

UMSL sociologist receives board's publication award

Daniel J. Monti, associate professor of sociology at UM-St. Louis, has received a Curators Publication Award for his book, "A Semblance of Justice: St. Louis School Desegregation and Order in Urban America," published in October by the University of Missouri Press.

The \$2,500 award was presented to Monti at the board's meeting last week in Columbia. Monti is the 12th recipient of the

award, which was established by the board in 1967.

Monti joined the UMSL faculty in 1975. He holds a doctorate and a master's degree from the University of North Carolina at



Daniel J. Monti

Chapel Hill and a bachelor of arts degree from Oberlin College in Oberlin, Ohio. He was a Woodrow Wilson Fellow in 1971-72. His research interests include urban affairs, urban history, educational reform, school desegregation and redevelopment.

In addition to conducting an analysis of school desegregation in the St. Louis metropolitan area, Monti is studying patterns of administrative mobility in big-city schools, the demographic character of city neighborhoods before and after rehabilitation and the corporate sponsorship of inner-city redevelopment projects.

Monti is a fellow of UMSL's Center for Metropolitan Studies and serves on the editorial board of Urban Affairs Quarterly. In the past 10 years, he has given dozens of presentations before community groups and on radio and television programs on matters related to urban affairs, education and politics. He also has been a consultant to the National Institute of Education, the Law Enforcement Assistance Administration and the Institute for Labor and Industrial Relations.

"A Semblance of Justice" is Monti's first book. In it he examines what school desegregation has contributed to U.S. communities and culture during the past 30 years. In addressing the efforts to desegregate public schools in the St. Louis area, he maintains that school desegregation is part of a long tradition of reform crusades in urban America. These crusades often create the illusion of great change while helping citizens cope with change in a ritualistic and predictable way. Since desegregation in St. Louis involves both voluntary and mandatory plans, Monti's analysis is applicable to the experiences of many other communities.

The publication award was established by the Board of Curators to encourage scholarly research and writing of the highest caliber among UM faculty members.

The award is given occasionally for a book-length manuscript accepted for publication by the University of Missouri Press. A University Press editorial committee evaluates the manuscripts and selects the winner.

Curators elect Smith president for next year

Tom K. Smith Jr. of Ladue has been elected president of the UM Board of Curators for 1986. He succeeds outgoing president Doug Russell of Lebanon.

Smith was appointed to the board in April 1982 and for the past year has chaired the board's Academic Affairs Committee. His appointment to the board expires Jan. 1, 1987.

Smith follows in the footsteps of his father, now deceased, who was a UM curator from 1939 to 1945 and president of the board from 1943 to 1945.



Tom K. Smith Jr.

A retired senior vice president and member of the board of directors of Monsanto, Smith has broad experience in administration of operating and staff units of the chemical company. His responsibilities included management of the marketing, manufacturing and research functions. He was associated with Monsanto for nearly 40 years.

A graduate of Williams College in Williamstown, Mass., he served in the Army in World War II and was discharged with the rank of major.

Smith has been a member of the boards of Reynolds Metals Co. of Richmond, Va., Clayton Federal Savings and Loan, St. Louis Federal Reserve Bank, Missouri Botanical Garden, Mark Twain School and the Municipal Opera. He also served on the executive committee of the St. Louis Symphony.

Elected vice president was W.H. "Bert" Bates, a Kansas City attorney whose term on the board expires Jan. 1, 1989.

Bates is a 1949 graduate of UM-Columbia, where he received a bachelor of arts degree. He received his law degree from the University of Michigan Law School.

Investment study produces plans for sharing expertise

The University of Missouri will establish programs to support educational improvement in South Africa and will strengthen its implementation of an investment policy that supports the Sullivan Principles.

The Board of Curators last week approved recommendations made by President C. Peter Magrath for establishment of a University of Missouri-South African Educational Program and stronger implementation of an investment policy that supports the Sullivan Principles.

The recommendations made by the president and adopted by the board follow closely and are consistent with the spirit of findings of a task force Magrath appointed to study the moral, political and financial responsibility issues connected with University investments.

In October 1984, the curators adopted an investment policy that urged University investment managers to refrain from purchasing stock in U.S. companies doing business in South Africa that are not signatories of the Sullivan Principles unless the investment managers determine that alternative investments would adversely affect the security, amount and regularity of return. The policy also states that the University is to pursue active proxy issues relating to human rights. The policy went into effect Jan. 1.

As of June 30, 1985, University investment of endowment and retirement trust funds totaled \$416 million. About \$102 million of the total was invested in U.S. companies that do business in South Africa, including about \$11.4 million invested in U.S. firms that were not signatories of the Sullivan Principles, an equal opportunity code for South African employees of U.S. companies. In most cases, the amount of business done in South Africa by these U.S. companies is a very small portion of their total activity.

The recommendations made by Magrath and accepted by the board:

EDUCATIONAL RECOMMENDATIONS

The president of the University of Missouri is encouraged to establish a University of Missouri-South African Educational Program intended to:

- promote white and non-white faculty and student exchanges with South African universities and other educational institutions that operate under the principles of affirmative action and racial justice.

- collaborate with appropriate institutions in South Africa to further ways the University can assist in making UM educational and scientific expertise available to South African populations in such areas as education, agriculture, health, nutrition and management.

- facilitate professional educational exchanges, symposia, workshops and joint research endeavors with educational institutions in South Africa.

A fund will be started with \$50,000 in non-state funds to implement the educational programs; private donations will be sought to supplement the initial amount provided by the University.

INVESTMENT POLICY RECOMMENDATIONS

The curators should reaffirm their October 1984 endorsement of the Sullivan Principles with regard to the operations of U.S. businesses in South Africa. Consistent with this reaffirmation, the Board of Curators should adopt the following recommendations for implementation of its investment policy:

- Henceforth the University shall not purchase stock in any U.S. company doing business in South Africa that has not subscribed to the Sullivan Principles.

- The University of Missouri shall divest itself of all holdings in U.S. companies doing business in South Africa that are not signatories to the Sullivan Principles.

- The divestment of holdings in companies that are not signatories should occur on the initiative and on the basis of the judgment of University investment managers within two years of Jan. 1, 1986. This two-year period may be extended by the curators in individual cases under special circumstances, upon the recommendation of the University's treasurer and University president.

- The University president or his representatives should encourage Sullivan category III businesses (firms whose progress toward implementing the Sullivan Principles is deemed unsatisfactory) to reaffirm their commitment to the Sullivan program and to seek ways to improve their fulfillment of the Sullivan objectives.

- The president is encouraged to explore ways, consistent with the Sullivan Principles, that the University of Missouri may ally itself with other concerned universities in voting its shareholder proxy on behalf of the Sullivan objectives.

POLICY EVALUATION RECOMMENDATIONS

These educational and investment policies should be re-evaluated with a report and analysis from the president on Jan. 1, 1988. The evaluation should take account of the South African situation, the effectiveness of the Sullivan Principles in accomplishing reform and the fiduciary obligations of the curators serving as stewards for the University of Missouri.

COLUMBIA
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Progress of long-range plan objectives

OBJECTIVE

Student Development

Develop annual campus enrollment plans

Increase efforts to attract outstanding students

Increase commitment to affirmative action in recruiting students

Ensure appropriate procedures for transfer credit

Develop grants program for innovation in instruction

Improve ability to assess educational outcomes

Programs

Evaluate process for reviewing academic programs

Propose mechanisms for more cooperative academic programs

Set priorities for academic programs

Select 10 or more programs to achieve eminence by 1995

Provide increased funding for program enhancements and additions

Research

Enhance research and creativity

Double sponsored research funding

Identify centers for applied research

Form task force to develop strategies for joint research projects with outside agencies

Continue development of library research collections and technology for Universitywide utilization

Extension and Service

Form task force to develop ways to help the state improve public school education

Develop more subject-matter in-service programs for teachers

Inform Missourians of benefits of higher education

Evaluate extension programs

Faculty

Increase faculty salaries to Big 8/10 average by 1988, Big 10 average by 1993

Double number of named professorships

Increase support services for faculty

Develop early retirement options

Evaluate processes for performance evaluation

Strive for faculty diverse in race, age and sex

Staff

Increase administrative salaries to Big 8/10 average by 1988, Big 10 average by 1993

Increase staff salaries to averages for comparable positions in local markets

Review processes for performance evaluation for administrative and support staff

Strive for staff diverse in race, age and sex

Administration, Organization and Support Services

Conduct study to determine appropriate organizational structure

Set resource priorities for administrative and support services

Have president ensure continuing planning process

Have president monitor and report to board on progress toward goals and objectives

Establish process for needs assessment and trends monitoring

Streamline procedures for adding programs

Financial

Secure funding to continue current operations and to finance priorities for future

Develop strategy for communicating strengths and financial needs

Develop plan to double private giving

Provide performance measures

**"Ongoing" indicates a continuing commitment to the objective; "in progress" means specific dates are set aside for reports to the board

OBJECTIVE	STATUS		
	Ongoing*	In Progress*	Objective Met
Develop annual campus enrollment plans	x		x
Increase efforts to attract outstanding students	x		x
Increase commitment to affirmative action in recruiting students	x		
Ensure appropriate procedures for transfer credit			x
Develop grants program for innovation in instruction			x
Improve ability to assess educational outcomes	x		x
Evaluate process for reviewing academic programs			x
Propose mechanisms for more cooperative academic programs	x		x
Set priorities for academic programs			x
Select 10 or more programs to achieve eminence by 1995	x		x
Provide increased funding for program enhancements and additions	x		
Enhance research and creativity		x	
Double sponsored research funding	x		
Identify centers for applied research		x	
Form task force to develop strategies for joint research projects with outside agencies		x	
Continue development of library research collections and technology for Universitywide utilization	x		
Form task force to develop ways to help the state improve public school education	x		x
Develop more subject-matter in-service programs for teachers	x		x
Inform Missourians of benefits of higher education	x		
Evaluate extension programs	x		x
Increase faculty salaries to Big 8/10 average by 1988, Big 10 average by 1993	x		
Double number of named professorships	x		
Increase support services for faculty	x		
Develop early retirement options			x
Evaluate processes for performance evaluation	x		x
Strive for faculty diverse in race, age and sex	x		
Increase administrative salaries to Big 8/10 average by 1988, Big 10 average by 1993	x		
Increase staff salaries to averages for comparable positions in local markets	x		x
Review processes for performance evaluation for administrative and support staff	x		x
Strive for staff diverse in race, age and sex			x
Conduct study to determine appropriate organizational structure		x	
Set resource priorities for administrative and support services			x
Have president ensure continuing planning process	x		x
Have president monitor and report to board on progress toward goals and objectives	x	x	x
Establish process for needs assessment and trends monitoring	x		x
Streamline procedures for adding programs			x
Secure funding to continue current operations and to finance priorities for future	x		
Develop strategy for communicating strengths and financial needs			x
Develop plan to double private giving	x		
Provide performance measures	x		

Magrath reviews first year of long-range planning

The most important achievement during the first year of the University's 10-year plan was the operational implementation and utilization of an ongoing planning process to guide and drive UM's budget preparation, President C. Peter Magrath told the Board of Curators last week. That assessment was part of his first of annual reports on the progress the University has made in achieving the long-range plan's goals and objectives.

The plan, "Toward Excellence: The Next Decade of the University of Missouri," was approved by the board Oct. 26, 1984. In fulfillment of one of the plan's objectives, Magrath will make progress reports to the board each December. The annual progress report will include the president's recommendations for updating the plan.

"Both our 1985-86 operating budget and our 1986-87 appropriations request were linked to the goals and objectives of the board's long-range plan," Magrath said.

The planning process, he added, has enabled the campuses to better define and more clearly communicate the University's mission in helping with Missouri's economic development, improving public schools, supplying a trained labor force and providing quality education.

Magrath introduced no new goals or objectives but said discussion with the board's Long-range Planning Committee may lead to recommendations for plan changes. Those recommendations would be presented at the December 1986 board meeting.

Magrath made no recommendations for substantive changes in the planning process at this time. In February he will bring to the curators for review a handbook on planning and budgeting, compiled by Jay Barton, vice president for academic affairs, and Tom Hussey, interim vice president for administrative affairs. Magrath at that meeting may recommend changes in the planning and budgeting process.

Magrath listed these major accomplishments at the end of the first year:

- Based on campus reviews and recommendations of the chancellors, the board established resource priorities for all University programs and operations by targeting them for enhancement, maintenance, reduction or elimination.
- Eight eminence programs were identified as priorities for achievement of national and international stature.

- Steps were taken to make it easier for students to transfer credit to the University and among campuses within the University.
- New activities were initiated to attract outstanding students.

- The time required to review new degree program proposals was reduced.

- Procedures for the review of academic programs on a periodic basis were examined and reconstituted.

- Enrollment plans for each campus were designed to improve financial planning and to initiate new student recruiting programs.

- An early retirement program was implemented.

- One-time state appropriations of \$12.8 million were used to improve UM libraries and upgrade computing services.

- New student fee policies were established. Further policy issues are to be resolved by the board in March.

- The Special Committee on Facilitating Faculty Research developed recommendations to enhance research and scholarship and to improve the University's ability to attract grants and contracts from industry.

- The Committee to Improve the University of Missouri was formed and is studying the organizational structure of the University.

- A consulting firm was engaged to make recommendations to improve the University's ability to attract private gifts.

- Plans for intercampus cooperative programs in nursing, social work and health services management are under consideration. Further work will continue in 1986.

- The University's extension programs are being reviewed and shaped to respond to the state's economic and educational requirements.

- Campus mission statements are being reviewed and prepared for board consideration.

Extension progress updated

In response to a request from the curators for further background information concerning extension activities and funding, John Oren, associate vice president for academic affairs-extension, reported on the clientele served, number of courses offered through University Extension and the UM Independent Studies Program, number of course participants, teaching methods used and sources of funds for the programs. Oren said the University has the oldest and largest independent study program in the nation.

Oren is meeting with the leadership of each county extension council and has met with field staff throughout the state to gather ideas and information for further strategic planning. He also has met with deans, faculty and continuing education staff at UM-St. Louis and UM-Columbia and will meet with personnel on the other campuses in upcoming weeks.

Faculty receive grants for RAA projects

The University of Missouri Board of Curators has approved funding for 23 projects under terms of the Missouri Research Assistance Act.

Under the guidelines of MRAA legislation of 1982, the state provides funding for up to one-third of a research project's costs, and two-thirds or more is supplied by non-state and non-federal sources. The state's portion of funding for these projects is \$681,219. Private sources are committed to supplying the other \$1.4 million.

The board approved the first awards in 1983, and since then about 50 UM research projects have shared in nearly \$5 million provided under terms of the act. The Missouri Research Assistance Act was designed to stimulate the state's economic growth, create jobs and attract private investment. To date, some 69 firms ranging from Fortune 500 companies to small, start-up companies have provided \$3.5 million in funds to supplement state funding.

The MRAA Steering Committee, chaired by UM-Kansas City Chancellor George A. Russell and composed of UM and industry representatives, twice a year chooses projects to be recommended to the board.

This funding cycle's state funding amounts, investigators and project titles, listed by areas of potential economic impact, are:

Agriculture

- \$14,000 to Ronald Morrow, animal science, UM-Columbia, "Evaluation of Forage Management Techniques and Animal Production Parameters Designed to Increase Economic Efficiency of Missouri Livestock Producers."

- \$19,455 to Trygve Veum, animal science, UMC, "Bioavailability of Zinc in Nonfat Dry Milk, Yogurt and Soybean

UM to proceed with developments

Formal approval last week by the Board of Curators to proceed with plans to develop two high-tech office/research parks means the University will be able to illustrate its willingness and ability to help stimulate Missouri's economy, said President C. Peter Magrath.

In commenting at a board committee meeting on the resolutions to develop parks in the state's two largest metropolitan areas, Magrath said, "I regard these developments as critical in terms of economic development and linkages between the University and the civic and corporate leadership of the state."

The resolutions approve the development of high-tech parks adjacent to UM-Kansas City's Volker campus and in St. Charles County near St. Louis. The parks, which have been under consideration by the curators for more than a year, are projected to employ a total of 8,000 or more workers around the turn of the century.

The proposed resolutions authorize the University to use \$4 million in state funds already appropriated for the research developments and to seek an additional \$5 million in capital appropriations from the state next year.

At UMKC the funds will be used for property acquisition, relocation of property owners and site clearance. In St. Charles County, funds will go toward site development.

The board's action also authorizes the University to negotiate a contract with Trammell Crow Co. of St. Louis, a firm that has done feasibility studies, to develop and manage the St. Charles County site. Contract negotiations are now under way between the University and Continental Development Group/Kroh Brothers for developing the Kansas City project.

Protein."

- \$2,258 to Hal Shaffer, plant pathology, UMC, "Development of a Pesticide Application System for Small Acreages of Fruit in Missouri."

- \$38,000 to Jerry Lipsey, animal science, UMC, "Comparison and Calibration of Instruments Used to Determine Body Composition of Live Hogs."

- \$25,293 to John Sikes, dairy science, UMC, "Genetics Enhancement Through Embryo Transfer."

Industrial Processes

- \$17,361, \$7,025 and \$17,361 to James Stoffer, chemistry, UM-Rolla, for "Preparation of Silicones," "Adhesion of Polymers and Coatings to Different Substrates" and "Polymers for Separation of Bio-Mass Gases," respectively.

- \$16,667 to S.K. Loyalka, nuclear engineering, UMC, "Acrosol Reactors for Materials Manufacturing."

- \$4,514 to D.G.C. Robertson, metallurgical engineering, UMR, "Improving the Quality of Continuous Cast Steel by Proper Tundish Design."

- \$3,614 to Elias Strangas, electrical engineering, UMR, "Fault Detection for Routine Impulse Testing of Distribution Transformers."

- \$69,762 to Wynn Volkert, radiology, UMC, "Development of Sm-153-Phosphonate Complexes as Therapeutic Bone Cancer Agents."

- \$14,712 to Alan Cummings, mechanical engineering, UMR, "Active Noise Control in Ducts."

Information Processing, Storage and Retrieval

- \$6,734 to Lein Harn, engineering, UM-Kansas City, "Digital Filter Design Via Digital Spectral Transformation."

- \$4,367 to Alan Goerner, computer science, UMKC, "Fundamental File System Support for Software Configuration Management."

- \$1,800 to Jerry Place, computer science, UMKC, "The Impact of a Coefficient of Variance Other than One on Exact Solutions to Closed, Multi-Class Queueing Networks."

- \$30,463 to Thomas Herrick, electrical engineering, UMR, "Image Enhancement Techniques and Implementation for a Diagnostic Ultrasound Medical Instrument."

- \$24,220 to Jack Bourquin, electrical engineering, UMR, "Support Services for Multi-Source Integration Study."

- \$30,300 to James Blundell, mechanical engineering, UMKC, "Expert Systems in Fault Detection."

- \$13,725 to Frank Kern, electrical engineering, UMR, "Research Service for Controller Synthesis."

Natural Resource Management

- \$5,800 to Arthur Morris, metallurgical engineering, UMR, and Richard Hagni, geology and geophysics, UMR, "Control of Dross Formation in Missouri Lead Smelters."

- \$124,801 to Chi-ming Huang and Rosa H. Huang, basic life sciences, UMKC, "Development and Applications of Cellular and Molecular Neurobiology."

- \$188,987 to Marilyn Harrington, dentistry, UMKC, "Medical/Dental Research Data Base."

President's annual report focuses on UM's potential

President C. Peter Magrath's report of University activities for 1984-85 titled "Show Me Tomorrow: A Report of the University of Missouri's Impact on Missourians, 1985 and Beyond" was presented to the Board of Curators last week.

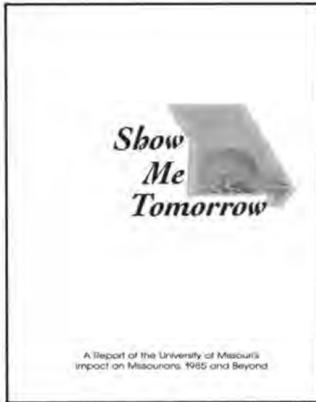
The annual report has a futuristic theme, describing through testimonials by Missourians and short summaries of selected UM programs the University's potential for benefiting Missourians in the years to come.

The 36-page publication highlights UM's role in government, law, public affairs, arts and humanities; business, industry and economic development; education; science, health and technology; and agriculture and the environment. The eight programs targeted for eminence by the board as part of its long-range plan also are described. The testimonials from business and community leaders, Gov. John Ashcroft and other public officials, teachers, farm operators, high school students and others are accompanied by photos that illustrate programs from the campuses and University Extension. A summary of selected actions of the board also is included.

In his introductory message, Magrath speaks of the potential of the University to educate the state's human resource, make labor more effective, build partnerships with industry, help solve the problems of agriculture and agricultural families and develop individuals' skills.

"The University of Missouri is moving to fulfill challenging goals that have one purpose — to make the University the best it can be. Missouri and Missourians should expect no less from our state's sole public research university," Magrath writes.

The report is being distributed to external audiences and supplements the annual audited financial data on all UM units and investment funds. A complete set of reports



will be available for inspection in the general reading room of the main library on each campus by the end of December.

Copies of "Show Me Tomorrow" are available upon request from UM University Relations, 400 Lewis Hall, Columbia.

Emeritus titles approved

The following emeritus titles were approved by the UM Board of Curators last week:

Robert S. Bader, professor emeritus of biology, UMSL, effective Sept. 1, 1985.

Helen Stevens, associate professor emeritus of education, UMKC, effective Sept. 1, 1985.

Arnold B. Grobman, chancellor emeritus, UMSL, effective Jan. 1, 1986 (also given the titles of research professor and professor of biology).

UM finishes 1984-85 year in healthy financial shape

A rise in total revenues, a significant increase in state appropriations and a boost in income generated from short-term investment of working capital are among the factors that helped the University of Missouri move forward during the 1985 fiscal year. Interim Vice President for Administrative Affairs Thomas Hussey reported to the Board of Curators last week.

"The financial report for FY85 indicates that the University is in sound financial condition and operating within its available resources," Hussey said.

Overall, total revenues increased \$40 million, or 7.5 percent, improving on the 5.6 percent increase of a year earlier. Much of the improvement was due to a state appropriations increase of \$23.6 million, the first significant increase in four years, Hussey said.

The University also generated \$11.1 million in income through an investment of its working capital. This is 20 percent more than the year before and was achieved despite lower interest rates.

"We have also successfully continued a decade-long program to minimize our administrative overhead expenditures," Hussey said. Compared with 10 years ago, about \$11.6 million that would have gone to administrative purposes is now being redirected to primary missions of teaching, research, extension and public service. Hussey attributes the savings to the integration of new technologies into administrative areas, "working smarter" and the effectiveness of the University in identifying and implementing cost-reduction initiatives.

Federal and state funds reserved for research and similar activities increased \$1.8 million, up 3.9 percent from last year. The value of the endowment fund rose 13 percent — \$9.9 million — over the previous year, to \$73 million.

Total value of the University's assets grew by 11 percent, or \$128 million, to \$1.3 billion. Nearly \$66 million of this increase in assets was in the physical facilities fund. State capital appropriations rose from \$6.5 million in 1984 to \$12.7 million in 1985, an increase that reflects the University's continued success in identifying and justifying the capital needs of its \$1.2 billion physical plant.

During the past five years, approximately \$55 million in state capital appropriations has assisted UM in funding projects that provide contemporary facilities that are safe and accessible to all Missouri citizens.

"Much remains to be done," Hussey said. "However, UM's commitment of \$60

million in gift and University funds, along with the state's FY86 capital appropriation of \$105 million, is another positive step in the growing partnership between UM and the General Assembly in reinvestment in the research and teaching facilities at the University of Missouri."

Campuses plan holiday schedules

Christmas Day and New Year's Day are official paid holidays for all University employees. Policies vary from campus to campus, however, concerning time off and office closings surrounding the holidays.

At UM-Kansas City and UM-St. Louis, most offices except those providing essential services will be closed from Dec. 25 through Jan. 1. Employees are required to use vacation time or personal days or take time off without pay for all but the two official holidays. One of the purposes of closing the offices is to conserve energy.

At UM-Rolla the decision to close offices other than on Christmas and New Year's Day is up to the individual departments. Employees must use personal days or vacation time or go without compensation if they take time off in addition to the paid holidays.

At UM-Columbia, no closings are scheduled other than Dec. 25 and Jan. 1. Individual offices may choose to close other days if they do not provide essential public services. Employees in offices that close may be temporarily reassigned to another area if they do not wish to use personal days, vacation time or take days off without pay.

UM offices in Columbia will be open between Christmas and New Year's Day. Employees may take vacation or personal days or time off without pay with the approval of their department heads.

Finalists chosen for student representative

The names of two UM-Rolla students who are finalists for the two-year position of student representative to the UM Board of Curators have been forwarded to Missouri Gov. John Ashcroft for his consideration.

Legislation creating the post of non-voting student representative to the Board of Curators requires the position be filled by a student appointed by the governor and confirmed by the state Senate. It also stipulates the position will be rotated among the four UM campuses. The first student representative was from the Columbia campus.

A search committee composed of student body presidents on the four campuses chose as finalists Kevin B. Edwards, a freshman from Rolla majoring in nuclear engineering, and C. Sean Foote, a sophomore from Harrisonville, who is majoring in electrical engineering.

Open enrollment for flexible benefits ends

The last day in which UM employees can take advantage of an open enrollment period for the flexible benefits plan is tomorrow (Dec. 13).

Employees who are not currently enrolled in the plan may sign up, while plan participants may make changes by completing a flexible benefits plan card available at the campus benefits offices. New enrollments and changes become effective Jan. 1.

The plan allows employees to identify which insurance premiums they want to have deducted on a pre-tax or after-tax basis. Only premiums for medical, dental, life and long-term disability insurance programs can be deducted from gross pay, however.

The flexible benefits plan reduces employees' taxable income and increases take-home pay because premiums are deducted from gross pay before federal, state and Social Security taxes are computed.

Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of Dec. 6. Anyone interested in a position should contact the appropriate department or personnel office.

UMC: asst. professor, art history/archaeology, agronomy, housing/interior design (2), human nutrition/foods/food systems management (3), political science, pharmacology, veterinary microbiology, biochemistry, curriculum/instruction (2), educational/counseling psychology, art education, speech/dramatic art, economics (2), geology, sociology; asst./assoc./full professor, industrial engineering; asst./assoc. professor, physical education, finance (3), agronomy, management (2), mathematics (2), clinical psychology, veterinary biomedical sciences, anthropology, social work, family/community medicine (3); assoc. professor, pharmacology; asst. professor/counseling psychologist, educational and counseling psychology (2); clinical instructor/clinical asst. professor, family/community medicine; instructor/asst./assoc. professor, business administration, nursing (5); instructor/asst. professor, veterinary biomedical sciences; librarian I or II/science librarian; librarian I/asst. acquisitions librarian;

librarian I/general reference librarian; librarian I/information services librarian; postdoctoral fellow, civil engineering, dairy science, entomology; instructor/asst./assoc./full professor, anesthesiology (2); professor/chairman, psychology, chemical engineering; asst. coach, gymnastics; director, development fund; energy management engineer (3); supervisor, games area; sr. research specialist (3); research specialist (4); coordinator, continuing education; asst. editor; assoc. director, admissions; assoc. museum curator; food service supervisor; radio producer; computer programmer/analyst I (2); computer programmer/analyst II; coordinator (phone/mail support program); manager, sports information. **UM:** supervisor, printing bindery/finishing operations; manager, printing production.

UMC Hospital: education nurse I/clinical nurse I; training and development coordinator.

UMKC: assoc./full professor, direct marketing; grader, business/public administration; asst./assoc. professor, chemistry, applied voice, nursing, fixed prosthodontics, marketing, operations management or management information systems, accountancy;

visiting professor, theater; adjunct faculty, biology; asst. professor, music theory; instructor/asst. professor, ballet (Conservatory of Music), communication studies; research associate, Institute for Human Development; theater assistant (10); visiting research associate, physics; lecturer, chemistry, basic life sciences, business, history, meteorology, computer science, engineering; assoc./full professor/director of bands, Conservatory of Music; clinical faculty, dentistry; asst./assoc./full professor, computer science, law; manager, annual fund, career services; sr. accountant.

UMR: asst. professor, electrical engineering; lecturer, engineering management; computer programmer/analyst II; scientific programmer/analyst; scientific programmer/analyst II.

UMSL: asst. professor, marketing, plant physiology, economics, behavioral management (2); assoc./full/visiting professor, marketing; asst./assoc. professor, computer science; asst./assoc./full professor, accounting, finance, management science/information systems; asst. professor, optometry; chief, optometry low vision clinic; sr. accountant.

Board approves six-year program for dental students

A six-year combined baccalaureate-dental degree for selected students in the UM-Kansas City School of Dentistry could go into effect next September. The Board of Curators approved the program at its meeting last week.

According to UMKC School of Dentistry Dean Michael Reed, this will be the first fully integrated program ever offered dental school students in the United States. Students completing the six-year program will graduate with both a doctor of dental surgery degree and a bachelor of arts degree.

"The program is clearly innovative and places UMKC in the forefront of change in dental education," Reed says. "There are 10 other schools in the United States accepting dentistry students after their first two years of college, but no other school has an integrated six-year program."

The six-year degree program at the UMKC School of Medicine will be used in part as a model for the new dental program, the dean says. Highly qualified students will be accepted upon graduation from high school and will experience early contact with the school's dental clinic. Though all medical students are on the six-year program, the dental school will continue to offer the current four-year degree program and initially will accept only 15 students in the new six-year program.

"As the only state-supported dental school in Missouri, we must continue to teach students who want to study dentistry after completing college-level work," Reed says. "I do believe, however, that the new program will attract high-quality students who would like to go through in six years and then explore alternatives to private dental practice, such as working in a field of dental research or in the area of academics. The new program will, of course, be cost-effective both for students and the state."

Interim chancellor named at UMSL

UM-St. Louis Vice Chancellor for Academic Affairs Arthur MacKinney will serve as UMSL's interim chancellor beginning Jan. 1 when Chancellor Arnold Grobman retires. MacKinney will serve in the interim post until Grobman's successor, who has not been chosen, arrives, UM President C. Peter Magrath has announced.

Grobman, who has headed the 22-year-old UMSL campus since 1975, announced earlier this year that he will retire Dec. 31. A search is under way to select a chancellor for the campus, which is the third-largest university campus in Missouri.

"Dr. MacKinney's decade of experience at UMSL and his proven abilities as an administrator will provide the continuity that is so important during this time of transition," Magrath says. MacKinney, who is also a professor of psychology, joined UMSL in 1976.

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