

Legislature confirms three new curators

A banker, a contractor and a journalist are new appointees to the UM Board of Curators. Sam Cook of Jefferson City, Fred Kummer of St. Louis and Jim Sterling of Bolivar have been confirmed by the Missouri Senate.

Cook serves as chairman of the board of directors and chief executive officer of Central Bank in Jefferson City. He is also chairman of the Central Banccompany Inc. and chairman of the First National Bank of St. Louis County in Clayton.

He is a member of the board of directors of Union Electric Co., the Midwest Group of the United Telephone System and the Automobile Club of Missouri.

Prior to enlisting in the U.S. Army, Cook attended UM-Columbia for two years. He completed his education at Yale University, where he graduated magna cum laude in 1948 with a degree in economics.

Cook is a member of the board of trustees of Washington University and serves on the dean's advisory council of the UMC College of Business and Public Administration. He is a past president of the Missouri Chamber of Commerce and the Missouri Bankers' Association.

Kummer graduated from UM-Rolla in 1955 with a degree in civil engineering. He founded and is president of the HBE Corp., one of the 12 largest building contracting firms in the United States.

The HBE Corp., which grew from a one-person contracting firm, was founded in 1960 as the Hospital Building and Equipment Co., which is now the largest of the eight operating divisions in the corporation. Other divisions include HBE Medical Build-



Sam Cook

ings, HBE Retirement Communities, HBE Bank Facilities, Adam's Mark Hotels and Adam's Rib Recreational Area, a four-season resort area under construction in Colorado. HBE Leasing Corp., a subsidiary, is a major lessor of medical, business and industrial equipment.

Kummer grew up in New York City where his father was vice president of the Sheraton Corp. His wife, June, is a landscape architect.

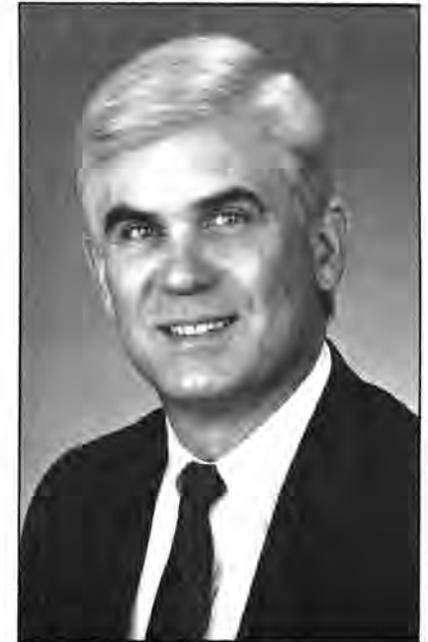
Sterling serves as president of Sterling



Fred Kummer

Media Ltd. and as vice president of Bolitho-Sterling Newspaper Service, both in Bolivar. He is the publisher for the Bolivar Herald Free Press, the Buffalo Reflex and the Stockton Cedar County Republican and is president of Missouri ColorWeb Printers Inc.

Sterling graduated from the UMC School of Journalism in 1965 with a dual major in advertising and publishing. He is a past president of the Missouri Press Association and currently serves on its board of directors. He is vice chairman of the membership



Jim Sterling

committee of the National Newspaper Association and has been a member and state liaison for the International Newspaper Promotion Association since 1976.

He serves on the executive committee of the board of directors for the Missouriian Publishing Association, the association created to publish the daily newspaper of the UMC School of Journalism. He is a member of the Bolivar Rotary Club, the Missouri Athletic Scholarship Associates and the Bolivar Industrial Development Authority.

Board hears discussion of salary and wage hikes

A minimum increase of 3 percent in salary and wage funds plus an additional \$3 million to \$5 million to make faculty pay more competitive were among the 1987-88 budget recommendations UM President C. Peter Magrath asked the Board of Curators to consider at its meeting last week.

During a discussion of the fiscal year 1988 budget, which the board is expected to consider at its July meeting, several changes in employee compensation were proposed.

As is the University's practice, all salary increases for faculty, administrative and professional staff will be based on performance and market circumstances. Every office/technical staff members whose performance has been satisfactory would receive at least a 3 percent increase. All increases would be effective Sept. 1, 1987.

Magrath said the campus chancellors will be urged to focus additional salary and wage funds that are available from state and non-state sources on improvement of faculty salaries.

"The curators' long-range plan calls for improving salaries to the average level of the Big Eight/Big Ten universities, but in the past two years we've made scant progress toward this goal," Magrath said.

"We hope to make considerable progress in September by giving top priority to faculty salary increases. But, at the same time, in keeping with the Knight Committee report, chancellors will have the discretion

they need to address other campus budgetary problems and opportunities," he added.

Total funds available to supplement faculty salaries could range from \$3 million to \$5 million, according to James McGill, vice president for administrative affairs.

"We can't be more specific until we know what our state appropriation will be and how much each campus will likely generate in non-state revenues. Plus, intra-campus fund reallocations and other campus expenditure needs have to be considered," McGill said. Precise figures should be available by the board's July meeting, he added.

Several employee benefits would also change under terms of the new compensation proposals, said Kenneth Hutchinson, assistant vice president for human resource services.

Retirement

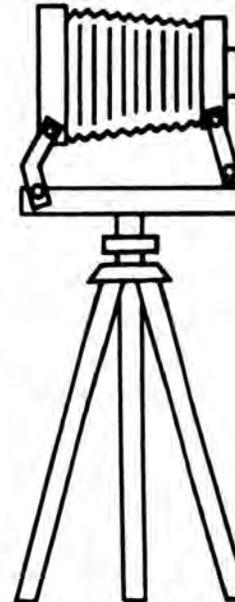
- Retirees receiving benefits as of Sept. 1, 1985, would get a 1.2 percent cost-of-living increase. This reflects the increase in the Consumer Price Index from Sept. 1, 1985, through Aug. 31, 1986.

- The formula used to calculate retirement pay would change, with the \$4,800 "offset" eliminated. The retirement benefit formula would be calculated by multiplying the average salary in the five highest consecutive years in the employee's last 10 years of service times 1.6 percent.

(Continued on page 3)

Last call for photo entries!

June 30 is the deadline for entries in the UM University Relations photo contest. The contest is open to faculty, staff and students on the four UM campuses and will offer cash prizes for the best black and white photo in six categories.



For more information, call Mary Paulsell at (314) 882-0607.

A team of professional photographers will judge the entries and award \$50 prizes in the following categories: The Campus, Teaching, Research, Arts/Performance, Public Service and Economic Development. A best of show prize of \$100 will also be awarded. UM University Relations also reserves the right to award no prizes.

Submissions should be 8- by 10-inch, black and white, unmounted prints. Each photograph should be accompanied by a completed entry blank and release form if necessary. Entry and release forms are available from UM University Relations, (314) 882-0607, and the campus information offices.

Winners will be notified by July 17 and will be announced in an upcoming edition of *Spectrum*.

There is no limit on the number of entries an individual may submit. Photos will not be returned and will become the property of UM University Relations and could be used in University publications (credit will be given). The contest is not open to University Relations staff or their families or to members of the judging team and their families.

Legislature forwards appropriation requests to governor

Although \$12 million shy of UM's original 1987-88 appropriations request for operations of \$261 million, the General Assembly's recommendation of \$249 million is a boost of 8 percent over last year's appropriation — an increase of \$19 million.

The General Assembly's recommendation of \$15 million for the UM-Columbia's Hospital and Clinics is a decrease of 3 percent — \$500,000 less than last year's appropriation.

The recommendation for the Missouri Institute of Psychiatry is also a decrease of 4

percent, or \$103,893, from last year's figure.

The State Historical Society fared better in the General Assembly's recommendation. UM's request was for \$647,650; the General Assembly is recommending \$661,428, an increase of 8 percent over last year.

No funds were recommended for engineering equipment or for the CBHE programs of challenge grants for equipment or endowed professorships.

Also awaiting Gov. John Ashcroft's final approval is UM's 1987-88 capital appropriation request of nearly \$137 million. While

the Coordinating Board for Higher Education's recommendation was only 25 percent of UM's request (\$34 million), the governor originally recommended only \$9 million, 6 percent of UM's request.

The General Assembly's recommendation of \$38 million is nearly 39 percent of UM's request. It includes \$2.8 million for the second phase of renovation and construction on the library at UM-St. Louis, \$6 million for the first phase of work on the engineering lab and classroom at UMC, \$4.8 million for the library addition at UM-

Kansas City and \$5.9 million for auditorium renovation and construction at UM-Rolla.

"While these recommendations fall short of our well-demonstrated needs as represented in the original request," says UM President C. Peter Magrath, "the level of funding appears to reflect the current fiscal realities of the state and, if passed and signed by the governor, will allow us to make significant progress in our overall capital improvements plan."

1987-88 Operations Request

	UM request	CBHE recommendation	Governor's recommendation	House recommendation	Senate recommendation	Joint legislative appropriation
UM General	\$261,739,160	\$259,892,782	\$246,253,060	\$246,974,867	\$249,219,141	\$249,405,973
percentage increase/decrease**	13.62%	12.81%	6.89%	7.21%	8.18%	8.26%
Higher Education	\$ 1,200,000	\$ 1,200,000	\$ 800,000	\$ 800,000	\$ 1,000,000	\$ 800,000
Research Fund	50%	50%	0%	0%	25%	0%
Hospital and Clinics	\$ 18,653,103	\$ 16,726,000	\$ 15,417,251	\$ 14,983,502	\$ 15,000,000	\$ 15,000,000
	20.34%	7.91%	-0.53%	-3.33%	-3.23%	-3.23%
Missouri Institute of Psychiatry	\$ 2,396,254	\$ 2,348,540	\$ 2,301,768	\$ 2,311,343	\$ 2,000,000	\$ 2,150,000
	6.32%	4.20%	2.12%	2.55%	-11.26%	-4.61%
Missouri Kidney Program	\$ 4,264,197	\$ 4,144,846	\$ 4,044,676	\$ 4,045,517	\$ 4,045,000	\$ 4,045,517
	5.54%	2.58%	0.10%	0.12%	0.11%	0.12%
State Historical Society	\$ 647,650	\$ 634,124	\$ 632,912	\$ 661,428	\$ 634,124	\$ 661,428
	6.28%	4.06%	3.86%	8.54%	4.06%	8.54%
Engineering Equipment	\$ 2,534,400	\$ 2,534,400	\$ 1,267,200	\$ 860,000	\$ 0	\$ 0
Challenge-Equipment	\$ 18,960,000	\$ 2,619,806	\$ 0	\$ 30,000	\$ 147,050	\$ 0
Challenge-Endowment	\$ 2,000,000	\$ 1,500,000	\$ 0	\$ 0	\$ 0	\$ 0

** increase/decrease based on 1986-87 appropriations

UM achieves its reallocation goal

By the end of its 1987 fiscal year, the University of Missouri will have reallocated \$10.1 million to achieve long-range planning objectives and other priorities, more than twice as much reallocation anticipated by the UM Board of Curators last July.

UM President C. Peter Magrath told the Board of Curators at its meeting last week that fiscal 1987 is the second consecutive year the University was able to shift significant resources to high-priority programs.

"By increasing the University's operating efficiency and eliminating or reducing low-priority programs and activities, we have been able to shift \$10.1 million, the bulk of it going to our on-campus instructional and research programs and long-range planning priorities. That's more than twice as much as the \$4.4 million the board budgeted," Magrath says.

According to Richard Wallace, associate vice president for academic affairs, the reallocation has allowed the University to spend nearly \$11 million toward achieving the goals of its long-range plan and improving salaries in 1986-87 rather than the \$8.6 million originally budgeted.

"We have made the greatest progress in improving our eminence and enhancement programs with expenditures of almost \$5.9 million, \$800,000 more than was originally budgeted," Wallace says. "Also, we have substantially exceeded the originally budgeted amounts in the areas of research and extension and service, and we are developing budgets for 1988 and 1989 to allow significant progress on salary improvements."

1987-88 Capital Appropriation Request

	UM request	CBHE recommendation	Governor's recommendation	General Assembly Appropriation
Maintenance and Repair	\$ 53,374,085	\$31,305,758	\$ 5,319,100	\$15,080,884
Columbia:				
General Campus	20,564,627	14,686,213	3,061,300	5,944,620
Hospital & Clinics	10,488,093	5,916,818	46,200	350,184
Agricultural Experiment Stations	4,811,890	787,895	715,500	730,247
Kansas City	4,882,229	3,955,139	754,900	3,955,149
Rolla	11,136,625	5,660,969	369,400	3,721,584
St. Louis	1,490,621	298,724	371,800	379,100
Renovation and Code Compliance	\$ 27,025,639	\$ 540,999	\$ 794,700	\$ 1,493,049
Columbia:				
General Campus	11,043,659	60,199	787,400	348,140
Hospital & Clinics	2,100,653			
Agricultural Experiment Stations	479,367	321,354		321,354
Kansas City	3,433,270			
Rolla	7,438,059	159,446		223,555
St. Louis	2,530,631		7,300	600,000
Capital Equipment Replacement	\$ 14,624,400	\$ 2,400,000		\$ 1,674,000
Medical Equipment (UMCHC)	6,150,000			
Engineering Equipment (UMC)	888,000			688,000
Engineering Equipment (UMR)	1,646,400			986,000
Fixed Scientific Equipment (UMKC)	2,000,000			
Teaching and Res. Lab Equip. (UMR)	1,540,000			
Video Classroom-Intercampus Instruction	2,400,000	2,400,000		
New Construction and Major Renovation	\$ 41,945,000	\$ 120,000	\$ 3,050,000	\$20,705,000
Priority:				
1 Engineering Lab & Classroom (UMC)	16,350,000			6,000,000
2 Auditorium, Music & Alumni (UMR)	5,975,000			5,975,000
3 Ellis Library Phase II (P) (UM)	120,000 (P)	120,000		120,000 (P)
4 Library Addition-Phase II (UMSL)	4,040,000		2,800,000	2,800,000
5 Reactor Addition (UM)	250,000 (P)			250,000
6 Veterinary Medicine Addition (UMC)	210,000 (P)			210,000 (P)
7 Electrical Eng. and Sci. Renov. (UMR)	4,000,000			
8 Engineering Complex Renovation (UMC)	5,400,000			
9 Tech. and Ag. Center (MPR)	250,000 (P)		250,000	250,000 (P)
10 Agriculture Research Lab (UMC)	250,000 (P)			
11 General Library Addition (UMKC)	4,850,000			4,850,000
12 Science and Technology (UMKC)	250,000 (P)			250,000 (P)
TOTAL	\$136,969,124	\$34,366,757	\$ 9,163,800	\$38,952,933

(P) Planning

Salary and wage increases highlight board discussion

(Continued from front)

This change would mean more money for all future retirees. A retiree with a \$15,000 average salary would get about 13.6 percent more than under the present formula; a retiree at the \$45,000 level would get about 4.2 percent more.

An accompanying change will also improve retirement pay for an employee retiring early. For instance, an employee who retires at age 62 with an average salary of \$15,000 will receive 17.4 percent more than currently; for an employee at \$45,000, the increase will be 8.4 percent.

• Employees with vested retirement benefits who leave the University prior to retirement could opt to begin receiving benefits at 55. Benefits would be reduced to

44.8 percent of the amount that they would have received had they waited until 65.

Faculty who have held both nine-month appointments with summer pay or 11-month appointments would receive more equitable treatment in the calculation of years of service. Years of service is used in calculating retirement benefits. Also, the ceiling on summer pay for faculty would increase from 20 percent of that for an academic year appointment to two-ninths (22.222 percent.)

Insurance

• Medical insurance coverage would be revised so that an employee would pay the first-day room and board deductible for hospitalization only once within a calendar year.

Due to increased claims costs, medical insurance premiums would increase 10 percent on Jan. 1, 1988; dental insurance premi-

ums would not increase.

A preferred provider option for medical benefits will also be considered. Such a program would expand medical benefits to University employees at no additional cost to the University.

A PPO involves contracting with health care providers, such as hospitals and physicians, to provide services at a discount.

• A lower-cost option would now be available to those who want long-term disability coverage.

The current plan, when integrated with other public disability plans, provides a combined benefit of up to 85 percent of salary; the employee pays 75 percent of the premium cost. The new optional plan, when integrated with other public disability plans, will provide for a payment of up to 66.67 percent

of salary; the employee will pay 58 percent of the premium cost.

The dollar amount of the University's contribution would be the same for both options. For an employee earning \$15,000 a year the monthly cost would be \$8.75 under the present plan but only \$4.12 with the new option. For an employee earning \$45,000, the monthly costs would be \$26.25 and \$12.37, respectively.

"Given the University's available resources, not only do we feel that the proposed changes to the compensation package, both salaries and benefits, will aid all of our employees as well as our retirees, at the same time, they will move the University closer to achieving the goals and objectives of the long-range plan," McGill said.

UM researchers receive Assistance Act funding

The UM Board of Curators has approved funding for 19 UM projects under the terms of the Missouri Research Assistance Act.

Under the guidelines of the MRAA legislation of 1982, which was revised in 1986, the state provides funding for up to one-third of research projects' costs, and two-thirds or more is provided by non-state or non-federal sources.

For projects in which a small business provides matching funds, state funds can be used for up to two-thirds of the project's cost.

In addition, research categories had previously been limited to agriculture, natural resources management, industrial processing and information processing. Currently, any research project that will promote the economic development of Missouri is eligible for MRAA funding.

This funding cycle's project investigators and titles are:

• \$10,562 to Stephen Anderson, agronomy, UM-Columbia, "Reducing Soil Compaction Effects on Soybean Water Use Efficiency and Production."

• \$11,898 to S.N. Balakrishnan, aerospace engineering, UM-Rolla, "Target State Estimation in Missile Guidance."

• \$6,955 to J.R. Brown, agronomy, UMC, "The Interaction of Endophyte Infection and Soil Potassium Upon the Maintenance of a Red-Clover-Tall Fescue Sward."

• \$27,500 to Paul J. Bryant, physics, UM-Kansas City, "Atomic Structure and Electronic States at Semiconductor Surfaces Measured by Scanning Tunneling Microscopy and Atomic Tunneling Spectroscopy."

• \$6,933 to Daryl Buchholz, agronomy, UMC, "Nitrogen Fertilizer Management Systems Development for Most Profitable Conservation Corn Production in Missouri."

• \$28,909 to M.S. DeFelice, agronomy, UMC, "Control and Biology of Weeds in Missouri Field Crops."

• \$14,511 to Allen Hatheway, geological engineering, UMR, "Innovative Bottom Barrier for Hazardous Waste Impoundments."

• \$77,623 to Thomas Herrick, electrical engineering, UMR, "Surgical Apposition Monitor for Ophthalmic Applications."

• \$64,167 to Scott Howard, ceramic engineering, UMR, "Fiber Reinforcement of Dental Porcelains."

• \$66,982 to R.J. Lipsey, animal science, UMC, "Developing Procedures to Determine Genetic Potential of Bovine Sensitivity to Tall Fescue Endophyte."

• \$18,233 to Raymond Myers, optometry, UM-St. Louis, "Establishing Procedures for Testing of Rigid Gas Permeable Contact Lenses."

• \$7,863 to H. Frederick Nelson, aerospace engineering, UMR, "Missile Aerodynamics."

• \$10,071 to D.T. Numbere, petroleum engineering, UMR, "Measurement of Oil/Chemical Flow Properties for Thermal Applications of Missouri Heavy Oil Deposits."

• \$75,000 to P. Darrell Ownby, ceramic engineering, UMR, "The Control of Oxygen and Carbon Related Defects in Silicon."

• \$8,680 to Mehmet Saridereli, electrical engineering, UMR, "Research Services for Coupled Response Design."

• \$13,743 to David Slepser, agronomy, UMC, "Grazing Morphological Selections of Tall Fescue."

• \$6,000 to Hai-Lung Tsai, mechanical/aerospace engineering, UMR, "Computer Aided Design Package for Metal Forming Processes."

• \$8,850 to Trygve Veum, animal science, UMC, "Threonine and Tryptophan Supplementation of Lysine and Methionine-Fortified Corn-Soybean Meal Basal Diets for Growing and Finishing Pigs."

• \$42,500 to Kim Wise, microbiology, UMC, "Immunochemical Identification and Molecular Cloning of *Mycoplasma Hyopneumoniae* Antigens."

The MRAA Steering Committee is composed of representatives of the eligible university, industry and the legislature. All MRAA proposals are externally reviewed by scientists in the discipline of the project. The steering committee then chooses projects to be recommended to the board.

The current members of the steering committee are Marvin Marks, retired corporate vice president for engineering and research, McDonnell Douglas; Thomas H. Lafferre, vice president, Monsanto; Allan D. Holiday, vice president, Farmland Industries; Wayne Goode, Missouri senator; George Russell, UMKC chancellor; Robert W. Murray, professor, UM-SL Department of Chemistry; Eleanor Schwartz, vice chancellor for academic affairs, UMKC; Bob G. Volk, chairman, UMC Department of Agronomy; W. Maxwell Cowan, provost and executive vice chancellor, Washington University; John T. Park, UMR vice chancellor for academic affairs; Emery C. Turner, dean, School of Business and Administration, St. Louis University; and Nancy Marlin, assistant vice president for academic affairs, UM, secretary.

Humanities scholars win Weldon Spring grants

Four UM humanities scholars have been named 1987 Weldon Spring Humanities Seminar Fellows.

They are Carole Myscowski, assistant professor of religious studies at UM-Columbia; William Holtz, professor of English at UMC; Robert Oakes, professor of philosophy at UM-Rolla; and Charles Korr, associate professor of history at UM-St. Louis.

Each of the fellows will receive a \$5,000 stipend for summer research.

The 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.

The purpose of the seminar is to support faculty research in the humanities on the four campuses and to promote intercampus interaction among humanist scholars. Final selection of the fellows rests with an intercampus review board.

In the past, Weldon Spring fellows have been asked to complete research during the summer and make visits to share their findings with scholars and students on campuses other than their own. This year, the fellows will be asked to spend one week in residence at one other campus and deliver a public lecture at the other two campuses during the 1987-88 academic year. To offset the expenses of the one-week visits, the liberal arts deans on the four campuses have agreed to limit the number of seminar stipends to four rather than five as in past years.

"This new feature of the one-week visits allows us to take the concept of a seminar in a more literal sense," says Burton Dunbar, associate dean of the UM-Kansas City College of Arts and Sciences and this year's seminar coordinator. "It provides for added sharing with colleagues and students and is an additional feature of the seminar."

Myscowski, who will conduct a great deal of her research at the Regenstein Library and the Newberry Library, both in Chicago, has chosen as her topic "Roman Catholicism in the Amazon: The Response of Brazilian Women to Evangelization, 1549-1650." The study will focus on the degree of participation by Brazilian women in Roman Catholicism during the first 100 years of evangelization of Portuguese missions. The goal of the study is to provide insight into the encounter of the Old World religious structures with the religions and people of the New World.

Holtz's proposal is titled "Laura's Daughter: The Life of Rose Wilder Lane," and will focus on a biographical study of the daughter of Laura Ingalls Wilder.

"Rose was fascinating in many respects," Holtz says. "She seems to have even been the co-author of many of her mother's books. In essence, she edited behind her mother."

Much of Holtz's research has been and will be conducted at the Herbert Hoover Presidential Library where many of Lane's letters and manuscripts are stored.

"Biographies of obscure lives need special justification — the intrinsic interest of character and incident, the special connection with figures better known or the significant representative configurations the life assumes," Holtz writes in his proposal. "Rose Wilder Lane qualifies on all counts; what I intend is a narrative that weaves all of these strands into a coherent whole, recovering the details of Lane's astonishing career, interpreting that career as a case study in American radical right ideology and establishing Lane as a woman more deserving of renown than her honored mother."

Oakes' topic is "'I Make Peace, and Create Evil': A Serious Philosophical Look at Isaiah 4:5-7."

Oakes writes in his proposal: "I propose to adduce strong justification for maintaining that the distinction between God's permitting something to occur and His causing its occurrence cannot bear the moral weight that has traditionally been placed upon it. I hope to establish that there is more than ample warrant for holding that, necessarily, any evil that God has a morally sufficient reason for permitting would be an evil that God has a morally sufficient reason (the very same one) for causing. Accordingly, it is proper to conclude that divine permitting and divine causing are morally isomorphic."

Korr will investigate "The Union that Revolutionized Professional Sports" and will study the impact of the Major League Baseball Players Association on all of professional sports. Korr's investigation will eventually result in the publication of a book to be published by the University of Illinois Press.

"Actions within one sport transformed the business of that sport and set new standards against which the status of players in every professional sport in the United States would be judged," Korr says. "The steps in this revolution were not orchestrated by individual athletes. The driving force in it was a union — the Major League Baseball Players Association."

Korr's research will include interviews with leading sports figures such as Marvin Miller, Arthur Goldberg, Curt Flood, Bowie Kuhn, George Steinbrenner and Ted Turner. He will also investigate the records of the association.

New forms offer change opportunity

Tax-deferred annuity changes can be made yearly

Recently you may have received a new salary reduction agreement form for participation in the University's tax-deferred annuity program. The new form, which has been slightly amended due to the impact of the 1986 tax reform act, is the vehicle you must use to initiate participation in the University tax-deferred annuity program or to make changes in your current level of contribution or investment option.

"There is an increasing amount of interest in the tax-deferred annuity program," says Mary Ann Tipton, manager of UM employee benefits. "Part of that is certainly due to the fact that the tax reform made other investment options, such as individual retirement accounts, somewhat less attractive for many people.

"We processed 422 SRAs in January. A typical month up to that point had been about 100."

Part of the activity was caused by the fact that the maximum normal yearly TDA deferral was reduced from \$30,000 to \$9,500. Of the 422 SRAs processed, 200 of them were aimed at lowering an employee's contribution level.

Of that 422, 61 were from employees entering the program for the first time. Some 135 of those processed were from employees increasing their investment amount.

During the latter months of 1986, many participants pushed their level of contribution higher to be able to invest as much as possible before the tax law went into effect. Tipton says that for those few months some people deferred as much as 50 percent to 75

percent of their income to their TDA investment. In January, that amount had to be decreased.

Although it's one of the most attractive employee benefit programs the University offers, only 23 percent of the total University population participates in TDA.

Tipton believes it may have to do with the fact the University, through its 27 associated investment choices, offers employees hundreds of investment options.

"People are sometimes overwhelmed by the number of possibilities they have for investing their money through TDA," Tipton says. "Rather than make the wrong choice, employees often make no choice at all and choose not to participate."



"It's just like any other investment decision," says Mike Paden, director of UM employee benefits. "It's a measure of risk, return and time. People have to decide where they are in their life and decide how much risk they are willing to take. If they have a great deal of time in their career to withstand

the highs and lows of market fluctuations through time, they may be willing to assume more risk.

"A lot of it really boils down to personal preference. You have to think of it in terms of retirement money. When one thinks of retirement money, one thinks of security and protection plus growth. But at the same time, an individual may have other assets someplace that are very conservatively invested and may want to get into a higher degree of risk in the program."

Paden says the 27 different companies that work with the University must meet certain participation requirements. One of those requirements is that a company have 25 people participating at a level of at \$25 a month or a minimum participation of \$2,000 per month.

Tipton says some employees are confused by the fact that the IRS allows participants in the program to file only one SRA change during a calendar year. However, that limit applies only if you are changing the level of participation — not if you change companies or choose another option with the same company.

"You can make investment changes throughout the year," Tipton says. "You use the SRA form to both initiate participation and change investment choices. But you can only make one change in participation level in each calendar year.

"Participants need to gauge when they make their changes. If done wisely, you don't have to live with a level of participation change for an entire 12 months. For

example, employees who raised their participation level late in 1986 do not have to wait a full 12 months to make another participation level change. They may lower their participation level any time in 1987 and then be able to make another change any time in 1988."

In initiating participation in the program, Tipton says that employees should first decide at what level they want to participate. The minimum contribution per month is \$25. The average contribution per month for all UM employees is approximately \$300. The University transfers \$850,000 to investment companies each month on behalf of TDA participants.

"Employees can initiate participation in the TDA program any time," Tipton says. "They need to determine their desired level of participation, make an investment choice and execute an SRA. If the employee benefit staff has any questions about the agreement, they will contact the participant."

A matrix describing in some detail the available investment companies and their options is available from employee benefit offices.

Questions about TDA, the new form or the matrix? Contact your local benefit office for details.

"We basically sent the SRAs to UM divisions and departments at UM-Columbia as well as the campus benefit offices to make participation in the program more convenient for employees," Tipton says. "And we hope to spur some interest in an excellent program."

Jobs

The following administrative/professional and academic vacancies were listed with *Spectrum* as of June 19. Anyone interested in a position should contact the appropriate department or personnel office.

UMC: instructor, educational and counseling psychology; asst. professor, anatomy, physical medicine and rehabilitation, public administration, physical therapy (2), pharmacology, family and community medicine, medicine; asst./assoc. professor, anatomy, food science and nutrition, radiology, health related professions, health service management (2); asst. professor and director, Knight Program for Minority Recruitment-journalism; assoc. professor, medicine; instructor/asst./assoc. professor, pharmacology (2); associate dean of student affairs, medicine; assoc. professor and educational director, human nutrition, foods and food systems management; head diving coach and asst. swim coach; librarian I/II/III/IV and preservation librarian; administrative associate I; asst. director, development; asst. supervisor, maintenance operations (2); executive staff assistant I; pharmacist; placement director; sr. fiscal analyst; student services coordinator; food service supervisor I; research specialist (4); clinical specialist, nursing; sr. research specialist; asst. supervisor, custodial services; coordinator, development research; cultural heritage project specialist; design engineer, campus facilities; manager, engineering, golf

course, hazardous materials; asst. director, campus facilities; asst. vice chancellor for development; sr. personnel associate; student services adviser, residential life-Greek life; staff engineer, campus facilities; information specialist, intercollegiate athletics; manager, donor prospect relations-development; marketing representative, purchasing; sr. continuing education coordinator; computer programmer/analyst I (6); computer programmer/analyst II. **UM:** sr. computer programmer/analyst; advertising specialist, University Press; fiscal analyst, university engineering.

UMHC: administrative associate; asst. manager, pharmacy, nutrition and food service; asst. division director, operations and planning; certified orthotist; coordinator, risk/liability; health care evaluation analyst; management analyst; manager, cardiopulmonary services, occupational therapy/recreation therapy, hospital purchasing, surgery services; nurse anesthetist; computer programmer/analyst I; pharmacist (4); physical therapist (2); director, development; sr. accountant, budget and reimbursement; speech pathologist; supervisor, hospital business office.

UMKC: asst./assoc. professor, basic medical sciences, dental hygiene, nursing, oral diagnosis (2), pediatric dentistry, accounting; professor and chair, department of pediatric dentistry; asst./assoc. professor, health and physical education and director,

wellness and fitness program; assoc. professor and chair, department of fixed prosthodontics; visiting professor, theater; asst. professor, psychology, pharmacology, communications studies; instructor/asst. professor, communication studies; theater assistant (10); research associate, Institute for Human Development, affirmative action/academic personnel; lecturer, basic life sciences, business and public administration, engineering, administration of justice, psychology, computer science, history, geography, earth sciences, geology, Chinese; adjunct faculty, biology; clinical faculty, dentistry; assoc./full professor/director, special patient care-dentistry; visiting research associate, physics; clinical research psychologist; asst./assoc./full professor, computer science; research aide, Institute for Human Development (2); research associate, sociology (2), computer science.

UMR: professor, chemistry; research asst. professor, chemistry; asst. manager, bookstore; director of research services; director, media-based programs.

UMSL: asst. professor, marketing, statistics, behavioral management (2); asst./assoc. professor, computer science; asst./assoc./full professor, accounting, finance, management science/information systems; administrative associate III; continuing education coordinator; instructional computer systems specialist.

UMC department wins technology award

One UM-Columbia department is reaping awards and rewards for its innovative use of office technology.

UMC's Department of Medicine is the recipient of the second place award in Administrative Management magazine's Office Automation Awards competition.

The department was cited for efficiently developing a document-sharing computer network with limited funding. First place winner in the competition was Texas Instruments.

The previous office technology in the department consisted of standalone work processors. The new network makes it possible for 250 employees to share documents and accounting information.

In addition, the new technology allows physicians to access mainframe computers to tap into health information services. Doctors and support staff can retrieve patient demographic information, order tests, view test results and send instructions to the hospital wards.

Mikel Lynch, administrator for computer services in the department, estimates productivity has increased by 5 to 15 percent as a result of the new system.

SPECTRUM

is published 20 times a year, approximately every other week during the school year and monthly during the summer, by UM University Relations, 828 Lewis Hall, Columbia, in cooperation with the Columbia, Kansas City, Rolla and St. Louis information offices.

Editor: Mary Paulsell
Phone: (314) 882-0607

