

Governor appoints new curator from St. Louis

Peter Hamilton Raven, director of the Missouri Botanical Garden in St. Louis, has been named by Gov. John Ashcroft to succeed University of Missouri Curator William G. Cocos Jr., whose term expired in January. The appointment, effective Dec. 1, must be confirmed by the Senate.

Raven has directed the Missouri Botanical Garden since 1971. Missouri Botanical Garden, which includes Shaw's Garden and the Climatron, a geodesic-domed greenhouse, is dedicated to research and education. In addition, he is Engelmann professor of botany at Washington University as well as an adjunct professor of biology at UM-St. Louis and at St. Louis University.

Born in Shanghai, China, in 1936, Raven received an A.B. degree with highest honors from the University of California at

Berkeley in 1957 and a doctoral degree from the University of California at Los Angeles in 1960. From 1960 to 1961 he was a National Science Foundation postdoctoral fellow at the British Museum of History.

Raven served as a taxonomist and curator at the Rancho Santa Ana Botanic Garden in Claremont, Calif., from 1961 to 1962. He then joined the Stanford University faculty, where he remained until 1971, when he accepted the Missouri Botanical Garden directorship.

Raven was president of the American Institute of Biological Sciences for 1983-84 and president of the American Society of Naturalists in 1983 and is currently president of the Organization for Tropical Studies. In addition, he has held leadership posts in a variety of other professional organizations.

Since 1982 he has been a member of the National Geographic Society's Committee on Research and Exploration. In 1983 he was named to the board of the World Wildlife Fund and in 1984 to the National Academy of Science's Committee on Human Rights.



Peter Hamilton Raven

Raven, who is the author of several books and publications, is married and has four children. His oldest daughter, Alice, is a senior majoring in journalism at UM-Columbia.

President delegates personnel authority

President C. Peter Magrath has delegated to the chancellors the authority to promote and grant tenure to UM faculty members. In the past, these personnel decisions were forwarded to the president for final approval.

The chancellors will approve personnel actions related to employment, changes in academic rank, academic leave, tenure and changes in funds for teaching and research staff. The president, however, will continue to approve personnel matters for academic staff members whose appointments also include an administrative title and who report to the chancellor or a vice chancellor or provost and staff members who also have an assistant or associate dean title.

The president will also continue to review any personnel action that terminates a tenured faculty member.

Annual reports of promotion and tenure actions taken by the chancellors will be submitted to the president.

The president in Executive Order No. 6 also delegates to the chancellors the authority to give final approval to personnel actions for administrative, service and support staff, except those executive-level staff members who report directly to the chancellor or the chancellor's staff.

The chancellors may delegate these new authorities, except the authority to promote and grant tenure to teaching and research staff, to their staff members.

CBHE recommends funds for UM general operations

The Coordinating Board for Higher Education will recommend the state appropriate \$251.1 million for the University of Missouri for general operations during the 1987 fiscal year. The Board of Curators has requested \$256.9 million in operations funding for the period.

The state appropriated \$214.3 million to UM for general operations this fiscal year.

The CBHE figure includes \$14.2 million for maintenance and upkeep of University buildings, an item CBHE recommends be part of the operations request.

funds, the CBHE recommendation amounts to a 10.5 percent increase over 1985-86.

In discussing the University's 1987 appropriations requests before the CBHE Fiscal Affairs Committee in October and the Missouri Senate Tuesday, President C. Peter Magrath justified the request for a 19.9 percent increase in general operating funds on the basis of the University's need to remain competitive and assist the state in areas of economic and cultural development. He noted that in the first half of the decade the University lost \$21 million in real-dollar

1986-87 Operations Appropriation

	UM request	CBHE recommendation
General operations	\$256,927,036	\$251,094,128**
percentage increase*	19.9%	17.2%
Higher Education	900,000	900,000
Research Fund	1.1%	1.1%
Hospital and Clinics	19,907,382	19,879,100
	34.2%	34%
Missouri Institute of Psychiatry	2,340,020	2,218,939
	10%	4.3%
Missouri Kidney Program	4,102,067	4,038,556
	5.2%	3.6%
State Historical Society	610,411	582,225
	14.6%	9.3%

* increases based on 1985-86 appropriations

** includes \$14,174,802 for building maintenance and repair, which was a part of UM's capital request

The CBHE recommendation and the University's request will be considered by the legislature and the governor before a final legislative allocation is made next spring.

The state anticipates revenues in the coming year will not grow more than 7 percent, says Duana Linville, assistant to the president for governmental relations. The CBHE recommendation for the University represents a 17.2 percent increase over last year when the funds for maintenance are included. The Board of Curators requested a 19.9 percent increase over last year's appropriation. Exclusive of the maintenance

state appropriations while the cost of providing higher education rose by 31 percent. The University, he said, is still trying to recover from this situation while focusing on priority improvements identified in UM's long-range plan.

The CBHE recommendation includes \$1 million for UM-Columbia's biotechnology program, \$2.4 million for Food for the 21st Century at UMC, \$685,000 for basic life sciences at UM-Kansas City and \$550,000 for intelligent manufacturing systems and materials research at UM-Rolla.

Magrath considers group's suggestion to divest millions

UM President C. Peter Magrath is now considering recommendations made by a task force that studied the University's policy of investing in American companies that do business in South Africa. He will make his recommendations about the University's investment policy to the Board of Curators when it meets in Columbia Dec. 6.

The task force, in a report to Magrath earlier this month, recommended that the University not purchase stock in and divest from all current holdings in companies operating in South Africa that are not signatories to the Sullivan Principles, a set of equal employment guidelines. (As of June 30, UM had approximately \$11.4 million in those companies.)

The task force further recommends that the University not invest in and divest from all companies that have been listed for the most recent two consecutive years among companies that are signatories to the Sullivan Principles but have not been active in achieving human rights goals.

The task force also suggests that divestment occur within two years from a date to be specified by the board, with the provision that the two-year period might be extended in particular cases upon recommendation by the University's treasurer. The investment policy should be re-evaluated in two years, taking into consideration both University financial considerations and the success of the Sullivan Principles in accomplishing reform.

Since any divestment decision raises questions about the curators' fiduciary responsibilities, the task force suggests that the curators may wish to seek a judicial determination defining the extent to which ethical, social or political investment is consistent with their responsibilities to beneficiaries.

Additional recommendations of the task force:

- The University should strengthen its efforts to use moral suasion and voting proxies. For example, priority should be given to active pursuit of stockholder resolutions that persuade companies to reduce the influence of the apartheid system by allowing unions without regard to race or by enforcing fair labor practices.

- Programs should be established to encourage white and non-white faculty and student exchanges with South African educational institutions; to transfer technology and expertise in the areas of education, agriculture, health, nutrition and management to native populations; and to foster professional exchanges through symposia, joint research and other activities. The president should appoint a committee and a University fund should be established to accomplish these goals.

Magrath has thanked the 13-member task force, chaired by Eleanor B. Schwartz, dean of UM-Kansas City's School of Busi-

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University's affirmative action continues to mature

By Steve Liewer
student assistant

UM University Relations

It didn't happen overnight.

In fact, the change has taken 20 years. It was too fast for some people, and not nearly fast enough for many others. But the work of one University program is repainting and enriching the UM portrait.

The program is affirmative action. Conceived in response to federal guidelines created in 1965, affirmative action is an active effort to increase the representation of women, minorities and the handicapped in the work force. Now it is an integral part of UM hiring policy.

And affirmative action at UM is achieving the results it seeks in some areas, but further initiative is necessary to ensure the program's continued success, according to Karen Touzeau, director of employee relations and affirmative action. She described the remaining problem areas in a report on non-academic employment presented this fall to the Board of Curators.

The biggest problem still exists at the highest level, among executives, managers and administrators. Touzeau says all four campuses and UM are deficient in the employment of women, minorities or both at the managerial and administrative levels. Other non-academic employment categories in which at least three of the five (four campuses plus UM) are deficient are: computer specialists/systems analysts; engineering and science technicians; registered nurses, dietitians and therapists; technicians; and non-farm laborers.

These deficiencies have prompted some creative initiatives at each of the campuses, Touzeau says. They include:

- a program, underwritten by a grant from the federal Department of Energy, to train women and minorities to operate nuclear reactors;
- a training program at UMSL, sponsored in conjunction with a St. Louis community group, to provide training in office technology and give the graduates opportunities to apply for positions with the University;
- a training program at UMR to teach supervisors proper interviewing techniques and ways to avoid discriminatory questions

Reagan considers program changes

Affirmative action could all but vanish under an executive order now being considered by the Reagan administration.

The administration's proposal removes mandatory numerical goals and timetables, instead encouraging "voluntary use" of guidelines "so long as they are not used and do not operate to discriminate or grant a preference to any person on the account of race, color, sex, religion or national origin," according to the draft of the proposed order. Current federal regulations allow the Labor Department to take away federal contracts from any institution that chronically discriminates in hiring.

The proposed regulation would also make it hard for colleges and universities to continue to measure their progress voluntarily. No longer would the government provide the comprehensive statistical analysis that tells the institutions where they stand.

Karen Touzeau, UM director of employee relations and affirmative action, says elimination of the goal-setting process and the enforcement mechanism would represent a step backward for women and minorities.

"Any move to take away those goal-setting standards negatively impacts affirmative action," Touzeau says. "I think it's important for a public institution to look like the public that it serves. That is why these goals and timetables are important: without them we have no frame of reference. They help us to measure our progress."

The Department of Labor has not disclosed whether the current draft of the executive order will be the final one, Touzeau says. The matter is now for President Reagan to decide. The American Council on Education and 126 members of Congress have written to Reagan asking him not to sign the order, and some members of Congress are already preparing legislation to circumvent it if he does.

in job interviews:

- UMKC's use of the direct promotion policy, which allows women and minorities to be promoted from within when a position opens; and

- the installation of a computer at UMC that can identify women and minority applicants for previously advertised positions so that they may be contacted for new openings.

Measuring the success of affirmative action is really a game of numbers. Several different factors, such as the level of unemployment locally and the availability of women, minority and handicapped applicants with necessary job skills, are weighed to determine what percentage of women and minorities should be employed in a given type of job at each campus. The program does account for variations in job skills level and geographic location. The goal of affirmative action, says Touzeau, is to produce a workplace that reflects the proportion of women and minorities found in the population at large for various job groups.

What happens if a department, a cam-

pus or UM falls short of the goal? Touzeau says targets are set for hiring certain numbers of women or minorities in the categories that fall short of the goals on a year-by-year basis. If a deficiency persists, programs can be developed to eliminate the deficiency.

If a college or university proved to be a chronic discriminator, the federal government could penalize it by withholding federal funds or canceling federal contracts, which are often a major source of income.

"That's the ultimate penalty," explains Touzeau. "It doesn't happen (to universities) very often."

Nothing so drastic is likely to happen at the University, which has a long history of commitment to affirmative action. But Touzeau does note some areas where UM should strengthen its efforts. While the University is doing very well in recruiting, hiring and retaining women and minorities for lower-paying jobs, more specialized and direct recruitment activity is needed for executive, managerial and professional positions, she says.

One shortcut to achieving that goal, she says, would be to create more opportunities for women and minorities to move up from lower-paying positions in the University.

"We need to internally promote more," Touzeau says. "We have a problem competing externally. Our salaries don't compare favorably with other Big Eight or Big Ten institutions."

She suggests other options, too, including developing training programs and expanded recruitment activities.

Such efforts, Touzeau says, will help the University move beyond mere compliance with federal minimum standards in the next decade.

"I'd like the institution to reflect the diversity of the population it serves," Touzeau says. "I don't think it quite does that now, but I think we're making progress."

A big part of that progress, she adds, is the new UM president, C. Peter Magrath. "I think Dr. Magrath has a real sensitivity to this problem," Touzeau observes. "Without that commitment, things would move at a snail's pace."

Touzeau says she is confident that the repainting of the UM portrait will continue into the future. "I think you can expect some great things to come."

Grants tallied

The University of Missouri received a total of \$22,380,699 in grants from public and private sources from January through June.

Totals granted to the campuses were: UM-Columbia, \$11,588,891; UM-Kansas City, \$4,234,828; UM-Rolla, \$3,454,452; UM-St. Louis, \$2,165,979; and UM, \$936,549.

Among the activities supported by the \$22.4 million are research, which was earmarked for \$13,785,271, and instruction, which received \$1,961,194.

The funds came from the following sources:

- Federal government — \$15,590,821
- Industry — \$3,452,805
- State/local governments — \$1,218,199
- Foundations — \$987,659
- Other — \$1,131,215

Mussman assumes new responsibilities

Robert L. Mussman, associate director of the UM University Relations Office since 1983, became the office's director Oct. 1.

Mussman assumes the University Relations responsibilities of Guy M. Horton, who has been director since 1973. In making the announcement, President C. Peter Magrath said the change will allow Horton, who has also served as executive assistant to the president since September 1983, to devote more time to his increasing responsibilities in the president's office.

Before joining UM University Relations as assistant director in 1982, Mussman was acting director of the University of Nebraska-Lincoln Office of University Information. He earned a master's degree in journalism from the University of Nebraska-Lincoln and a bachelor of journalism degree from the UM-Columbia School of Journalism.

UMC art gallery schedule

The UMC Fine Arts Gallery did not submit its exhibition schedule in time for inclusion in the 1985-86 *Spectrum* cultural events issue. The remainder of this year's gallery schedule:

B.F.A. Student Exhibit — Nov. 17-Dec. 6

Art Faculty Exhibition — Dec. 9-Jan.

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Awards & Honors

UMC Chancellor **Barbara S. Uehling** has been named Northwestern University's "Alumna of the Year," an award given to recognize graduates who have brought honor to Northwestern through significant contributions in their fields. Uehling earned two graduate degrees from Northwestern.

The American Astronomical Society has presented its 1985 Henri Chretien Award to **Richard Schwartz**, UMSL professor of astronomy. The \$5,000 award, one of two given annually by the society, is given to observational astronomers to encourage international cooperation and travel. Schwartz will use the award for a trip to the Soviet Union, where he has been invited to visit an observatory in Armenia next spring.

John E. Hewett, UMC professor and chairman of statistics, has been named a fellow of the American Statistical Association. He was nominated for his contributions to statistics research, excellence in teaching

and service to the profession.

Allen W. Hahn, UMC professor of veterinary medicine/surgery and bioengineering, has been named 1985-86 president-elect of the American Veterinary Computer Society, made up of American and Canadian veterinarians who have an interest in computers.

Appointments

Margaret Sayers Peden, UMC Middlebush Professor of Romance Languages, has been appointed for the third year to serve as a panelist for the National Endowment for the Humanities. She will serve on three panels: literary publishing, audience development, and policy and guidelines.

Bernard D. Beitman, UMC associate professor of psychiatry, has been appointed book review editor for a new publication, the

Elections

Lizette Peterson-Homer, UMC associate professor of psychology, has been elected a fellow of the American Psychological Association.

James M.A. Weiss, professor and chairman of the UMC Department of Psychiatry and professor of community medicine, has been elected to fellowship in the American College of Preventive Medicine.

International Journal of Eclectic Psychotherapy. He also is a member of the journal's editorial board.

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

President to give first assessment of planning

President C. Peter Magrath will give his annual report on planning at the Dec. 5-6 Board of Curators meeting in Columbia.

Annual reports will be made by Magrath each December to more closely tie the University's budget development to long-range planning. The president's report also fulfills an objective of the long-range plan that requires the president to monitor the progress made toward achievement of the plan's goals and objectives and report periodically to the board.

Magrath may make recommendations to the board for improving and updating the long-range plan, suggesting that some unfinished objectives be retained or rewritten and new ones added. With these recommendations, curators and administrators can more efficiently plan the annual operating budget and prepare the appropriations request to the state.

"We are in the process of bringing together planning and budgeting," says Richard Wallace, UM associate vice president for academic affairs. "That to me is the major success of the long-range planning process to date."

The board also will consider the following long-range planning objectives:



Last year's giving totals \$25.7 million

The University of Missouri received \$25.7 million in private giving during fiscal year 1985.

The total is down more than \$1 million from the \$26.9 million in private giving during 1983-84, when large gifts of land and computer equipment were received.

During 1984-85, UM received \$18.6 million in private gifts to the University, \$4.9 million in private grants and \$2.1 million in private gifts to organizations affiliated with the University.

Most of the gifts were from individuals (\$9.6 million) and businesses (\$9.3 million). Foundations contributed \$4.3 million.

Of the \$25.7 million, \$5.4 million was earmarked by the donors for endowments. Another \$14.4 million was donated for use in current operations.

For the 1983-84 year, UM was one of 20 American colleges and universities reporting the most voluntary corporate support, according to the Council for Financial Aid to Education.

UM was in 20th place, reporting \$10.6 million in corporate support. The University of California-Los Angeles reported the most corporate support, a total of \$30.8 million.

No increase needed in dental premiums

UM employees, who were informed in September that no premium increases are planned next year for medical insurance coverage, will also escape rate increases in the dental benefits plan.

Michael J. Paden, UM director of employee benefits, has announced that a review of dental claims, which have been down slightly since Jan. 1, has shown no need to increase rates next year.

The dental benefits plan has been self-insured since January. The plan, created in 1982 to supplement the medical benefits program, had been administered and insured by a private insurance company.

Research

OBJECTIVE: The individual campuses and UM are encouraged to take the necessary steps to increase both the quantity and quality of research and creative activity. Recommendations for changes in policies and procedures to facilitate achievement of this objective should be made to the chancellors and the vice president for academic affairs.

OBJECTIVE: The University will double its sponsored research funding by 1990. The president will report annually on progress toward reaching this goal.

OBJECTIVE: The vice president for academic affairs, with the advice of the chancellors, will appoint a faculty task force to recommend strategies and incentives for increasing the number of joint research projects with industry and national or international agencies or organizations.

On March 1 Magrath appointed the Special Committee on Facilitating Faculty Research Efforts to consider research and research support. Chaired by UM-Kansas City Chancellor George A. Russell, the committee was asked to determine what impediments that frustrate faculty attempts to obtain federal and private research grants might be removed and what incentives might be employed to encourage faculty to seek funding. The committee was asked also to assess the effectiveness of decentralization of research grant functions. The curators will hear a progress report from the committee.

Extension and Service

OBJECTIVE: The University will evaluate the performance of extension programs in contributing to the achievement of the University's mission. The president will report the results of such evaluations annually to the board.

The board in October reviewed a proposal calling for changes in the University's

extension efforts and asked the administration to give the proposal further study. Extension administrators are to specify how objectives of their proposal complement objectives in the long-range plan and offer cost estimates for implementing the proposal. Curators will hear an informational update in December.

Some aspects of the student fee policy recommendations, forwarded to the board and tabled in June, will be discussed. Magrath had recommended that fees for undergraduate and graduate programs generally not be differentiated by degree program or by school or college. Another point to be discussed is whether students at the same level in the same degree programs should generally expect to pay the same fees on all University campuses.

A report on plans for cooperative efforts in undergraduate education among UM-St. Louis, Harris-Stowe College and St. Louis community colleges will be presented.

Enrollment plans project student composition

OBJECTIVE: Each campus should prepare an enrollment plan annually to reflect expected changes in the state's demography and predict the projected mix of the student body based on a variety of dimensions, such as graduate/undergraduate, age distribution, in-state/out-of-state.

Enrollment plans for each of the campuses were reviewed by the board in October. Subsequent enrollment reports will be given annually as part of the budget-planning process in the spring.

Over the 1985-94 period, enrollment at UM-Columbia is anticipated to decrease by

3,000 students (13 percent). Enrollment is anticipated to increase by 1,500 students (13 percent) at UM-Kansas City and by 2,000 students (18 percent) at UM-St. Louis. At UM-Rolla, enrollments are expected to decrease through 1988, then climb again to a point that is 8 percent below the 1985 level.

Current enrollments on the campuses are: UMC, 23,047; UMKC, 11,629; UMR, 6,444; and UMSL, 11,444.

Each of the plans draws attention to the decreasing pool of high school graduates. In Missouri, the number of public high school graduates decreased from 64,564 in 1978 to

52,843 in 1984. At UMC, where 90 to 95 percent of new freshmen come from Missouri and where the majority of undergraduates are of traditional college age, the decrease in the number of graduating high school seniors will affect enrollment appreciably.

At UMKC and UMSL, where more students are older, are employed and attend classes part time, the number of high school graduates is not expected to be a determining factor in enrollment numbers. At UMR, the number of high school graduates is important, but enrollment is also affected by the degree of interest students have in science and engineering.

The four plans share the objectives of attracting more academically superior students and achieving affirmative action goals. The plans also call for achieving enrollment levels that are consistent with the campuses' projected financial and program resources.

A variety of strategies for achieving enrollment goals has been proposed. At UMKC, caps may be placed on undergraduate enrollments in the high-demand areas of computer science and business and public administration in order to maintain optimal student/faculty ratios. Beginning next fall, business and public administration plans to increase the minimum grade point average for admission from 2.00 to 2.25 to help curtail a growing number of applications. Undergraduate enrollments in nursing also may be decreased, while the entering class of pharmacy students may be allowed to increase.

At UMR, attempts may be made to stabilize enrollment and to decrease the wide fluctuations in enrollment resulting from cyclical student interest in science and engineering. Aggressive recruiting may be implemented when applications for enrollment are down, and admissions may be limited when applications are up.

At UMSL, plans include development of new programs to attract the urban, non-traditional student. Eight degree programs already approved by the board for future development are a master of science in computer science; a Ph.D. in physics; a master of social work; a Ph.D. in management; an executive MBA; a master of science in gerontology; a master of science in physiological optics; and a Ph.D. in political science, approved by the board in September.

In general, major changes are not anticipated or sought in the composition of the student body on each of the four campuses. However, anticipated doubling of sponsored research funding, another long-range planning objective, may be an important factor in attracting outstanding graduate students, including more students from outside the state.

Open enrollment period set for flexible benefits options

Nearly 8,000 UM employees who do not participate in the flexible benefits plan — an option that increases the amount of take-home pay — will receive letters early next month explaining how the plan could affect them.

An open enrollment period has been set aside for Dec. 2-13. Also during that period, employees who now participate in the plan may make changes by completing a flexible benefits plan card (Form UMUW 354) available at the campus benefits offices.

In a letter to be mailed around Dec. 1, each employee not enrolled in the program will be provided a personal illustration of the impact the plan would have on that employee's paycheck. The University will use compensation from a recent pay period to calculate the effects of flexible benefits options for an individual employee.

UM employee benefits administrators estimate about half of UM's employees are enrolled in the plan, which was effective June 1. The plan, authorized by changes in Internal Revenue Service regulations and approved by the UM Board of Curators, allows employees to identify individually the insurance premiums they want to have deducted on a pre-tax or an after-tax basis. Employees who choose to have any or all premiums deducted on a pre-tax basis will see an increase in their take-home pay.

The plan reduces employee taxable income and increases take-home pay by deducting premiums from gross pay before federal, state and Social Security taxes are computed.

New enrollments and changes made during the December open enrollment period are effective Jan. 1. Paychecks issued for earnings Jan. 1 and later will reflect participation in the plan.

The next open enrollment period for the plan will be December 1986.

Premiums that can be deducted from gross pay are those for medical, dental, life and long-term disability insurance programs. Premiums for accidental death and dismemberment insurance must be deducted from after-tax income.

Employees may request a copy of the revised flexible benefits manual from employee benefits offices.

Among the considerations employees may want to keep in mind in deciding whether to participate in the plan:

- An employee who itemizes deductions when filing an income tax return is not able to itemize medical and dental premiums if they are pre-tax deductions.

- Employees who receive more than \$50,000 in life insurance from the University should review page 18 of the employee benefits manual for an explanation of the impact participation in the plan has on income tax.

- A flexible benefits plan participant who later requires benefits from the long-term disability plan could find those benefits subject to federal and state income tax.

- The plan would have a slight impact on the maximum amount of salary deferred under the University's tax-deferred annuity program, depending on salary and the amount of the employee's benefit premiums.

- Contributions to Social Security must be calculated on the reduced taxable income of a flexible benefits plan participant, so Social Security benefits at retirement would be decreased. The University will continue to calculate University retirement benefits on gross salary.

Magrath considers group's suggestion to divest millions

(Continued from front)

ness and Public Administration, for its dedication and report. The task force, appointed by Magrath in May, heard expert testimony from 10 technical advisers and two students and conducted public hearings on all four campuses.

UM's current policy on investments in firms doing business in South Africa stipulates that the University is to refrain from purchasing stock in companies that are not Sullivan signatories 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.

As of June 30, the market value of the University's retirement fund portfolio was \$343 million, of which \$82 million (24 percent) was invested in companies that do business in South Africa. The market value of the endowment fund was \$74 million, of which \$20 million (27.5 percent) was invested in companies doing business in South Africa.

Approximately 3.1 percent of UM's retirement funds (\$10.5 million) and 1.2 percent of endowment funds (\$908,429) were invested in non-signatory firms doing business in Africa, as of June 30.

The report suggests that in considering the task force's recommendations, the curators be aware not only of moral and social implications of their decision but also of their legal duties as trustees. An opinion issued by the University's general counsel in October 1984 stated that because investment decisions must be based on the security of the investment and the amount and regularity of return on the investment, actions must be taken solely in the best interest of the beneficiaries.

A copy of the task force report is available for review by faculty and staff in the main library on each campus.

Self-insurance costly but could save UM money

The new self-insurance experiment the University is beginning this year could save money and reduce the number of accidents. This is the first time UM has generated its own insurance pool for auto and general liability, although other insurance programs have been self-funded for the past several years.

The new insurance will also mean some new procedures for filing claims, says Gebe Ejigu, director of business management. Previously auto insurance coverage began with the first dollar of loss. Now the first \$500 is deductible and must be absorbed by the University department filing the claim.

Also, Ejigu says, the new self-insurance plan does not contain a "medical payments" coverage provision. That means the University will no longer pay damages for injuries that occur on UM property unless an investigation shows the University was negligent. The previous insurance paid for any damages, regardless of negligence, to discourage nuisance lawsuits.

"In the last three years, that coverage was costing us virtually nothing, so we could afford it," Ejigu says.

Such luxuries are no longer practical because the cost of the self-insurance plan is sharply higher than the premium paid for commercial policies during each of the past few years. The University, which Ejigu says has been a very good insurance risk in the past, simply fell victim to one of the periodic contractions in the insurance industry. Insurance analysts say that insurers have paid out a record number of claims in the past three years, so competition is intense for the limited amount of coverage the industry is able to generate.

The University's commercial insurance policy, a bargain last year at \$187,000, was bid at \$715,900 for 1985-86, and even that offer, the only bid received, was later withdrawn by the bidder.

Those numbers translate into a big cost increase for UM. For example, automobile coverage that averaged \$153 per vehicle in 1984-85 would have risen to about \$800 per

vehicle in 1985-86 under the withdrawn bid. That cost is pared down to \$570 for each vehicle with self-insurance. Still, says Ejigu, the self-insurance figure is about the same as what other university systems are already paying. UM's relatively better safety record has kept its premiums low.

Since no company stepped forward to offer insurance coverage to the University, self-insurance was the only available option. But Ejigu says it is not a bad option under current insurance market conditions.

"Over the long term," he says, "you will end up paying (in premiums) as much as you would have in claims."

Insurance, he adds, is really a way of

cushioning a sudden financial blow. Also, the University will be able to keep the money it formerly spent on premiums, paying that amount instead into its own self-insurance fund. The University, rather than the insurance company, will earn interest on the money. The University will come out ahead financially as long as the number of claims does not rise substantially.

Ejigu hopes the prospect of saving money, as well as the \$500 auto insurance deductible, will help to improve even further the University's safety record.

"If we can exercise good loss prevention techniques," Ejigu says, "we can redirect funds to our primary missions."

Powell's message: Wear a seat belt out of habit

By Steve Liewer
student assistant
UM University Relations

It's true. They do save lives.

That's the message Gardell Powell, UM's loss prevention manager, is trying to communicate about seat belts to University employees and anyone else who will listen. He conveys it with a passion more commonly associated with missionaries than with university administrators.

"In my mind, it's like apple pie and motherhood," he says of wearing seat belts. "It's such an easy thing to do."

Powell has worked for the University for just over a year, but already he is the architect of one of UM's most talked-about new policies: the mandatory seat belt policy. That policy states that anyone traveling in a University vehicle must buckle up if the vehicle is equipped with seat belts. Nearly all of them are.

"People are complying for the most part," reports Powell, adding that he has personally seen UM President C. Peter Magrath, Vice President Jay Barton and

UMC Chancellor Barbara Uehling fastening their safety belts since the regulation took effect Sept. 1. While there is no specific punishment listed for slackers, verbal or written warnings are possible.

"We tread on (enforcement) very lightly," Powell says. "We are very hopeful that the majority of people will voluntarily comply."



November 24-30, 1985

"Start a habit for life!"

Powell is also hopeful that University employees will take their good habits home with them. "I sure hope that it does become contagious," he says.

He has reason to be hopeful, for the stakes are high. Each year, 40,000 to 50,000 people die in traffic accidents, and 2 million more are injured. About 1,000 of those deaths occur on Missouri roads, and only an extremely small number of those fatalities were people wearing safety belts.

Powell debunks the common myths used to justify not wearing seat belts. He says the newer belts are designed for comfort and to allow freedom of movement. But, most importantly, they keep you in the car in case of a wreck. Some people also fear being trapped inside a burning car. But, says Powell, less than 1 percent of all accidents involve fire.

The University's new regulation dovetails nicely with Missouri's new mandatory seat belt law, which took effect about the same time. Not surprisingly, Powell is also a big booster of such laws here and in other states. "There's no doubt in my mind that seat belts save lives and prevent many injuries," he says. He cites early data from New York, the first state to pass a mandatory seat belt law, which indicates a dramatic reduction in deaths and injuries there since the law was implemented.

Powell is taking advantage of All-American Buckle Up Nov. 24-30, a special week set aside by the National Highway Traffic Safety Administration, to focus attention on the advantages of seat belts. Country singer Barbara Mandrell, herself the victim of a nearly fatal traffic accident a few years ago, is the honorary chairwoman of the nationwide effort.

Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of Nov. 15. Anyone interested in a position should contact the appropriate department or personnel office.

UMC: asst. professor, art history/archaeology, biochemistry, curriculum/instruction (early childhood education), educational/counseling psychology, art education, marketing, Spanish (2), speech/dramatic art, economics (2), geology, sociology; asst./assoc./full professor, industrial engineering, mechanical/aerospace engineering (7); asst./assoc. professor, finance (3), agronomy, man-

agement (2), mathematics (2), German-Slavic studies, clinical psychology, veterinary biomedical sciences, anthropology, biological sciences (cell biologist), biological sciences (neurobiologist), social work, family/community medicine (3), history; asst. professor/counseling psychologist, educational and counseling psychology (2); instructor/asst. professor/health education specialist, continuing medical education; assoc./full professor/department chairman, marketing; clinical instructor/clinical asst. professor, family/community medicine (2); 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; research associate, pharmacology; postdoctoral fellow, surgery/neurosurgery (5); instructor/asst./assoc./full professor, anesthesiology; assoc./full professor, extension education/assoc. ag editor/asst. director, extension information; librarian II; family/community medicine; professor/chairman, psychology; asst. coach, gymnastics; director, development fund; energy management engineer (3); clinical specialist/nursing, neurology; asst. supervisor, dairy operations; sr. research specialist (3); research specialist (3); coordinator, media communications laboratory, education, continuing education; sr. computer programmer/analyst. **UM:** extension communication officer; supervisor, bindery/mail; customer service representative; research specialist, research reactor.

UMC Hospital: telethon coordinator; sr. fiscal analyst.

UMKC: assoc./full professor, direct marketing; grader, business/public administration; asst./assoc. professor, chemistry, removable prosthodontics, fixed prosthodontics, marketing, operations management or management information systems, accountancy; visiting professor, theater; adjunct faculty, biology; asst. professor, administration and law, education; instructor/asst. professor, communication studies; research associate, Institute for Human Development; theater assistant (10); visiting research associate, physics; lecturer, chemistry, basic life sciences, business, history, meteorology, continuing education, computer science, engineering; assoc./full professor/director of bands, Conservatory of Music; clinical faculty, dentistry; asst./assoc./full professor, computer science, law (2); ballet instructor, Conservatory of Music; director, affirmative action/coordinator, academic personnel.

UMR: asst. professor, mechanical engineering (2); asst./assoc./full professor, computer science; computer programmer/analyst II; scientific programmer/analyst; scientific programmer/analyst II.

UMSL: asst. professor, marketing, English, 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; sr. accountant.

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