

Curators review achievements, changes in plan

UM President C. Peter Magrath called the achievements under the first two years of UM's long-range plan "somewhat astounding" when he reported on that progress at the UM Board of Curators meeting last week.

Magrath's remarks prefaced an accounting of the proposed changes and updates for the plan, the first substantive revision of the plan since its adoption in 1984.

As a result of the long-range plan, Magrath said, UM has a better focus on its priorities and objectives. The proposed revision of the financial portion of the plan states the 1984 assumptions regarding the rate of growth in University revenue have been accurate. However, the overall cost estimate for achieving the plan's objectives is proving to be inaccurate because the costs of achieving eminence and enhancing programs were underestimated.

Magrath noted UM will have reallocated more than \$13 million in fiscal years 1986, 1987 and 1988 from lower to higher priority programs. He proposed that reallocation continue at a rate of 1.5 percent each year.

"Our progress on the important faculty and staff salary goals is less than any of us would like," Magrath said. "We have kept pace, but we have not pulled ahead. For that reason, we propose retaining the original salary goals." (See related story.)

Another proposed objective concerning faculty and staff salaries states the vice president for administrative affairs will conduct a review of the University's compensa-

Salary objectives to remain unchanged

According to proposed revisions in the long-range plan, the University has had difficulty achieving the salary objectives the plan set forth in 1984. Those objectives were to try to realize the salary average of other Big Eight and Big Ten schools by 1988.

In 1985-86, the University gained about 1.5 percent on the Big Eight average. With the third highest percentage increase in the Big Eight for 1986-87, the University should make further progress this year.

One reason for UM's failure to reach salary objectives is funds received from the General Assembly have been targeted for specific program improvements for the past two years. The University has had little flexibility for salary money beyond the amounts provided by the state for inflationary adjustments.

A second reason is in the area of reallocation. It has become apparent that the achievement of salary objectives is not possible through reallocation alone.

More rapid progress toward achievement of salary objectives will require one or more of three things: more reallocation, more substantial increases in revenues and/or changes in expenditure patterns.

The proposed revision in the plan states:

"The greatest area of disappointment is progress toward achievement of the salary objectives. The University does not believe that these objectives are any less important than they were when they were approved by the Board of Curators in 1984.

"In an effort to improve the University's ability to achieve the salary objectives, the University will continue its present effort to address the revenue needs of the state and to demonstrate that additional base support for the University is a good investment. Finally, within available resources, the University will find ways to increase the portion dedicated to salary increases. The salary objectives will not be changed."

tion programs and policies to determine the best use of salary dollars in the recruitment and retention of high-quality faculty and staff.

UM's mission and the missions of the four campuses have been clarified, Magrath said. And under provisions of the plan, the board has revised and improved the educational fee policy for students.

"We have improved our libraries, up-

graded our computing services and completed plans to link our campuses electronically to facilitate intercampus exchange," Magrath said. Two new objectives in the revised plan call for an intercampus audio/video communications system to make sharing instructional resources through video classrooms easier and an assessment by the vice president for academic affairs of the University's honors programs and other programs of interest to

outstanding students.

Two new objectives under "Student Enrichment" would specify that each of the campuses offer special programs to improve the writing skills of undergraduates and that personal and social development of students be evaluated as part of the University's effort to assess student educational outcomes.

"The Knight Committee report and our follow-through are improving the University's administrative structure in our effort to reduce administration costs and increase efficiency," Magrath said.

"The potential is enormous to strengthen our capacity for private fund raising. The momentum in that area has already resulted in endowed chairs, research support and capital improvements."

Magrath also noted University Extension programs have been reviewed and extension's priorities clarified and focused. "Extension is being reshaped to respond to the state's economic and educational needs," the president said.

Magrath said occasional fine-tuning of an instrument like the long-range plan is necessary to reflect progress and assess the conditions under which the plan operates. "Through this fine-tuning, we not only conform our plans with progress and reality, we maintain the usefulness of the plan."

The Board of Curators will review the proposed changes and take action on their adoption at the December meeting.

Intercampus council discusses concerns of UM faculty

Implementation of the report of the Committee to Improve the University of Missouri (the Knight report), discussion of educational assessment and a proposed faculty survey highlighted the first two meetings of the Intercampus Faculty Council for the academic year.

Tom Freeman, chairman of UM-Columbia's Department of Geology and IFC chairman, says the council serves as a liaison committee between the president and his staff and the faculty of the four campuses.

The council consists of 12 faculty members, three from each campus. Members are elected from their respective campus faculty councils. Officers of the council, which rotate by campus, are elected from the IFC by its members. Truman Storvick, UMC professor of chemical engineering, serves as the council's secretary.

At IFC's September meeting an ad hoc committee was established to consider implementation of the Knight report. At the October meeting Vice President for Academic Affairs James McGill discussed changes in administrative structure as a result of the report's recommendations.

McGill plans to form task groups to study the proposed changes in grants and contracts, facilities planning and computer services. The chancellors' responses to the changes were due Oct. 16. The UM gener-

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Known for research in physics

UMR's Olson named Curators' Professor

Ronald E. Olson, professor of physics at UM-Rolla and director of UMR's Laboratory for Atomic and Molecular Research, was named a University of Missouri Curators' Professor of physics at the Board of Curators meeting last week.

The professorship is awarded to outstanding scholars with established reputations in their professions. Olson is internationally known for his research work in the area of theoretical and computational physics involving reactions between atoms and molecules.

Ralph W. Alexander Jr., chairman and professor of physics at UMR, says, "Dr. Olson's research is essential to the basic understanding of a variety of problems that include chemical reactions in the upper atmosphere, the development of X-ray lasers and the development of nuclear fusion reactors.

"For example, calculations performed by Dr. Olson and his students have demonstrated that neutral beam heating would work in fusion reactors. Such heating is necessary to obtain the extremely high temperatures (100 million degrees) needed to operate those reactors."

The atomic and molecular research lab Olson directs provides a focus for UMR faculty members doing research in atomic and molecular science. The laboratory is one of the largest university groups in the country doing research in the area of molecular and atomic physics, providing a structure for formal cooperative programs, group funding and other collective scientific activities, Alexander says.

Alexander explained that the complexity of the research done by Olson and his graduate and undergraduate students has required them to use sophisticated equipment inside and outside the UMR facility. "Extensive



Ronald E. Olson

calculations are required to obtain the information needed by reactor and accelerator designers," says Alexander.

"In addition to the computers available in the UMR Computer Center and through the UM computer network, supercomputers located at the U.S. Department of Energy's

Livermore Laboratory in California are utilized by Dr. Olson and his students." Olson obtains this supercomputer time, which amounts to 200 hours each year, from the Department of Energy.

Olson also has performed research with collaborators in France, West Germany, the Netherlands and Japan. He has been a visiting scientist at the Center for Nuclear Studies in Saclay, France (1975 and 1986), and at the University of Bielefeld, West Germany (1980). Presently, he has a joint National Science Foundation grant with colleagues in Tokyo and Nagoya, Japan.

Before joining the UMR faculty in 1981, Olson served as manager of the Atomic Collision Program at Stanford Research Institute in Menlo Park, Calif. He received his B.A. degree in mathematics and chemistry from the University of Wisconsin in 1964 and his Ph.D. degree in physical chemistry from Purdue University in 1967.

Olson is the author of more than 120 refereed scientific articles and scholarly publications. Since arriving at UMR, he has directed grants and research contracts totaling more than \$1.3 million.

Olson is a Fellow of the American Physical Society and is a Senior Fulbright Fellow to France. He is a member of Phi Lambda Upsilon, Sigma Xi and Phi Kappa Phi honorary societies.

Council discusses faculty concerns

(Continued from front)

al officers will review the proposed changes, and final recommendations will be made to the Board of Curators in two months.

IFC members agreed that a list of specific examples of educational assessment procedures currently in use should be prepared. The council noted that good research in this area does not exist at present, but it is important to respond to the need for accountability through assessment.

IFC is also recommending another faculty opinion survey be conducted this year on all campuses. UMC council members will discuss this possibility with David Leuthold, UMC professor of political science, who has conducted similar surveys in the past.

In other IFC business, council members heard a discussion of the transfer of credit guidelines to be approved by the Coordinating Board for Higher Education and discussed the Grenzbech report on the potential for private giving to UM.

The council also discussed a proposal from UM-Kansas City Chancellor George Russell to use the Weldon Spring Endowment Fund to establish distinguished professorships for UM. Members also discussed the long-range plan salary objectives and noted that although the objectives will not be reached on schedule, the salary objectives in the plan should not be changed.

The proposed agenda for the council's November meeting includes discussions of the faculty leave policy, educational assessment and summer compensation for faculty. Faculty disciplinary measures for cause, administrative restructuring and the Weldon Spring fund also will be discussed.

Other members of the 1986-87 IFC are John Bauman, UMC professor of chemistry; Edwin Bailey, UMKC professor of education; Marian Petersen, UMKC professor of music; Bruce Wenner, UMKC professor of mathematics; Delbert Day, UM-Rolla professor of ceramic engineering; Jim Pogue, UMR professor of English; William Tranter, UMR professor of electrical engineering; James Doyle, UM-St. Louis professor of philosophy; Steven Hause, UMSL associate professor of history; and Lance LeLoup, UMSL professor of political science.

"The council meets regularly with President Magrath, Vice President for Academic Affairs Jay Barton, Associate Vice President for Academic Affairs Richard Wallace and Nancy Marlin, assistant vice president for academic affairs," Freeman says. "In addition, we often bring in resource people."

"The principal value of groups such as IFC is simply that of carrying on dialogue with administrators who make decisions that are very important to faculty and staff. The effects of that are not always measurable, but it's frightening to think of the alternative, which would be no communication at all."

"We have administrators on both the campus and intercampus levels who welcome this kind of exchange and are not pretending to bend their ear to what the governing bodies have to say," Freeman says. "They are genuinely interested. And, of course, IFC welcomes input from the faculty as well."

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Change affects employees, dependents

COBRA extends insurance benefits

COBRA is coming to UM.

Beginning Jan. 1, UM employees and their dependents may make a choice to continue medical and dental benefit coverage following termination of employment or a change in their status following a qualifying event.

What does COBRA mean to UM employees? Michael Paden, director of UM employee benefits, answered the following questions about COBRA:

What is COBRA?

COBRA is an acronym for Federal Public Law 99-272, or the Consolidated Omnibus Reconciliation Act signed into law April 7. It becomes effective Jan. 1 for university health care plans.

The law essentially requires most employers with group health plans to offer employees and their dependents a temporary extension or continuation of health care coverage at group rates where coverage under the plan would normally end after a qualifying event.

What are the qualifying events?

Employees themselves may experience one of two qualifying events: termination of employment either voluntarily or involuntarily (except in cases of gross misconduct) or a reduction in the number of hours an employee works.

Any employee participating in the University's health care plan or enrolled in an HMO whose appointment falls below 75 percent FTE is entitled to continue health care coverage. Under either of these two situations, coverage may be extended for 18 months.

Other qualifying events that affect dependents include death of the employee, divorce or legal separation from the employee, or a dependent child of an employee reaching the age of majority (23 for most dependents, 25 for students). Coverage in these cases may be continued for up to 36 months.

In all cases, coverage is retroactive to the time when existing coverage otherwise would have ceased under the medical or dental plans.

How will COBRA work?

The following administrative/professional and academic vacancies were listed with *Spectrum* as of Oct. 30. Anyone interested in a position should contact the appropriate department or personnel office.

UMC: assoc. dean/director of resident instruction, agriculture dean's office; asst. director, Center for Dispute Resolution; asst./assoc. professor of economics/director of Missouri Council on Economic Education; asst. professor, family economics/management, classical studies, marketing (2), family and community medicine, family economics and management, cultural anthropology, physical anthropology/archaeology, physiology/Dalton Research Center, Spanish, communication, curriculum and instruction, German, philosophy, public administration; instructor, education and counseling psychology; asst./assoc. professor, English (2), management, pulmonary medicine, psychology, radiology, economics (2), veterinary microbiology/veterinary pathology, finance, art (graphic design), social work; professor/chairman, obstetrics/gynecology, radiology; research asst. professor, pharmacology; instructor/asst./assoc. professor, business administration; asst./assoc./full professor, Spanish, electrical/computer engineering (2); Missouri Bankers' Chair/professor, finance; assoc./full professor and department chairman, marketing; instructor/asst./assoc./full professor, nursing (3); postdoctoral research

Formal notification of the option to elect continued coverage is to be provided to each employee at termination or when hours are reduced. It will be sent within 14 days after any other qualifying event. Individuals have 60 days from the time they are notified in which to elect coverage. If there is no response, coverage is canceled as of the date of the qualifying event or if the individual declines the coverage.

If individuals elect the coverage, they have 45 days in which to pay all premiums



due. Then they will continue to make monthly payments. If payment is not received, all coverage is canceled.

What will COBRA cost me?

The cost of medical and dental coverage is shared between the University and the employee.

However, when employees elect COBRA coverage, they will pay their share of medical and dental premiums plus the University's share plus a two percent administrative cost.

Although it may appear to be costly coverage, especially for a family, if a family tried to buy similar individual coverage, premiums would be much more expensive.

Can I change my coverage when I elect to have COBRA coverage?

If individuals are not enrolled in medical or dental coverage, they cannot sign up for that coverage under COBRA. Nor can they change who is enrolled in the plan. Only those family members enrolled at the time of the qualifying event can continue their coverage.

Does COBRA apply to retired employees?

Since retirees are already provided coverage under the University's plan, COBRA will not affect coverage available to this group.

Under what circumstances can COBRA coverage be terminated?

Coverage can be terminated when the maximum time frame for coverage has elapsed, either 18 or 36 months. If an individual does not pay the premium on time, coverage is canceled. Following death or divorce, if an individual remarries and elects coverage under the spouse's group plan, COBRA coverage will cease. Coverage also would end if the University decided not to offer medical and dental coverage to any employees.

When COBRA coverage is terminated, individuals will be given the opportunity to apply for a medical conversion policy with the same coverage. That coverage would be paid for at an individual rate, not the group rate charged under COBRA.

How can I learn more about COBRA coverage?

We are required by law to send information about COBRA to every participant in our health care plans. It will be mailed to their home address by the end of the year.

The same information also will be made available to new employees when they join the University.

Magrath honored

A study funded by the Exxon Education Foundation places UM President C. Peter Magrath among the nation's most effective college leaders as identified by their peers.

Magrath was among the five most frequently mentioned heads of 4-year public universities and among 18 most often mentioned leaders selected for interviews concerning personal characteristics, background and attitudinal differences.

Jobs

fellow, biological sciences, biological sciences/medicine; postdoctoral research associate, anatomy; professor, human nutrition/foods/food systems management, veterinary microbiology; assoc./full professor, marketing, biological sciences (2); research specialist (3); residence hall coordinator; director, development fund; spectrometrist; administrative associate I, development, medicine, microbiology; asst. director, energy management-campus facilities; director, procurement/materials control-purchasing; chief engineer, KOMU-TV; child developmentalist, child health; supervisor, skilled trades; police officer, university police; sr. continuing education coordinator, continuing medical education; supervisor, residential life maintenance services. **UM:** assistant to the president for development; computer programmer/analyst I; research scientist, research reactor; auditor; assoc. director, UMSL branch of Western Historical Manuscript Collection/State Historical Society of Missouri Manuscripts; manuscript specialist, UMC branch of Western Historical Manuscript Collection.

UMCHC: administrative associate I; social worker; supervisor, sterile processing; physical therapist; manager, budget/reimbursement, sterile processing/distribution, pathology technical/administrative services; marketing analyst; sr. pharmacist; physical therapist/back school instructor; staff pharmacist

(2); supervisor, electric; asst. manager, computer programmer analyst II; training/development coordinator; information specialist.

UMKC: asst./assoc. professor, oral/maxillofacial surgery, accounting; asst. dean, School of Business and Public Administration; visiting professor, theater; instructor/asst. professor, communication studies; research associate, Institute for Human Development; theater assistant (10); visiting research associate, physics; lecturer, arts/sciences continuing education (foreign language), administration of justice, geography, history, psychology, Chinese, computer science, engineering; asst. professor, mathematics; assoc. professor, music; adjunct faculty, biology; clinical faculty, dentistry; asst./assoc./full professor, basic life sciences, computer science; research aide, Institute for Human Development (2); executive staff assistant II.

UMR: asst./assoc. professor, life sciences, physics.

UMSL: asst. professor, marketing, administration of justice, optometry, statistics, behavioral management (2); asst./assoc. professor, English; assoc. professor, optometry; asst./assoc./full professor, accounting, finance, management science/information systems; director, affirmative action; chief broadcast engineer; sr. information specialist; senior personnel associate; vice chancellor for university relations; reference librarian.