

## Plans under way for inauguration

Plans are progressing for the April 25 inauguration of University of Missouri President C. Peter Magrath, the 17th president in the University's 146-year history.

The event will be held on the UM-Columbia campus, the University's oldest and largest campus, but the celebration will emphasize the unity of the four-campus system, says Guy Horton, executive assistant to the president and chairman of the Presidential Inaugural Committee.

Other members of the committee are Jeanne Epple, a member of the UM system Board of Curators; Jay Felton, the student representative to the Board of Curators; Diane Skomars Magrath, the president's wife; Larry Myers, coordinator of special assignments for UMca University Relations; Don Phares, chairman of the Intercampus Faculty Council; and Kenneth Pigg, cooperative extension community development program director.

Although plans will not be finalized for several weeks, the event is scheduled for 10 a.m. A nationally prominent education leader will deliver the keynote address. Magrath will also speak.

"The inauguration will bring together as many Missourians as possible from all parts of the state," Horton says, "to show how one university through its four campuses and extension serves our state."

"We want to celebrate the University's new beginning with a new leader by formally introducing President and Mrs. Magrath to the state. The University is embarking on an exciting new era and every citizen is invited to participate in the day's activities."

## Four named this year's Weldon Spring fellows

Four UM humanities scholars have been chosen 1985 Weldon Spring Humanities Seminar Fellows, it was announced by the office of vice president for academic affairs.

The scholars each receive a \$5,000 award to use for humanities research projects. They were chosen by a selection committee composed of the 1984 award recipients.

The award recipients are Stephen M. Archer, professor of speech at UM-Columbia; Gregory D. Black, assistant professor of communication studies at UM-Kansas City; Stephanie A. Ross, associate professor of philosophy at UM-St. Louis; and Peter Wolfe, professor of English at UMSL.

The humanities awards are part of the University's Weldon Spring research award program supported by investment income from money received from the 1979 sale of UM's Weldon Spring property in St. Charles County.

Research by the award recipients will lead to papers and books.

Black will chair the 1985 seminar. Nancy A. Marlin, academic associate in the office of the vice president for academic affairs, will be executive secretary.

The Weldon Spring Humanities Seminar is not a seminar in the traditional sense. Instead, recipients conduct independent research on their topics and share results through lectures on UM campuses other than their own.

The research topics of the 1985 award

## Proposed change would increase take-home pay

University administrators have proposed a plan that would increase the amount of take-home pay for employees who choose to participate. The new plan, subject to approval by the UM system Board of Curators, was discussed by the University Cabinet Friday.

The plan would reduce employee taxable income and increase take-home pay by deducting an employee's insurance premiums from gross pay before federal, state and Social Security taxes are computed.

Now premiums are deducted after taxes are assessed.

The opportunity was made possible by changes in tax laws. Internal Revenue Service regulations concerning the changes were clarified last year. While the benefits to employees are measurable, the University's one-time cost to implement and maintain the change would be minimal, says R. Kenneth Hutchinson, assistant vice president for human resource services.

"The University has a responsibility to its employees to make the benefit program as tax efficient as possible. This is a significant move in that direction," Hutchinson says.

"While there is considerable debate in Congress about taxable benefits, we feel we should take advantage of such a plan, even if it is short-lived." The plan could result in adding \$4 million in additional income for University employees as a whole, Hutchinson adds.

Premiums that are deducted are those for medical benefits, dental benefits, life insurance, accidental death benefits and long-term disability insurance.

The individual employee's savings would depend on the employee's tax bracket and

amount of benefit premiums. The change would not affect University retirement income or the way an income tax return is filed at year's end.

As an example, consider an employee earning a base salary of \$15,000 a year. Suppose the employee pays \$1,165 annually in insurance benefit premiums. The premiums are for a \$100 deductible family medical plan with an annual premium of \$794, a family dental insurance plan with a premium of \$162, Plan C life insurance with a \$72 premium, an accidental death insurance premium of \$32 and a long-term disability insurance premium of \$105.

Under current payroll procedures, the employee has federal and state taxes deducted from his \$15,000 base salary, leaving \$12,380. (For purposes of illustration, this employee has two dependents and files a standard deduction on a joint federal tax return.)

The \$1,165 in insurance premiums is then deducted, giving the employee \$11,215 in take-home pay.

Under the new program, the \$1,165 in benefit premiums would be deducted from the \$15,000 salary, leaving \$13,835 to be taxed. After taxes, the employee's take-home pay would be \$11,511, \$296 more than current annual take-home pay.

An employee earning \$25,000 who has the same insurance but a premium package totaling \$1,305 (premiums are higher because some insurance premiums are based on salary) would save \$420 annually. The savings for higher salaries would be \$554 with a \$35,000 annual salary, \$592 with a \$45,000 salary and \$720 with a \$55,000 salary.

Opinions have been requested from the Social Security Administration on the impact the change would have on FICA contributions. If earnings are reduced for FICA purposes, employees should give serious consideration to the impact reduced taxable earnings would have on their Social Security benefits.

The program would be optional, and, if the board approves the change, each employee will elect whether to participate.

"I anticipate that at least 95 percent of the University's employees will elect to participate," Hutchinson says.

The board will be asked to act on the plan as early as its May meeting, and the program could be operational by June or July.

Each employee will be contacted with further details about the program, and group meetings are planned to discuss the effects of the change.

## 20% of eligible faculty members apply for early retirement

Nearly 20 percent of UM faculty members eligible for the Early Retirement Incentive Program had applied for benefits as of late February, reports Treasurer Don Holm. Deadline for filing applications is March 31.

Of the 253 tenured faculty members age 62 to 69 who also meet other qualifications for the program, 50 had applied. When the program was approved last year, the University expected about 30 percent of those eligible to apply for benefits. Retirement must begin no later than Sept. 1 under provisions of the first year of the program.

If none of the 50 early retirees were replaced, the University would save \$259,000 the first year, based on the retirees' 1984-85 salary base minus the incentive annuity they receive at retirement.

The University would save an estimated \$463,000 the first year if the full 30 percent expected to take advantage of the benefits were to retire and none were replaced.

Savings in the first year and in subsequent years will depend on the number of retired faculty replaced and the salaries at which replacements are hired.

Of the 50 retirees who have already applied for benefits, 31 are from UM-Columbia, 12 from UM-Rolla, five from UM-Kansas City and two from UM-St. Louis. Fifteen of the 50 are age 62; 15 are age 65. The remainder by age: 7 are age 63, 6 are age 64, two are age 66, four are age 68 and one is age 69.

The program features an early retirement incentive payment in the form of a University-purchased annuity valued at 15 to 120 percent of a faculty member's current base salary, depending on the age of the faculty member applying for retirement.

After Sept. 1, 1985, the same incentives will be offered to eligible faculty members who reach age 62 by Sept. 1, 1986, and who are not in a department or unit excluded from the program by a chancellor or the president.

Faculty members who are eligible for the program this year but choose not to participate will not be offered the benefits later. More information is available from campus and central administration staff benefits offices.

## Emeritus titles approved

Among the emeritus titles approved at the February board meeting:

Thomas R. Faucett, professor emeritus of mechanical and aerospace engineering, UMR, effective Sept. 1, 1985

Lyman L. Francis, professor emeritus of engineering technology, UMR, effective Sept. 1, 1985

George McPherson Jr., professor emeritus of electrical engineering, UMR, effective March 1, 1985

Ralph E. Schowalter, professor emeritus of mechanical engineering, UMR, effective Sept. 1, 1985

## Board members stay till replacements named

Three members of the UM system Board of Curators are having longer terms than they anticipated when they were appointed to the nine-member board.

Gov. John Ashcroft has not yet appointed new curators to succeed Marian Oldham and William G. Cocos Jr. of St. Louis and David Lewis of St. Joseph. Neither has a replacement been announced for Charles E. Kruse of Dexter, who has assumed his new post as the state's agriculture director.

Oldham, Cocos and Lewis, whose terms were scheduled to end Jan. 1, participated in last month's board meeting in Columbia and will remain on the board until Ashcroft names their replacements.

Board President Doug Russell has asked that the board committees appointed last year by David Lewis remain unchanged until new board members are identified.

# Magrath proposes teacher ed changes

Building teacher education around a five-year curriculum and encouraging teachers and teacher educators to occasionally exchange classrooms were proposed by one of the nation's leaders in higher education, University of Missouri President C. Peter Magrath, at the annual convention of the American Association of Colleges for Teacher Education last week in Denver.

Magrath's proposals went beyond 16 recommendations for improving teacher education made to the AACTE by the National Commission on Excellence in Teacher Education, which was chaired by Magrath. The 17-member commission, initiated by the AACTE, was composed of representatives from public and private higher education, public and private schools, labor and state and federal government.

Magrath's keynote address supplemented the commission's report, "A Call for Change in Teacher Education."

"Our nation's schools are far better than their critics allow, but poorer than our country deserves," Magrath said. The report, if adopted, would lead to dramatic improvements in the American educational system, he added.

In discussing his additional recommendations, Magrath noted that all other professional programs far exceed the standard four-year teacher education programs. A five-year curriculum, he said, would help make teachers "fully vested professionals in our society."

"The nature of the content to be learned, the imperative need to master an academic discipline, and the difficulty of learning how to teach based on the most contemporary research require rigorous programs of longer duration than we now have."

Expressing concern that some of the nation's brightest education faculty are insufficiently involved in the actual teaching of prospective teachers, Magrath suggested that the nation's education faculties maintain a balance between research and the teaching of potential teachers.

Magrath pressed for "indispensable" linkages among all levels of education. He recommended that university faculty periodically return to teach in elementary and secondary schools and that the best elementary and secondary teachers take their expertise to the college level periodically to teach undergraduates.

The commission's report highlights five related issues: supply and demand for high-quality teachers, content of teacher education programs, accountability for teacher education, resource requirements for teacher education programs, and conditions necessary to support the highest quality of teaching.

The report says change can and must take place in America's teacher education system if the nation's schools are to improve. The report urges significant reform in how teachers are prepared and rewarded.

Magrath characterized the report as "a call for change that can only be answered by public policy-makers, academic communities, local schools, teacher organizations and, ultimately and most importantly, by the American public."



But Magrath said much of what the commission proposes will be meaningless rhetoric unless the resources necessary for quality teacher education materialize.

"All citizens must accept responsibility for improved funding for teacher education if the quality of education in our schools is to be truly improved. There is no 'quick fix' for dealing with the shortages of teachers, but our nation will indeed be 'in a fix' if it does not provide future teachers systematic and integrated study of both content and teaching methods that are essential for the preparation of quality teachers."

By the mid-1990s, the report predicts, there will be a serious lack of highly qualified, properly trained teachers and a decreasing minority teaching force for kindergarten through high school.

The report advocates policies to make teaching a more rewarding and desirable profession. Teacher education programs are not attracting the brightest college students, the report says, because current conditions in schools work against a commitment to teaching as a career. The report cites inadequate salaries, limited advancement opportunities, stressful work environments and lack of status and autonomy as reasons why the top students don't consider careers in teaching.

The commission report notes that teacher education traditionally has been treated as a low-cost program in colleges and universities. It argues that contrary to current practice, teacher education should have special funding because of the individual guidance and

supervision needed by teacher candidates, because of the specialized equipment required, and because an incentive is needed to retain quality faculty whose skills and experience are in high demand in business and industry.

The report recommends:

- setting rigorous academic and performance standards for admission to and graduation from teacher education programs;
- launching a nationwide campaign to recruit qualified candidates into the teaching profession;
- developing special programs to attract qualified minority teacher candidates;
- integrating liberal studies, subject specialization and the content and skills of professional education into an intellectually challenging teacher education program;
- awarding a provisional certificate to new teachers, requiring them to serve at least a one-year compensated internship;
- encouraging state assistance in developing and evaluating experimental teacher education programs;
- maintaining state responsibility for certification standards;
- maintaining and strictly enforcing rigorous state standards for program review and using voluntary national accreditation as a means to improve teacher education;
- continuing to locate teacher education programs within colleges and universities;
- assigning sufficient resources to teacher education to provide thorough, rigorous programs;
- seeking federal and state support for the development, dissemination and use of research in education and teacher education;
- establishing a National Academy for Teacher Education to provide postgraduate traineeships for teacher educators;
- increasing teachers' salaries throughout their careers to levels commensurate with other professions requiring comparable training and expertise;
- making responsibilities and working conditions commensurate with the job requirements;
- providing teachers with professional development opportunities and incentives to strengthen their teaching; and
- extending administrator preparation to focus on instructional leadership and skills for creating conditions for professional practice for teachers.

## President names Wallace to post

UM President C. Peter Magrath has appointed Richard L. Wallace, UM-Columbia associate provost, acting associate vice president for academic affairs, effective March 1.

Wallace, who served as acting vice president for academic affairs for several months last year, will serve in this new position through the end of the current fiscal year. The administration will then decide whether to continue the position.

Newly appointed Vice President for Academic Affairs Jay Barton, who was expected to begin his duties in mid-April, will be at the University earlier, perhaps by the middle of this month.

Prior to Barton's arrival, Wallace will handle responsibilities in the office of the vice president for academic affairs. Melvin D. George, vice president for academic affairs since 1975, left last week for a new position in higher education in Minnesota.

Wallace has been a member of the faculty and administration of UMC since 1966. He has been interim dean of the College of Arts and Science and the Graduate School and has held several other positions on the Columbia campus.

Herbert S. Goldberg will continue to serve as acting associate vice president for research on a part-time basis until the position is filled.

## Weldon Spring lecture set

Douglas C. Wixson will deliver a Weldon Spring Humanities Seminar lecture March 14 at 4 p.m. in Room S-3 of the UM-Columbia Memorial Union.

Wixson, associate professor of English at UM-Rolla, is one of last year's Weldon Spring fellows. He will speak on "Jack Conroy, 'The Anvil,' and Literary Radicalism West of the Hudson."

## Former curator dies

A former member of the UM system Board of Curators, Pleasant Smith of Mexico, Mo., died last month. Smith, 61, served on the board from 1965 to 1977 and was the board's president for the 1970-71 year.

A businessman and civic leader, Smith received a bachelor of science degree in business administration from UM-Columbia. He was co-captain of the 1948-49 Tiger basketball team.

## Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of March 1. Anyone interested in a position should contact the appropriate department or personnel office.

**UMC:** professor, veterinary pathology medical diagnostic lab; asst. professor, neurology, child health (3), animal science (2), marketing, pharmacology, recreation/park administration, accountancy, agricultural economics (2), mechanical/aerospace engineering, physical medicine/rehabilitation, political science, computer science, family/community medicine, thoracic surgery, entomology; asst./assoc./full professor, civil engineering (2), mechanical/aerospace engineering (2); asst./assoc. professor, physiology, recreation/park administration, medicine (4), educational administration, entomology, finance, speech pathology/audiology, music, nuclear engineering, microbiology, child health, nursing, veterinary medicine/surgery; assoc./full professor, curriculum/instruction, neurology; instructor/asst./assoc./full professor, anesthesiology; asst. instructor, news-editorial; instructor/asst. professor, nursing; instructor/asst./assoc. professor, nursing; asst./assoc. professor, education/coordinator, continuing professional education; writing program director, English; librarian I or II/social

science; sr. research analyst, family/community medicine; research associate, geographic resources center; librarian I or II/health sciences collection management; clinical instructor, thoracic surgery; clinical asst. professor, medicine, physical medicine/rehabilitation; assoc. professor, education/director, Mo. Testing and Evaluation Service; asst. professor, news-editorial/director, business journalism program; asst. professor, news-editorial/director, health and nutrition reporting program; chairman, special education; manager, technical services, bookstore; computer programmer/analyst I; principal programmer analyst; sr. information specialist; administrative associate II; asst. vice chancellor, development; director, undergraduate admissions; clinical specialist, nursing. **UMca:** budget specialist; director, employee benefits; management intern associate; customer service representative.

**UMC Hospital:** education nurse I; manager, audiology/communication disorders, ambulatory surgery, physical therapy; asst. division director, nursing; sr. computer programmer analyst; sr. personnel associate; nurse anesthetist; sr. information specialist; social worker; assoc. administrator; learning skills specialist.

**UMKC:** grader, business/public administration; research assistant, chemistry (2).

biology; asst./assoc. professor, removable prosthodontics, X-ray dentistry, accountancy; visiting professor, theater; adjunct faculty, biology; instructor/asst. professor, communication studies; research associate, physics, Institute for Human Development; laboratory assistant, chemistry; theater assistant (10); lecturer, chemistry, computer science, English, engineering; choral director, Conservatory of Music; music history teacher, Conservatory of Music; asst./assoc. professor/director of bands, Conservatory of Music; librarian I/law; librarian I/humanities reference; librarian I/asst. dental; clinical faculty, dentistry; asst./assoc./full professor, computer science; intern, education; director, alumni/constituent relations; manager, alumni activities/affirmative action.

**UMR:** asst./assoc. professor, mathematics/statistics, engineering management; asst. professor, mathematics/statistics; chairman and professor, engineering management; buyer; technical editor; radio producer.

**UMSL:** asst. professor, speech, marketing, special education, behavioral studies; assoc./full professor, marketing; research assistant, art; asst./assoc. professor, computer science (2); visiting asst. professor, political science, mathematics; counseling psychologist/clinical social worker; sr. personnel associate.

# SPECTRUM

is published 20 times a year, approximately every other week during the school year and monthly during the summer, by UMca University Relations, 400 Lewis Hall, Columbia, in cooperation with the Columbia, Kansas City, Rolla and St. Louis information offices.

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