews will provide information for decisions to enhance, maintain, reduce or eliminate programs and activities, Buchholz says.

## Duplicated academic programs to undergo summer review

UM President James C. Olson has announced to chancellors the procedures for reviewing several academic programs duplicated within the University system. Procedures for the review, which is part of the University's long-range planning process, are based on recommendations from the Academic Affairs Council and discussions with chancellors.

The programs slated for review are law; medicine; undergraduate and graduate programs in business, education, engineering, social work and nursing; and Ph.D. programs in mathematics, chemistry, physics, geology and psychology.

The plan calls for the creation of an external review team of three to five consultants for each program. The University's general officers will select the consultants this summer, but units to be reviewed may suggest consultants and will be able to recommend striking the names of other consultants suggested.

Using materials supplied to them — including long-range planning criteria, pro-

gram bulletins, faculty vitae, the University's academic plan, campus review data and recent accreditation reports — the teams will assess programs on the basis of these criteria:

- Need for program (opportunities for graduates in the near future and importance for other programs within unit and with other units)
- Strengths and weaknesses of the programs (faculty, curriculum, students, physical facilities and resources, such as financial and library)
- Distinctive attributes of each program
- Possibilities for cooperation among programs and/or complementarity of programs
- Comparative and locational advantages

Site visits will be made between Aug. 27 and Sept. 7. Reports from consultants are due Sept. 17, to be followed by review of the reports by the units and their campus administrators. Final recommendations from the chancellors will be presented to the president by Oct. 1 as part of the long-range planning process.

## January grants tallied

The University of Missouri received more than \$6 million in grants during January. Nearly half of the \$6,706,335 in grants will support student aid programs; about 14 percent will finance research projects.

The distribution by campus:  
 UMC — 36 grants, \$4,117,190  
 UMKC — nine grants, \$942,740  
 UMR — 11 grants, \$578,665  
 UMSL — 11 grants, \$989,098  
 UMca — three grants, \$78,642.

## Emeritus titles approved

Emeritus titles approved by the UM Board of Curators at its March meeting:

Arvon Rueger, professor emeritus of dentistry, UMKC, effective Sept. 1, 1983, and Alvin C. Steinbach, associate professor emeritus of German, UMR, effective Sept. 1, 1984.

## Researcher helps develop magnetic material

A researcher at the UM Research Reactor has been instrumental in developing a new magnetic material that has the potential for making everything from kitchen appliances to automobiles run more efficiently.

Bill Yelon, a group research leader at the reactor, collaborated with General Motors researchers in identifying the exact composition and atomic arrangement of the new material. That identity, called a crystal structure, was required before researchers could understand how the new magnet works.

Magnets are essential to the operation of a variety of goods, but are most widely used in electric motors. The new permanent magnet, made from an iron-based alloy, could revolutionize the multibillion dollar electric motor industry because it would be cheaper to produce and more efficient than any of the magnets now in use, Yelon says.

Manufacturers of electric motors used in kitchen appliances, automobiles, lawn mowers and power tools usually rely on electromagnets. The new iron-alloy magnets are considerably more powerful than electromagnets, and they can be smaller because of their high energy output. For consumers, this could mean smaller, more efficient products that aren't more expensive.

"The applications for the new magnetic material are staggering," Yelon says. "One can imagine power tools half their size with the same amount of power, air conditioners that are more efficient and smaller but no more costly and a starting motor in your car that works better in colder weather."

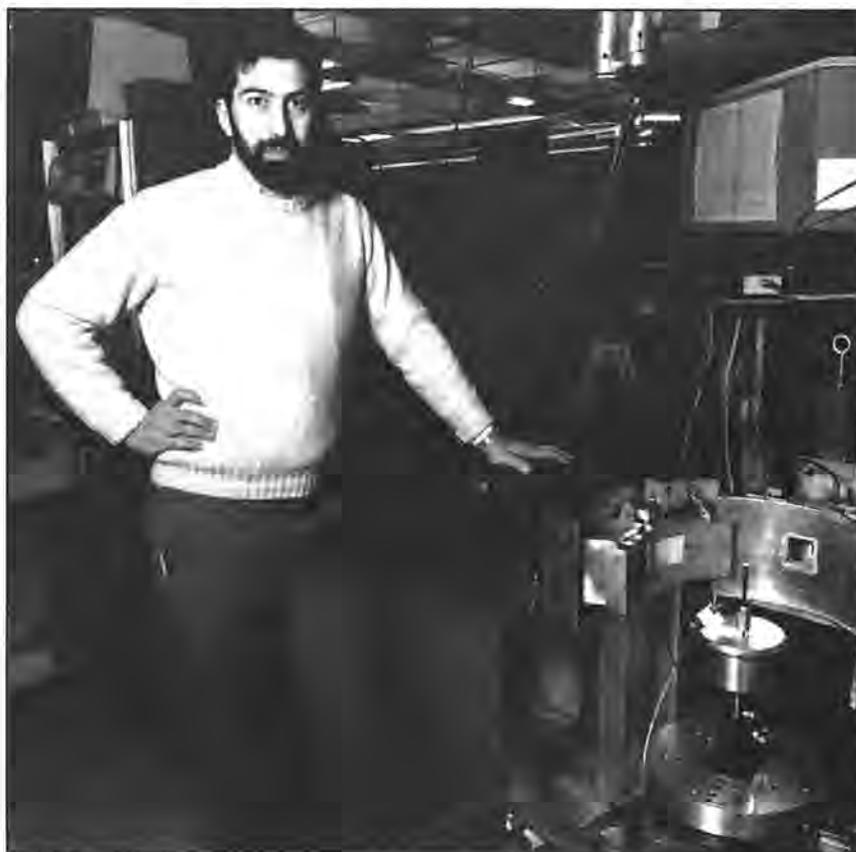
GM, which is interested in developing smaller, cheaper and more efficient electric motors to power windshield wipers, starters and automatic windows in its automobiles, has been one of two major researchers of the new magnet. Yelon has been a consultant to GM on research involving magnets since the late 1970s. Because of the neutron analysis equipment available at the Research Reactor, Yelon's help was essential in the investigation of the magnetic material.

"Researchers at GM understood approximately what the composition was, but they needed to know the exact formula. That's what we supplied. It's safe to say the Research Reactor has one of the two best instruments in the country for this type of analysis."

For years researchers have been seeking ways to overcome some major problems in the use of magnets. The most powerful magnets on the market are made of materials too expensive and scarce for widespread use, and the cheaper magnets aren't as powerful as manufacturers would like. The new magnetic material combines the best features of both types of magnets: It is believed to be stronger than the powerful magnets but costs little more than the cheaper version.

Though many scientists have been working to develop the material, Yelon and researchers at GM were the first to determine the crystal structure.

"We laid the foundation for the research and applications that will follow," Yelon says.



Bill Yelon

## Trace substances topic of conference

Approximately 64 scientists from around the world, including 12 from the University of Missouri, will present research results at the 18th annual conference on Trace Substances in Environmental Health to be held at UM-Columbia.

The conference, scheduled for June 4-7 at the UMC Memorial Union, is sponsored by the UM Environmental Trace Substances Research Center, the Society for Environmental Geochemistry and Health and the U.S. Environmental Protection Agency.

Researchers from the United States, Canada, England, West Germany, Italy, Yugoslavia, Egypt and Israel will speak at the conference. The major areas of emphasis will be trace elements and human health, geochemistry and health and management and environmental pollution. Purpose of the conference is to explore the biological, ecological and health significance of the organic and inorganic substances normally found in trace amounts in the environment.

Conference chairman Delbert D. Hemphill, research professor at the Environmental Trace Substances Research Center and UMC horticulture professor, says the meeting is designed to encourage interdisciplinary discussions and interactions and should be of interest to anyone concerned with the quality of the environment and its relation to human health.

Subjects include the pollution caused by high-tech industries, the effect of acid rain on ground water, nutrition and aging and the health effects of cadmium, selenium, lead, aluminum, zinc and copper.

Twelve faculty and staff members will represent the University in research presentations and poster sessions. UM speakers will include Carl J. Marienfeld, UMC professor of family and community medicine; Bobby Wixson, UMR professor of environmental health and civil engineering; and Nord Gale, UMR professor of life sciences. Research scientist Mildred Kaiser of the Environmental Trace Substances Research Center will also discuss her work.

UM faculty interested in attending one or more of the conference sessions may do so at no charge and without advance registration. However, those wishing to obtain abstracts of the presentations or attend conference meals must be registered. Program and registration information is available from Christine Ireland, UMC conference office, 344 Hearnes Building, Columbia, (314) 882-8253.

## Board buys land for UMR, UMSL

The Board of Curators has authorized the purchase of property in Rolla and St. Louis for use by campuses there.

Campus plans call for the three adjoining properties in Rolla to be the future site of a proposed UMR health, information and security building. The properties are located at 1306 Bishop Ave. and 607 and 611 W. 14th St.

The adjoining properties at 1306 Bishop Ave. and 611 W. 14th St. will be purchased from Earl and Ruby Anderson for \$87,000 plus property at 3 Watts Drive owned by the University and appraised at \$13,500. Funding is from the UMR Property Purchase Fund.

The two properties contain three buildings, including a frame house and a commercial building, which will be removed to

make room for the proposed campus structure.

The third property, at 607 W. 14th St., will be purchased from Thomas D. and Bessie Swinford for \$42,500. The property contains a single-family dwelling. Funding is from the University Development Foundation Land Acquisition Fund.

The St. Louis property, located at 7946 Natural Bridge Road, may be used by UMSL for an alumni facility, as an entranceway to the campus or as a connecting point for UMSL property located on both sides of Natural Bridge Road.

The 50-by-160-foot lot, which includes a brick house, will be purchased from Vera and James Orville Spreen for \$61,000 with money from the UMSL fund for property purchases.

## Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of April 20. Anyone interested in a position should contact the appropriate department or personnel office.

**UMC:** assoc./full professor, medicine, and director, pulmonary diseases; assoc./full professor, medicine, and chief, medical services, VA Hospital; research associate, agronomy (2); director and professor, biological sciences; asst. professor, medicine (5), agronomy, surgery, human nutrition/foods/food systems management, pharmacology (2), practical arts/vocational-technical education, editorial; asst./assoc. professor, medicine (3), radiology, information science, computer science, family economics/management; asst./assoc./full professor, industrial engineering, civil engineering; postdoctoral fellow or visiting asst. professor, agronomy; asst. program director, Center for Economics Education; extension associate, integrated pest management; postdoctoral fellow, veterinary pathology; instructor/asst./assoc./full

professor, mechanical and aerospace engineering; instructor/asst. professor, nursing; instructor/curriculum specialist, Center for Independent Study; instructor, broadcasting; librarian II or III; journalism librarian; registered pharmacist; administrator, MPIP; foreman, agriculture; management analyst; research specialist; asst. editor; computer programmer/analyst II; coordinator, instructional lab; radio producer/news; reactor physicist. **UMca:** manager, salary/wage programs; reference specialist.

**UMC Hospital:** administrative nurse I; clinical nurse I; nurse anesthetist; pharmacist; physical therapist; radiological engineer; clinical dietitian; education nurse I; manager, clinical engineering; assoc. administrator, ambulatory care; computer project manager; administrative nurse II; IV nurse; health care evaluation analyst; occupational therapist; sr. computer programmer/analyst; social worker; graphic designer; supervisor, business office.

**UMKC:** asst. professor, geosciences; grader, business and public administration;

research assistant, biology, chemistry, education, UMKC Institute; professor, banking; asst./assoc. professor, fixed prosthodontics, removable prosthodontics, orthodontics, oral and maxillofacial surgery, mathematics/computer sciences (2), accountancy, dental hygiene, computer science, operative dentistry (2); adjunct faculty, biology; asst./assoc./full professor, oral and maxillofacial surgery; instructor, speech communication; research associate, UMKC Institute; coach, tennis; librarian II, law; librarian I/music librarian; sr. research assistant, UMKC Institute.

**UMR:** asst./assoc. professor, physics; assoc. professor, computer science; research asst. professor, physics; postdoctoral fellow, chemistry; staff engineer.

**UMSL:** visiting asst./assoc. professor, art; postdoctoral fellow, chemistry; asst. professor, mathematics, childhood education; visiting asst. professor, political science/history; research asst./computer programmer, optometry; sr. systems programmer; director, development.

# SPECTRUM

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