

## UMSL scholar receives 1986 Weldon Spring award

Eugene J. Meehan, UM-St. Louis professor of political science and public policy administration and an internationally recognized scholar in policy analysis/science, is the recipient of UM's seventh annual Weldon Spring Presidential Award for Research and Creativity.

UM President C. Peter Magrath designated Meehan as this year's recipient based upon the recommendation of the graduate deans group and a review committee composed of faculty from the University's four campuses. The \$10,000 award, supported by investment income from proceeds of the 1979 sale of the University's Weldon Spring property in St. Charles County, will be used by Meehan to support his continued research.

Meehan is currently a visiting scholar at the Netherlands Institute for Advanced Study in Wassenaar, Netherlands. In notifying him of the award, Magrath wrote: "Your work as an internationally distinguished social scientist, the broad sweep of your creative work and your landmark contributions to critical thinking in the broad and overarching arena of social and political science are very impressive.

"Your peers around the world have long recognized your contributions, and it is so pleasant for me to note that your colleagues at the University of Missouri concur."

Meehan received both bachelor's (1947) and master's (1951) degrees in political science from Ohio State University, then continued on to the London School of Economics and Political Science at the University of London where he completed a doctorate in political science in 1954 and postdoctoral study in philosophy from 1954 to 1957.

In their nomination of Meehan, Edwin H. Fedder, UMSL professor of political science; J. Martin Rochester, chairman of UMSL's department of political science; and Andrew Glassberg, director of the master's program in public policy administration at UMSL, state, "Professor Meehan has established a corpus of work in policy analysis/science that ennobles the field by its profound contributions to the growth of knowledge.

"He has been linked by serious professionals to the incontestable giants in the history of the discipline."

Meehan has written extensively in the areas of economics, policy-making, political analysis and social science. He is the author or co-author of 19 books, including the forthcoming "Theory and Policy: An Introduction to Argument and Criticism." Three books, "Education for Critical Thinking" and two volumes of "Introduction to Critical Thinking," have been translated into Spanish. Other titles include "Economics and Policy-Making: The Tragic Illusion," and "Contemporary Political Thought: A Critical Analysis."

Meehan's first book, "The British Left Wing and Foreign Policy: A Study of the Influence of Ideology," is considered one of the finest studies of the role of ideology on foreign policy-making in parliamentary democracies.

The nominators add, "His books on explanation and value judgment in social science, on political thought and political analysis and on critical thinking about policy issues are definitive, original and have become permanent contributions to social science literature."

## Curators to discuss progress of long-range planning goals

UM President C. Peter Magrath will make recommendations in response to the report of the Committee to Improve the University of Missouri at the Board of Curators meeting next week.

As part of the long-range planning effort, the committee conducted a study of UM's organizational structure. Committee chairman Charles F. Knight gave the committee's report to the board at its meeting in March.

In addition, the curators will consider the continuation of the early retirement incentive program that has been in effect for two years.

Magrath will also make recommendations regarding the UM student fee policy. The long-range planning process called for a comprehensive study of the policy, which was completed in May 1985. The policy recommendations deferred for further study are related to fee differentiation by campus, school and college.

Other long-range planning objectives scheduled for discussion at next week's meeting:

### Student Development

- The campuses, with UM's assistance, will work to improve the University's ability to assess how well it accomplishes its instructional mission. In particular, the University will improve its information in regard to the extent to which students' skills and knowledge are improved by the University, the

placement of graduates, the percentage of graduates who choose to pursue advanced study, the achievements of alumni and the results of self-assessments by students of their educational experiences and outcomes.

The board will hear a progress report.

### Research

- The individual campuses and UM are encouraged to take the necessary steps to increase both the quantity and quality of research and creative activity. The University will double its sponsored research funding by 1990, and 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 and organizations.

The board will hear the recommendations of the Special Committee on Facilitating Faculty Research Efforts.

### Faculty/Staff

- The president, in consultation with the chancellors, will evaluate existing processes for performance evaluation of faculty, administrative and support staff to determine if improvements can be made.

The board will hear a report on the performance appraisal program.

In addition, the Academic Affairs Committee will consider the mission statement for the UM-Kansas City campus.



Eugene Meehan

Meehan's work has not been limited to political science but has also included social and policy science. His list of 71 published articles, papers, addresses and reports includes 15 citations related to public housing issues.

Roger Montgomery, professor of city and regional planning in the College of Environmental Design at the University of California-Berkeley, states, "In my view, Professor Meehan's corpus of work on American public housing represents the most important body of work an individual scholar has contributed on the topic."

Meehan's expertise in international work is demonstrated by the praise of his international colleagues. Adolf Bibic of Edvard Kardelj University in Yugoslavia says: "Professor Meehan is one of the most productive and innovative members of our discipline. He is duly aware of the enormous expansion of the role of society in the life of the ordinary individual in this century...it is his obsession to use knowledge for reasonable and corrigible policies...."

Before joining UMSL in 1970 as professor of political science and staff urban planner, Meehan was professor of political science at the University of Illinois-Urbana, associate professor of politics at Brandeis University and lecturer/assistant professor of political science at Rutgers University.

He serves as consultant in learning and development to the Private Agencies Collaborating Together in New York City and as consultant in cognitive development to the University of Costa Rica. He is a fellow of the UMSL Center for Metropolitan Studies and a research associate in the Center for International Studies at UMSL. From 1974 to 1980 Meehan served as consultant in cognitive training for the Normandy School District in St. Louis; from 1968 to 1974 he was a member of the Board of Governors of

the Center for Innovation in Human Development School of Comparative Education at Indiana University in Bloomington.

Referring to Meehan's current work in the Netherlands, the nominators write: "He is gathering data and preparing a monograph on the normative dimension of individual or collective action related to public policy-making, focusing on advanced industrial societies in Western Europe in comparison with the United States. He continues, then, to maintain an impressive research agenda.

"He continues also to maintain a strong commitment to teaching, and indeed the most immediate beneficiaries of his scholarship have been his students at Rutgers, Brandeis, the University of Illinois and — for the past 15 years — UM-St. Louis."

Meehan's award will be presented following his return to UMSL this summer.

## Asbestos removal proceeds in some UM facilities

Plans to identify University buildings that have asbestos have been slowed somewhat. Mark Langford, director of UM facilities management, says the campus surveys should resume as soon as negotiations with the consultants hired to identify asbestos sites are complete.

In 1985, the University began plans for comprehensive surveys of each UM campus to determine the nature and extent to which asbestos was present and to develop a long-term plan for its removal. Only the survey for the UM-Kansas City campus has been completed.

The surveys are in part a response to requests by the State Division of Design and Construction and the Coordinating Board for Higher Education. CBHE has called asbestos removal "a very high priority."

"Several University buildings have been identified as containing asbestos," Langford says. "For instance, we had a good idea that the Hearnes Building, Agriculture Building, Middlebush Hall, Electrical Engineering Auditorium and the veterinary clinic at UM-Columbia contained asbestos. Money for these abatements was requested from the state two years ago."

Langford says work to remove asbestos from the Electrical Engineering Auditorium and the veterinary clinic was done over the Christmas break. The Board of Curators at its March meeting gave approval for asbestos removal to begin on the Electrical Engineering Building at UM-Rolla, the Hearnes Building and Middlebush Hall. Work should begin in these buildings during the summer. Langford says the Agriculture Building will be scheduled for asbestos removal in the next three to five months.

(Continued inside)

# Appropriations requests progress through state legislature

	1986-87 Operations Appropriation				
	UM request	CBHE recommendation	Governor's recommendation	House recommendation	Senate recommendation
General operations	\$256,927,036	\$236,919,326	\$227,828,216	\$236,171,387	\$236,171,387
* percentage increase	19.9%	10.5%	6.3%	10.2%	10.2%
Higher Education	900,000	900,000	890,000	800,000	800,000
Research Fund	1.1%	1.1%		10.1%**	10.1%**
Hospital and Clinics	19,907,382	19,879,100	15,277,822	17,770,100	13,802,891
	34.2%	34%	3%	19.8%	6.9%**
Missouri Institute of Psychiatry	2,340,020	2,218,939	2,178,660	2,218,939	2,218,939
	10%	4.3%	2.4%	4.3%	4.3%
Missouri Kidney Program	4,102,067	4,038,556	4,032,434	4,038,556	4,038,556
	5.2%	3.6%	3.4%	3.6%	3.6%
State Historical Society	610,411	582,225	571,672	582,225	582,225
	14.6%	9.3%	7.4%	9.3%	9.3%

\* increases based on 1985-86 appropriations

\*\* indicates percentage decrease

## 1986-87 Capital Appropriation

	UM request	CBHE recommendation	Governor's recommendation	House budget committee
<b>Maintenance and Repair</b>	\$ 29,979,659	\$17,283,681	\$6,112,700	\$14,163,378
Columbia:				
General Campus	14,571,550	10,471,710	3,580,200	8,637,374
Hospital & Clinics	3,798,882	1,302,375	497,400	1,302,375
Agricultural Experiment Stations	3,458,613	1,806,504	656,200	1,099,329
Kansas City	2,407,795	1,558,254	647,600	1,283,161
Rolla	4,989,738	1,638,800	225,300	1,337,999
St. Louis	753,081	506,038	506,000	503,140
<b>Rehabilitation of Existing Facilities</b>	\$ 26,451,851	\$ 2,945,146	—	895,835
Columbia:				
General Campus	12,901,451	1,385,929		277,420
Hospital & Clinics	665,251	229,916		324,311
Agricultural Experiment Stations	1,197,748	660,268		
Kansas City	3,679,577			
Rolla	7,190,266	669,033		294,104
St. Louis	817,558			
<b>Capital Equipment Replacement</b>	\$ 9,916,800	\$ 7,574,400	—	—
Medical Equipment (UMCHC)	5,856,000	3,513,600		
Engineering Equipment (UMC)	1,372,800	1,372,800		
Engineering Equipment (UMR)	2,688,000	2,688,000		
<b>New Construction and Major Renovation</b>	\$ 37,585,000	\$ 375,000	—	\$17,350,000
Law School Additional Funds (UMC)				750,000
Engineering Lab & Classroom (UMC)	15,560,000			6,000,000
Auditorium, Music & Alumni (UMR)	5,100,000			500,000
Ellis Library Phase II (P) (UMC)	115,000	115,000		115,000
Library Addition (UMSL)	6,000,000			6,000,000
Reactor Addition (P) (UM)	250,000			135,000
Veterinary Medicine Addition (P) (UMC)	200,000	200,000		200,000
Nelson School Renovation (UMKC)	3,650,000			3,650,000
Electrical Engineering Renovation (UMR)	1,500,000			
Engineering Complex Renovation (UMC)	5,150,000			
Plant Science Facility (P) (UMC)	60,000	60,000		
<b>TOTAL</b>	<b>\$103,933,310</b>	<b>\$28,178,227</b>	<b>\$6,112,700</b>	<b>\$32,409,213</b>

(P) = Planning

The Missouri Senate has echoed the House of Representatives' recommendation of \$236 million for UM's 1986-87 operations appropriation. That is a 10.2 percent increase over last year's appropriation.

The Senate's recommendations match those of the House with the exception of the recommendation for the UMC Hospital and Clinics. The Senate has recommended a 6.9 percent decrease, compared with the House recommendation of a 19.8 percent increase.

The House Budget Committee's 1986-87 capital appropriations proposal is the most generous this year — a recommendation of \$32 million, 31 percent of UM's original request of \$104 million. The House committee recommendation includes \$17 million for new construction and major renovation.

The Coordinating Board for Higher Education recommended \$28 million for capital needs, 27.1 percent of UM's original request.

## Asbestos removal proceeds in some UM facilities

(Continued from front)

UM is part of a suit filed against the Johns-Manville Corp., an asbestos manufacturer, to recover the costs of asbestos removal and relocation of employees during the work process. That claim of \$130 million was based on an estimate of the prevalence of asbestos in UM buildings.

The surveys of the campuses are very involved, according to Langford. Any building built between 1920 and the mid-1970s has the potential for containing asbestos. "However, we don't want to presuppose anything about the presence of asbestos in any of our buildings," Langford says. "We don't want to second guess based merely on the age of the building."

"We check every room, hallway and work area of every University building."

Once buildings are identified, Langford says they are prioritized according to the amount of exposure in the building.

"For instance, hallways have more exposure. Areas with lower ceilings have more exposure. It sometimes depends on how the asbestos is incorporated into the building. For example, the asbestos in the Hearnes Building is sprayed on."

In UMC's Middlebush Hall, for instance, the work will be done in stages by floors and work areas. There are no classes scheduled in Middlebush Hall or in UMR's Electrical Engineering Building for the summer.

Employees will be moved to temporary offices on other floors. Langford says the entire process should take from two to three months, with work in each area lasting about two or three weeks.

"Removing asbestos is a very time-consuming and elaborate process," Langford says. "We construct an elaborate enclosure around the area in which we are working. UM employees are not allowed in those areas. Everything is covered in plastic and disposed of in plastic."

"We do a constant air sampling following the project to be sure there are no floating fibers of asbestos remaining. Even before abatement, we are finding we are well below the acceptable levels for airborne asbestos, so our health concerns are minimal."

"All it costs employees is a little inconvenience," he says. "We have done quite a bit of asbestos removal at UMC already. We make a point of educating the staff in the building about what we intend to do, so they aren't surprised when the process begins. Everyone has worked with it beautifully as a team so far."

## Handicapped employees asked to notify offices

The statement below was submitted by Karen Cottledge-Touzeau, director of employee relations and affirmative action.

The University of Missouri is a government contractor subject to Section 503 of the Rehabilitation Act of 1974 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, which require government contractors to take affirmative action to employ and advance qualified disabled veterans, veterans of the Vietnam era and handicapped individuals.

As part of the University's affirmative action program, we are asking handicapped

employees, disabled veterans and employees who are Vietnam era veterans to identify themselves. This information is voluntary and will be kept confidential. If you are a Vietnam era veteran, a disabled veteran or if you have a handicap and have not previously informed the University of this, please contact your campus affirmative action or equal opportunity office listed below:

Columbia — Alton Zanders, director, equal opportunity, 217 Jesse Hall.

Kansas City — Agapito Mendoza, director, affirmative action and coordinator,

academic personnel, 4825 Troost.

Rolla — Catherine Jenks, director, university relations and affirmative action, 207 Parker.

St. Louis — Lois VanderWaardt, affirmative action officer, 441 Woods.

Extension — Patricia Buchanan, coordinator, affirmative action, 828 Clark Hall.

UM — Karen Cottledge-Touzeau, director, employee relations and affirmative action, 215 University Hall.

## 'Role Models' and 'Master Teachers'

# Three UM faculty lauded for teaching efforts

Three University of Missouri faculty members known for their ability to make learning applicable to real-life situations, their open-door policies and their innovative teaching techniques are the recipients of this year's \$4,000 Burlington Northern Foundation Faculty Achievement Awards.

The awards are part of a Burlington Northern grant that will allow the University to give the awards for at least one more year.

Winners of this year's awards, given for outstanding teaching in 1985, are Diana G. Helsel, UM-Columbia assistant professor of agronomy; Leonard Koederitz, UM-Rolla professor of petroleum engineering; and James M. Krueger, UM-St. Louis assistant professor of accounting and public policy administration.

A systemwide committee made the selections from a group of nominations submitted by the campuses. Recipients are chosen on the basis of "unusually significant and meritorious achievement in teaching." The awards will be presented at the Board of Curators meeting May 2 in Rolla.

Members of this year's committee were William Andrews and Glen Haddock, UMR; Jan Russell and Robert A. Sandmann, UMKansas City; James Tushaus and Jane Williamson, UMSL; Catherine Neal Parke and Theodore Tarkow, UMC; Kevin Edwards, UMR (student representative); and Nancy Marlin, UM assistant vice president for academic affairs, chairwoman.

**Diana Helsel** joined the UMC faculty in 1981 and has taught courses in plant science and undergraduate and graduate courses in plant breeding. She currently serves as assistant dean for resident instruction for the UMC College of Agriculture.

In his letter of nomination for Helsel, Roger Mitchell, dean of the UMC College of Agriculture, writes: "Dr. Helsel touched the lives of scores of students in her plant science class during 1985. This class has been unique in its reputation for organization, clarity, warmth and fairness. Dr. Helsel developed and carried out many innovations to facilitate the comprehension of her students."

Helsel is known for her efforts to bring non-farm students to an understanding of agricultural practices. Her use of toy farm implements to demonstrate farming techniques and her establishment of study groups for minority and other students are just two examples.

"The contributions she has made in the agronomy department, our American Society of Agronomy and the College of Agriculture single her out as a creative, innovative individual who cares deeply for the quality of education our students receive," says Bob Volk, chairman of the Department of Agronomy.

Helsel served as adviser chair for the department. "Her office was always stacked three or more deep with people," Volk says. "Her openness to students and obvious respect for them have always kept her in demand."

Helsel received her bachelor's degree in botany in 1974, a master's degree in plant breeding in 1976 and a doctorate in plant breeding and cytogenetics in 1980, all from Iowa State University. Before joining the UMC faculty, Helsel was assistant professor of horticulture and state extension specialist at Michigan State University.

In 1985 Helsel received both the Elizabeth F. Cooper Faculty of Excellence Award for outstanding teaching techniques and the Gamma Sigma Delta Distinguished Junior Faculty Award in Research.

To maintain interest and attention in her lecture courses, Helsel initiated the use of



*Diana Helsel*

"intermissions" approximately 20 minutes into the lecture. During this time, Helsel takes five minutes to present interesting, non-required material.

Currently, she serves on the Undergraduate Advisement Committee and the College Relations Committee and is chairwoman of the New Faculty Orientation Committee. She also chairs the recently formed Task Force on Training of Teaching Assistants appointed by UMC Chancellor Barbara S. Uehling.

Janis Borgman, a student in the College of Agriculture, writes, "Dr. Helsel impressed me as a freshman because she made a class that I was not interested in and did not want to take — plant science — into an exciting and interesting experience."

"She brought something very special to teaching — an enthusiasm for her field and a desire to spread her excitement about agronomy to each student in her class. She is always willing to listen and advise students. She sets a role model of a kind of person I would like to be like."

**Leonard Koederitz** joined the UMR faculty in 1975 and teaches courses ranging from introduction to petroleum engineering to advanced reservoir engineering. He received his bachelor's degree in chemical engineering (1968) and his master's (1969) and Ph.D. degrees (1970) in petroleum engineering from UMR.

In his nomination of Koederitz, UMR interim chancellor John Park writes: "Dr. Leonard Koederitz is a truly outstanding teacher. His teaching ability is recognized by his students and his fellow faculty across the entire campus."

"He has not been content to 'leave well enough alone.' He continually updates his teaching techniques, utilizing the latest technology. He has effectively integrated the use of computers into his classroom, his laboratory teaching and his individual projects. He is an exciting and stimulating lecturer who provides well-prepared, well-conceived lectures which elucidate complex topics."

Before joining the UMR faculty in 1975, Koederitz was senior research engineer and project leader for Atlantic Richfield Co. in Plano, Texas. At UMR he has been associate professor and professor of petroleum engineering and served as department chairman in 1980-81.

UMR students have honored him with the Outstanding Teaching Award nine of the last 10 years, and he received the Tau Beta Pi Outstanding Teaching Award in 1984.

Koederitz received national recognition for his teaching in 1982 when he received the



*Leonard Koederitz*

Society of Petroleum Engineers Distinguished Achievement Award for petroleum engineering faculty. He is currently serving as a technical editor for the Society of Petroleum Engineers.

Nicholas Tsoulfanidis, UMR interim vice chancellor for academic affairs, characterizes Koederitz as the "complete professor."

"He is an outstanding teacher, as students' evaluations consistently show; he is an excellent researcher, as his scholarly activities indicate; he provides continuous exceptional service to the University, as his committee and other assignments show."

Greg Sanders, a student majoring in petroleum engineering at UMR, writes of Koederitz: "His concern about making sure that each student really understands the course material was very evident. The class examples, labs and homework assignments were especially pertinent in aiding in the retention of the course material."

"One important aspect of Dr. Koederitz's teaching style is his ability to tie in what we are learning with what will be expected from us when we work in industry. Dr. Koederitz has been very helpful with out-of-classroom questions and advice. When he is in his office, his door is always open, and we are welcome to come in and ask questions about classwork or discuss aspects of the petroleum industry. I believe Dr. Koederitz is one of the finest teachers on this campus."

**James Krueger** received his doctorate in accounting from Indiana University and is a certified public accountant. Since joining the UMSL faculty in 1975, he has taught courses in financial, managerial, advanced and governmental accounting.

Noting Krueger's continued vigor and enthusiasm for teaching, his nomination included the following comments:

"Accounting is difficult to teach. Many students historically have characterized it as boring, unimaginative and without personality. Indeed, many students truly believe the 'green eyeshade' stereotype of the old bookkeeper to be a reasonably accurate symbol of accounting. Therefore, the teaching of a required financial accounting course in a large lecture class is about the most difficult assignment that the School of Business Administration has to offer."

"Dr. Krueger is an individual who consistently has achieved excellent teacher evaluations in a variety of courses. In a sense, Dr. Krueger is one of those rare individuals who truly deserves to be called 'master teacher.'"

Krueger is lauded for his innovative teaching techniques and an ability to make



*James Krueger*

the subject matter applicable to real-life situations.

"Dr. Krueger is one of the most challenging, intelligent and motivated professors I have had during my college education," writes one student. "He demonstrated his thorough knowledge of class material by elaborating on topics which were being discussed by offering different examples and actual business situations when understanding by class members was impaired."

Another student agrees. "There is a great deal more to teaching than presentation of material from a text. Dr. Krueger recognized this, and his teaching methods always incorporated a realistic approach to course content and implementation processes."

Examples of Krueger's teaching innovations include the use of actual annual reports to illustrate accounting techniques, classroom visits to monitor the performance of teaching assistants who are responsible for lab sections and placement of all homework assignments and solutions in computer format to encourage the use of personal computers in accounting.

"As a teacher, Jim is thorough, thoughtful and well-prepared," writes David Ganz, area coordinator of accounting at UMSL. "His classes are challenging and rewarding. Jim respects his students and, in turn, earns their respect. He is demanding in his grading standards; the students know this and work hard to do their best."

Krueger is currently serving his seventh term as faculty vice president for the UMSL chapter of Beta Alpha Psi, national accounting fraternity.

"Through (Jim's) close association with the student membership, they come to seek his counsel and advice on many non-fraternity related matters, including career-related advice," Ganz writes. "Jim faithfully discharges these responsibilities in a positive and professional manner."

In 1985, he received the Student Life Award "in appreciation of the contributions made to enhance the quality of student life at UMSL."

David Blackburn, city administrator for Brentwood and one of Krueger's former students, says: "Few teachers have an impact or leave an impression on your life, especially after spending a semester with them. Dr. Krueger, however, is one of those few that should be a role model for others. In my collegiate career, I have come in contact with very few professional academicians who put the student and his personal goals to the forefront as Dr. Krueger does. He is an outstanding facilitator of the learning process and a memorable teacher."

# Employment features benefit UM staff

A job with the University of Missouri carries with it a number of features that hundreds of UM employees benefit from each day.

"Although these don't technically fall within the group employee benefit programs administered by our office, such as the medical insurance or long-term disability programs, they are certainly benefits of working for the University," says Michael Paden, director of UM Employee Benefits.

"While the programs that our office handles are the seven major benefit programs — medical and dental, long-term disability, life insurance, accidental death and dismemberment, retirement disability and death, and tax deferred annuity — in our orientation sessions for new employees we also introduce them to the established policies for other employment features such as paid vacation, sick leave or worker's compensation."

Paden explains that these "benefits" are in the form of salary continuance when an employee is absent from the job.

The following are "additional benefits:"

- Seven official University holidays — New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving and Christmas Day.

- Four personal days. "Personal days came about as an outgrowth of the floating holidays the University previously offered," Paden says. "Those holidays were determined by the administration. The concept of personal days gives employees more flexibility to take that time when they need it. An example would be an employee's desire to observe a specific religious holiday. Those days need to be taken as full days, but they can be taken at the convenience of the employee as long as the scheduled time has been approved by that employee's department or unit."

- Paid vacation. Accrual and maximum number of days vary and are based on the employee group and length of service. Maximum accrual is two times the annual accrual rate. Those employees who work more than 75 percent but less than 100 percent of a full-time position and whose appointments exceed six months accrue vacation on a pro rata basis, or in proportion to the number of hours they work each week.

- Sick leave for the employee and immediate family. All full-time permanent employees are entitled to 12 days of sick leave

each year. This time can be used for medical or dental appointments, and four of the 12 days of sick leave can be used for the illness of immediate family.

Part-time employees whose appointments are at least six months in duration and who are scheduled to work a minimum average of 30 hours each week receive proportionate sick leave benefits.

"I think the UM sick leave and vacation policies are particularly generous," Paden says. "Although no sick leave or vacation are accumulated during the first six-month probationary period, upon completion of that period, sick leave and vacation are credited back to the day of employment."

- Worker's compensation covers all full-time and part-time employees, including



students, as well as recognized volunteer employees. Medical expenses and compensation are paid to any covered individual who is either injured in a work-related accident or incurs an occupational disease. Death benefits also are provided.

- Jury duty without loss of pay. In addition, employees may keep the pay they receive for jury service.

- Time off for voting. Most UM employees can and are expected to vote in the hours before work begins and after work ends on an election day. However, if an employee's schedule prohibits this, personnel policy allows for a reasonable period of time for the employee to participate in the election.

Permission from supervisors is required, but there is no loss of pay to the employee.

- Absence due to death in the family. Full-time, permanent employees are granted a leave of three working days. No salary reduction or accrued vacation time will be assessed for these days of leave.

- Military benefits. Leave with pay can be granted to permanent employees who are

engaged into military service in the performance of emergency duties or annual training.

"For those employees who are reservists or members of a National Guard unit called to active duty, military leaves of up to 30 days can be granted," Paden says. "However, these are granted without pay."

"Employees released from military service under honorable conditions are then eligible to be reinstated in the same position or one of similar status and pay."

- Leaves of absence. Leaves without pay can be granted to any permanent employee scheduled to work a minimum of 30 hours per week.

"Employees granted a leave must have a definite intention to return to the University," Paden says. "These leaves are provided for prolonged illness or injury, for example, in order that the employees may return to work with no disruption in their employment rights or benefits."

- Training and development programs that provide support for work-related success. All four UM campuses offer employees learning and development opportunities for personal and professional improvement. Some programs are held during work hours and some during off-duty hours.

"Employees can obtain information about these course offerings by contacting their campus personnel offices," Paden says.

- Educational assistance program. All employees who are scheduled to work a minimum of 30 hours each week may enroll in University courses at a reduced tuition rate. Employees may enroll for up to six hours of credit during the fall and winter semesters and for up to three hours in the summer session.

"For active employees, 75 percent of the tuition fee is waived," Paden says. "Retired employees may enroll under educational assistance and have all fees waived."

Paden adds that the list of added benefits includes recreational facilities and cultural opportunities. University identification cards can be used to check out materials at any of the libraries on the four campuses. Discounts are available at hospitals, bookstores, for athletic and theater tickets and pharmaceuticals.

*Additional information on these beneficial features of University employment is available in the UM Personnel Policy Manual. Manuals can be found in each department and unit on the four campuses and at campus personnel offices.*

## Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of April 18. Anyone interested in a position should contact the appropriate department or personnel office.

**UMC:** asst. professor, health related professions/respiratory therapy, veterinary diagnostic lab/veterinary microbiology, dairy science, marketing education; asst./assoc. professor, finance, surgery (2); asst./assoc./full professor, civil engineering, industrial engineering, cardiology, veterinary pathology; assoc./full professor, community development; postdoctoral associate, chemistry; assoc. professor, psychiatry, vocational education; instructor/asst./assoc. professor, business administration (3), nursing (5); research asst. professor, physiology; postdoctoral research associate, biological sciences; research assistant, obstetrics/gynecology; lecturer, Law Enforcement Training Institute; asst. coach, gymnastics; librarian II; student services coordinator, residential life; sr. accountant; sr. information specialist, horticulture; assistant to the dean, graduate school (minority affairs); manager-engineering, campus facili-

ties; administrative associate I; admissions adviser; supervisor, Instructional Materials Center; asst. superintendent, Delta Research Center; residence hall coordinator (2); sr. research specialist; research specialist (2); superintendent, construction; staff nurse, medicine/nephrology; manager, garage; project planner/estimator, campus facilities; institutional research analyst; manager, food service residential life II; statistician. **UM:** budget specialist; accountant; architect, business services; fiscal analyst, investments and trust (2).

**UMC Hospital:** cancer registrar, medical records; assoc. hospital director, nursing services, professional services; staff physical therapist; asst. administrative nurse I; asst. hospital plan engineer; education nurse; house-keeping supervisor.

**UMKC:** asst./assoc. professor, periodontics (2), oral radiology, removable prosthodontics, medical sciences, accountancy; visiting professor, geosciences, theater; instructor/asst. professor, communication studies; instructor, dentistry dean's office; research associate, Institute for Human Development;

theater assistant (10); dean, pharmacy; visiting research associate, physics; lecturer, basic life sciences, health services administration, history, meteorology, arts/sciences continuing education, psychology, Chinese, computer science, engineering, public administration; clinical faculty, dentistry; asst./assoc./full professor, computer science; assoc./full professor, pediatric dentistry; administrative assistant; sr. research specialist.

**UMR:** professor and department chair, civil engineering; asst. professor, mechanical engineering (2), electrical engineering; asst./assoc. professor, psychology; visiting assoc. professor, mechanical engineering; visiting asst. professor, engineering management; student services adviser.

**UMSL:** asst. professor, marketing, statistics, behavioral management (2); assoc./full/visiting professor, marketing; asst./assoc. professor, computer science; asst./assoc./full professor, accounting, finance, management science/information systems; continuing education coordinator; supervisor, mechanical trades.

## Equal opportunity affirmative action policy reaffirmed

The statement printed below was submitted by Karen Cottledge-Touzeau, director of employee relations and affirmative action. Federal regulations require publication of an equal employment opportunity/affirmative action notice.

The following equal employment opportunity policy has been adopted by the UM Board of Curators:

"The curators of the University of Missouri do hereby affirm and state the policy of the University of Missouri on equal employment/education opportunity. Equal opportunity is and shall be provided for all employees and applicants for employment on the basis of their demonstrated ability and competence without discrimination on the basis of their race, color, religion, sex, national origin, age, disability or status as a Vietnam era veteran. Equal opportunity is and shall be also provided for all students and applicants for admission in compliance with existing legislation. The president of the University shall establish affirmative action procedures to implement this policy."

It is the policy of the University of Missouri to provide, ensure and promote equal employment opportunities and admission to academic programs on the basis of merit without discrimination because of race, color, religion, national origin, sex, physical disability or veteran status. Careful consideration and attention is given to ensure that this policy is an integral facet of every aspect of the University's academic and personnel policies and practices.

To implement this policy the University of Missouri has developed affirmative action plans, which consist of results-oriented activities to encourage the recruitment, selection, promotion and retention of women, minorities, handicapped workers and veterans.

Separate affirmative action programs have been developed for each campus, extension and UM. Copies of these affirmative action plans may be reviewed by contacting the following affirmative action officers during normal business hours:

Columbia — Alton Zanders, director, equal opportunity, 217 Jesse Hall.

Kansas City — Agapito Mendoza, director, affirmative action and coordinator, academic personnel, 4825 Troost.

Rolla — Catherine Jenks, director, university relations and affirmative action, 207 Parker.

St. Louis — Lois VanderWaardt, affirmative action officer, 441 Woods.

Extension — Patricia Buchanan, coordinator, affirmative action, 828 Clark Hall.

UM — Karen Cottledge-Touzeau, director, employee relations and affirmative action, 215 University Hall.

# SPECTRUM

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