

Power of partnerships highlights annual report

Noting the highly beneficial results that come from collaboration, UM President C. Peter Magrath introduces his 1985-86 report of the University's activities — "Partnerships." The report focuses on a few of UM's greatest successes of the past year in forging cooperation between the University and business, government, communities and individuals.

The report's portrayal of collaborations

is designed to demonstrate to government officials, donors, business and industry representatives, alumni and civic leaders the benefits of cooperation and the promise of partnerships to come.

In his introductory message, Magrath notes that throughout history successful partnerships have been essential to the development of our quality of life.

Magrath writes: "Education too relies

on the strength of other organizations, business and individuals. In a very genuine sense, the practical function of a modern university takes on a new dimension as satellite and microelectronic communication technologies expand our capacity for cooperation.

"Partnership at the University of Missouri is more than a catch word. It is an indispensable part of the way we carry out our responsibilities to Missouri and the rest of the world."

"Partnerships" highlights 10 collaborations of the past year. Examples include:

- Project Refocus, a partnership of UM-Kansas City and Kansas City employers that helps displaced workers find new jobs;

- a joint effort by a UM-Rolla professor, the Missouri Gerontology Institute and the Missouri Committee for the Humanities to trace the lives of orphan children sent to the Midwest between 1854 and 1927;

- INROADS, a collaboration of UM-St. Louis and INROADS Inc. to help minority students prepare for a place in the corporate world;

- cooperation between UM-Columbia researchers and Amersham International to manufacture a revolutionary pharmaceutical designed to aid in the diagnosis of Alzheimer's disease and other brain disorders; and

- a battle against liver cancer conduct-

ed by UM research reactor researchers in cooperation with the UMR Center for Materials Research; Theragenics, an Atlanta firm; the Upjohn Center at the University of Michigan-Ann Arbor; and Atomic Energy Canada Ltd.

The report also highlights partnerships in the making. Examples such as research park development, Missouri Opportunity 2000, cooperation with South Africa's University of the Western Cape and collaboration with Pfizer Inc. hold promise for the future.

In his remarks, Magrath notes the fruits of such hybridization: "Increased productivity and strength result when different entities are joined together, or hybridized. This is a well-known scientific fact, and indeed, 'hybrid vigor' has long produced higher yielding plants and animals for our farmers. Today, Missouri's strength and productivity are being increased by combining the resources of the University with those of a variety of public and private enterprises."

The report supplements the annual audited financial reports on all UM units and investment funds. A complete set of reports is available for inspection in the general reading room of the main library on each campus.

Copies of "Partnerships" are available upon request from UM University Relations, 828 Lewis Hall, Columbia.

New year provides good time for individual benefit review

UM employees will receive their personal benefit statements near the end of January. The statements, which include an individualized accounting of benefit participation and projected retirement benefits, are good incentive for a comprehensive benefit review.

The UM Office of Employee Benefits offers the following recap of last year's program changes and some reminders to help employees take full advantage of their employee benefit package.

- Make sure addresses, both campus and home, are updated. A great deal of mail sent to employees' homes is returned. Employees may update their addresses by

regardless of when they occur. To avoid difficulties, employees should schedule their appointments a full six months apart.

On a related note, effective July 1, 1986, claims for prescribed medications need to include the name of the medication and the prescription number. If employees have had those claims returned, that is probably the reason. Employees may need to notify their pharmacist of this change as well.

- UM's long-term disability program saw a change in 1986. The University contributes 25 percent of the program's cost, and participating employees make up the rest. The program provides up to two-thirds of the enrolled employee's salary as benefits.

This past year the maximum allowed annual benefit was changed from \$36,000 to \$60,000, a change that was effective Sept. 1.

- Certain members of the University population should note one reminder about the University's life insurance program. The Internal Revenue Service will allow an employer to provide a maximum of \$50,000 of group term life insurance, after which a portion of the cost must be included as taxable income. This affects a limited number in the University population. Employees may need to consult their benefit brochure, Page 18, for additional information.

- Several changes to the Retirement, Death and Disability Plan went into effect Sept. 1. Retirees who were receiving benefits as of Sept. 1, 1984, received a 3 percent cost-of-living increase.

In addition, employees with a deferred benefit from the retirement plan and who left the University after Sept. 1 can choose an option that would provide death benefits to the former employee's qualified surviving spouse in addition to reduced benefits for the former employee at age 65.

The maximum cash-out value was raised from \$1,750 to \$3,500. This allows vested terminated employees with at least five years of service to forfeit all retirement benefits in return for an immediate lump-sum payment equal to the present cash value of the retirement benefits. Any benefits worth more than \$3,500 will be deferred until the employee reaches age 65.

With the recent amendments to the Age Discrimination in Employment Act, the law no longer permits a mandatory retirement age, except for firefighters, law enforcement officers and tenured faculty. The University was in compliance with this law as of Jan. 1 and continues to require retirement for tenured faculty and law enforcement officers at age 70.

- UM employees who participate in the University's tax-deferred annuity program



completing UM Form 282 and returning it to their appropriate campus personnel office. This ensures items such as tax forms, payroll checks and employee earnings statements are sent to the correct campus or home address.

- Hold on to payroll check stubs. They are an excellent source of information about the amount of money employees pay into certain benefit programs. The stub lists every program an employee is enrolled in, with the exception of the group life insurance plan A. They include year-to-date figures that may be helpful at tax time. December check stubs are handy for yearly totals of income and benefit payments.

- Enrollment changes in the medical or dental programs were effective Jan. 1. However, the new rates for the change were reflected in December paychecks. The December deductions represent the January premiums for medical and dental insurance.

There were no rate changes in the premiums for the University's \$100 and \$500 deductible plans this year. The only rate changes occurred in the HMOs. Those rate changes were outlined in the Oct. 23 issue of *Spectrum*.

Employees should also be reminded of the procedures for routine dental visits for checkups and cleanings. The dental plan will pay for two oral examinations and cleanings in any period of 12 consecutive months. That does not mean the plan will cover two routine dental visits in every calendar year

Weldon Spring committee named

Proposals for the Weldon Spring competition are due Feb. 6, according to Nancy A. Marlin, UM assistant vice president for academic affairs and chairwoman of the Weldon Spring Endowment Review Committee.

This year Weldon Spring Endowment Fund support totaling \$366,250 will be used to support faculty creativity that will foster intercampus cooperation. The University's Weldon Spring Endowment Review Committee this spring will review proposals submitted for the 1987 competition. Proposals may be for a specific research project or for other activities such as colloquia, visiting scholars or plans to strengthen ties among faculty members throughout the University.

Members of the Weldon Spring Endowment Review Committee are Don Blount, graduate dean, UM-Columbia; Tom Jordan, graduate dean, UM-St. Louis; Thomas O'Keefe, UM-Rolla professor of metallurgical engineering; Margaret Peden, UMC professor of romance languages; Don Phares, UMSL professor of economics and interim dean of the College of Arts and Sciences; Marvin Querry, UM-Kansas City professor of physics; Harry Sauer, graduate dean, UMR; and Marlene Springer, graduate dean, UMKC.

According to Marlin, this year's procedures for the competition will differ slightly from previous years. "All proposals will be reviewed by University disciplinary advisory groups," Marlin says. "Comments from these groups should prove very valuable to the committee in making funding decisions."

The Weldon Spring Fund was created

by the 1979 sale of the University's Weldon Spring property in St. Charles County.

In addition to the awards for creativity and intercampus cooperation, \$10,000 is available for the Presidential Award for Research and Creativity. Each chancellor nominates one faculty member to receive the award, which serves as unrestricted expense funding.

An additional \$698,750 has been awarded to the four campuses to use for campus competitions to fund additional Weldon Spring proposals. Chancellors develop their own guidelines and procedures for the allocation of these funds to promote the purpose of the Weldon Spring Endowment.

Campus distribution of the funds:

UMC - \$209,625
UMKC - \$166,625
UMR - \$161,250
UMSL - \$161,250

Meal allowances raised in 1987

Effective Jan. 1, UM employees are permitted a slight increase in meal allowance maximums. The allowances are reviewed annually and revised as needed.

The new maximums (including tips) compared with the former allowances:

- Breakfast — \$8.50, formerly \$8
- Lunch — \$9, formerly \$8.50
- Dinner — \$19.50, formerly \$19

New year is time for benefit review

(Continued from front)

received notice of some changes in the program effective Jan. 1.

The 1986 Tax Reform Act resulted in some limitations on the level of contribution to a TDA account. The Internal Revenue Code limits the maximum amount that can be excluded from an individual's income. With the new year, that limitation was lowered from \$30,000 to \$9,500. The only exception is employees who can elect a new catch-up option or one of the previously existing catch-up options.

The new option is available only to employees with 15 years of University service who have contributed on an average less than \$5,000 per year. It allows contributions to exceed \$9,500 by no more than \$3,000 in any one year with a lifetime maximum of \$15,000.

• COBRA arrived at UM Jan. 1.

The Consolidated Omnibus Reconciliation Act that was signed into law April 7 requires most employers with group health care 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.

Qualifying events may affect either employees or their dependents. Employees may experience termination of employment or a reduction in the number of hours they work. Employees whose appointments drop below 75 percent FTE and who are participants in the University's health care plans are entitled to continue health care coverage for up to 18 months.

Other qualifying events that affect dependents include death of the employee, divorce or legal separation from the employee or a dependent child losing dependent status. In these cases, coverage may be continued for up to 36 months.

Formal notice of the option to elect continued coverage will be sent within 14 days after the employee benefit office learns of the qualifying event.

The Office of Employee Benefits knows if employees are terminated or their hours reduced, but employees or their dependents are responsible for notifying the office of other qualifying events. Employees have 60 days from the time of such a qualifying event in which to notify in writing the employee benefit office. If employees fail to give notification within 60 days, their COBRA eligibility is voided.

When COBRA coverage is terminated, individuals will be given the opportunity to apply for an individual medical conversion policy with similar benefits. The individual coverage extended in this situation is not the same as the coverage under the group plan.

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Elections

Richard V. Hatley, UMC professor of educational administration, has been elected president of the University Council for Educational Administration. He will head the 48-member university organization that seeks ways to improve programs to prepare principals, superintendents and other school administrators throughout the United States and Canada.

Weldon Durham, professor of theatre at UMC, has been elected to serve on the national selection team for the 19th Annual American College Theatre Festival to be held at the Kennedy Center in Washington, D.C. in April.

David E. Baker, UMC extension safety specialist, has been elected chairman of the agricultural division of the National Safety Council and selected to the board of directors of the council for another one-year term. He was also selected to serve on the board of directors of the divisions relations committee.

Thomas Marrero, UMC associate professor of chemical engineering, has been named chairman of the 11-member science advisory committee for the Hazardous Waste Research Center at Louisiana State University. He will serve as chairman until 1989.

UMC professor of theatre **Larry Clark** has been elected national chairman of the American College Theatre Festival that will be held in April at the Kennedy Center in Washington, D.C.

Henry Tharp, supervisor of stage services for UMC's Rhynsberger Theatre, serves as national vice-president for programs of the United States Institute for Theatre Technology.

Allen W. Hatheway, professor of geological engineering at UMR, has been elected a fellow of the American Society of Civil Engineers by the organization's board of directors. According to ASCE, the honor is bestowed on individuals for "their distinguished contributions in the field of engineering and environmental management."

Dabir S. Viswanath, UMC professor of chemical engineering, has been elected a fellow of the American Institute of Chemists.

UMR professor of mechanical engineering **Ta-Shen Chen** has been elected a fellow of the American Society of Mechanical Engineers.

Awards & Honors

The Missouri Association for Educational Communications and Technology has awarded **Donald R. Greer**, director of the Instructional Technology Center at UMSL, its Distinguished Media Services Award. Greer, also an associate professor of education, received the award for his outstanding contributions to the field of media services.

Floyd G. Delon, UMC professor of educational administration, has been awarded a Fulbright-Hayes Senior Scholarship to serve as consultant to the Greek Cypriot and the Turkish Cypriot Ministries of Education during the first six months of 1987. A three-time Fulbright recipient, he previously served in Cyprus in 1983 and in Iran in 1975-76.

Paul R. Munger, UMR professor of civil engineering, received the National Council of Engineering Examiners' highest award, the Distinguished Service Award, during

ceremonies at the organization's 65th annual meeting.

UMC professor of agricultural economics **Stephen F. Matthews** has received the Distinguished Undergraduate Teaching Award of the American Agricultural Economics Association.

Randy H. Moss, UMR associate professor of electrical engineering, is the recipient of the Society of Manufacturing Engineers 1987 Young Manufacturing Engineer Award. Moss was one of 14 recipients of the award for 1987. According to SME, the award is presented "in recognition of significant achievements and leadership in the field of manufacturing engineering as a young engineer."

Bruce P. Selberg, UMR professor of aerospace engineering, and **Kamran Rokhsaz**, a teaching fellow in UMR's mechanical and aerospace engineering department, are recipients of the Arch T. Colwell Merit Awards from the Society of Automotive Engineers. The award is presented annually to authors of papers of outstanding technical or professional merit that have been presented at an SAE meeting during the year.

Appointments

Arthur E. Morris, UMR professor of metallurgical engineering, was appointed a member of the Joint Commission on Metallurgical Transactions for a three-year term beginning January 1987 through December 1990.

Michael E. Whitcomb, dean of the UMC School of Medicine, has been appointed to the newly created Council on Graduate Medical Education by U.S. Health and Human Services Secretary Otis R. Bowen. The 17-member council will consider shortages or surpluses of physicians, issues relating to foreign medical graduates and government control of physician manpower through grants, loans and fellowships for medical education.

Items for Laurels may be submitted to Spectrum, UM University Relations, 828 Lewis Hall, Columbia. Items should be limited to faculty and staff honors, elections and appointments of a national or international nature.

Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of Jan. 9. Anyone interested in a position should contact the appropriate department or personnel office.

UMC: vice provost, extension; instructor, child and family development; asst./assoc. professor of economics/director of Missouri Council on Economic Education; asst. professor, communication, child and family development; asst./assoc. professor, veterinary medicine and surgery, computer science, health and physical education, pulmonary medicine, psychology, physics and astronomy, art (graphic design), social work; instructor/asst./assoc. professor, business administration; asst./assoc./full professor, mechanical and aerospace engineering, industrial engineering; professor and department chair, educational and counseling psychology; instructor/asst./assoc./full professor, nursing (4); postdoctoral research fellow, biological sciences, biological sciences/medicine; clinical instructor/emergency room physician, surgery/emergency center (4); assoc./full professor, biological sciences (2); programs director and lecturer, extension and continuing education-library and informational science; research assistant, veterinary biomedical sciences; research specialist (2); administrative associate I (2); academic adviser, School of Nursing; asst. director, energy management-campus facilities; director, procurement/materials control-purchasing; coordinator, facilities analysis; asst. director, Memorial Union/Brady Commons; asst. director, campus dining services; asst. manager, Memorial Union/Brady Commons; continuing education coordinator, School of Nursing; grant and contract assistant; information specialist, publications; manager-food services, Memorial Union/Brady Commons; asst. supervisor, custodial services; supervisor, veterinary teaching hospital; computer programmer/analyst I (2); computer programmer/analyst II; sales representative, KOMU-TV. **UM:** marketing representative, purchasing; computer programmer/analyst II; research scientist, research reactor; manager, reactor health physics.

UMCHC: asst. division director, marketing; administrative associate I; supervisor, sterile processing, materials management; physical therapist (3); manager, surgery services, hospital accounting; sr. pharmacist; learning skills specialist; staff pharmacist (2); risk/liability coordinator; computer programmer/analyst II.

UMKC: asst./assoc. professor, dental hygiene, oral diagnosis (2), periodontics, pediatric dentistry, neurophysiology, accounting; asst. dean, School of Business and Public Administration; professor, adult medicine/geriatrics; professor and chair, department of pediatric dentistry; visiting professor, theater; asst. professor, mathematics, pharmacology; instructor/asst. professor, communication studies; research associate, Institute for Human Development; theater assistant (10); visiting research associate, physics; lecturer, anthropology, arts/sciences continuing education (foreign language), basic life sciences, administration of justice, history, earth science, geology, psychology, Chinese, public administration, computer science; assoc./full professor, music education, pharmacy; adjunct faculty, biology; clinical faculty, dentistry; visiting asst./assoc./full professor, computer science; asst./assoc./full professor, computer science; research aide, Institute for Human Development (2); docent team assistant; computer programmer/analyst I.

UMR: asst. professor, aerospace engineering.

UMSL: vice chancellor for academic affairs; dean, School of Education; asst. to vice chancellor for student affairs; asst. professor, industrial/organizational psychology, optometry (2), marketing, statistics, behavioral studies, behavioral management (2); assoc. professor, optometry; asst./assoc. professor, computer science; visiting asst. professor, sociology; asst./assoc./full professor, accounting, finance, management science/information systems; asst. director, archaeological survey; contact lens resident; radio program director; research assistant/research analyst, optometry.