

SPECTRUM

University of Missouri system

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Guidelines set for 1984 Weldon Spring awards

Earnings from the Weldon Spring Endowment Fund will make \$1 million available to UM faculty in 1984 for research and other activities, UM President James C. Olson has announced.

The Weldon Spring Fund, created by the 1979 sale of the University's Weldon Spring property in St. Charles County, is used to support scholarly, artistic and creative instructional activities of UM faculty.

Olson has instituted the following guidelines for the 1984 awards:

- Eight percent (\$80,000) will be reserved for the Presidential Award for Research and Creativity and for multicampus proposals. Each chancellor may nominate one faculty member for the \$10,000 Presidential Award for Research and Creativity. Multicampus proposals will be subject to peer review on the lead campus and will come to the graduate deans group for a final decision. That group may forward additional proposals for the competitive process. Any funds unused for multicampus proposals will be added to the competitive process.

- Twenty-seven percent (\$270,000) of the funds will be reserved for competitive proposals throughout the University. Each chancellor will be asked to submit, in ranked order, proposals to compete for these funds. The maximum award for any proposal in this category will be, except in the most unusual circumstances, \$40,000. These awards will be determined by a systemwide committee after peer review and administrative review on the campuses.

- Sixty-five percent of the money will be allocated to the campuses for their use for Weldon Spring purposes as follows:

UMC—\$195,000
UMKC—\$155,000
UMR—\$150,000
UMSL—\$150,000

Each campus will determine what proposals will be funded from the campus share and will forward to the president's office a listing of the funded proposals, together with a copy of each proposal, for an ex post facto administrative review. There will be no systemwide committee review of these proposals.

Faculty members may contact chancellors for more information and campus deadlines.

Olson has asked three groups to develop a specific proposal for making the Weldon

Spring process a single systemwide merit competition beginning in 1985. The original Weldon Spring task force recommended a review of the original guidelines and procedures at the end of the first three years, and the president last year appointed a review committee to make suggestions about the process.

"I am asking Vice President Mel George to work with the graduate deans, the academic affairs group and the Intercampus Faculty Council to bring to the University Cabinet a specific proposal by next May so that a timely decision can be made about the detailed procedures (for the 1985 competition)," Olson says.

Surcharge, layoffs may be necessary

If Missouri Gov. Christopher Bond cuts 3 percent—or more than \$5 million—from the University of Missouri's 1983-84 budget, the University will face a critical situation and the Board of Curators will be forced to institute some very painful measures to reduce expenses, increase revenues or both.

UM President James C. Olson delivered that message to the board at its December meeting but recommended no action pending the outcome of the remaining days of the General Assembly's special session. The session ends Sunday.

Bond has threatened to cut funding of state agencies, including the University, if legislators do not pass a tax increase to generate more revenue for the state.

"If we must cut the budget by 3 percent," Olson said, "we have two choices: spend fewer dollars or get more dollars."

Even though students have preregistered and bills for the next semester are out, "we may have to recommend some form of fee surcharge," Olson said.

"We will have to let people go. There's no question about that."

The board may have to meet in emergency session if reactive measures are necessitated by the General Assembly's actions this week. But Olson said he hopes the state will be able to find a way out of its fiscal dilemma without crippling state services.

Student body presidents from each of the four campuses met with the board during its Finance Committee session to urge the board to develop a long-term policy on student fees.

Dental premiums to increase

Employees participating in the University's dental benefits plan will pay 35 percent more in monthly premiums effective Jan. 1.

Premium increases will range from 90 cents for an employee only to \$4.38 for the family of a widow or a widower insured under the plan.

The University's share of the premium will also increase 35 percent.

Cost increases were approved by the UM system Board of Curators at its December meeting.

The new monthly rate structure:

	Current Employee Cost	New Employee Cost	Current University Cost	New University Cost
Employee only	\$ 2.57	\$ 3.47	\$2.58	\$ 3.48
Employee and Child/Children	6.47	8.73	6.47	8.74
Employee and Spouse	4.93	6.66	4.94	6.66
Employee, Spouse and Child/Children	8.83	11.92	8.83	11.92
Widow/Widower	4.73	6.37	—	—
Widow/Widower and Child/Children	12.51	16.89	—	—

Curators elect 1984 officers

St. Joseph banker David W. Lewis has been elected president of the UM system Board of Curators for 1984. He was vice president for 1983.

Elected vice president was Doug Russell of Lebanon.

Chairman of the United Missouri Bank of St. Joseph, Lewis has been a curator since

After graduating from the University of Missouri-Columbia in 1954 with a degree in business administration, Lewis began his career in banking at the First National Bank, St. Joseph, and later served the Rushville State Bank in Rushville and the First Trust Bank in St. Joseph. In 1966, he joined the Park Bank of St. Joseph (now the United Missouri Bank) where he was elected president in 1968 and chairman in 1983.

Long a supporter of the University, Lewis is a life member of the Alumni Association and a member of the Delta Sigma Pi business fraternity and the Delta Tau Delta social fraternity. He was elected a member of Delta Tau Delta's Distinguished Service Chapter in 1978.

Lewis is active in a variety of organizations. He is treasurer of the St. Joseph School Board, past vice president and director of the St. Joseph Area Chamber of Commerce, a Diabetes Association board member and a member of the administrative board of the Francis Street United Methodist Church.

As board president, Lewis succeeds William G. Cocos Jr., a St. Louis businessman.

The new vice president, Doug Russell, is a 1977 graduate of the University of Missouri-Columbia. He is vice president of a Lebanon, Mo., manufacturing firm.

The board ratified Lewis' appointments of curators Marian Oldham, William Cocos Jr. and W.H. Bates to the Executive Committee for 1984. Oldham will serve as chairwoman of the committee.



David W. Lewis

1978 when he was appointed to fill the unexpired term of Van Williams of Liberty. Lewis was reappointed and confirmed by the Missouri Senate in 1979. His term expires Jan. 1, 1985.



Holiday closings set

Because Christmas and New Year's Day fall on Sundays this year, Dec. 26 and Jan. 2 are official University holidays, giving all UM employees consecutive three-day weekends.

Employees on the St. Louis and Kansas City campuses will have additional time off, as operations on both campuses will also be suspended for the four days between the two holiday weekends. Those campuses will be closed from Saturday, Dec. 24, through Monday, Jan. 2.

St. Louis and Kansas City employees have the option of using personal leave days or vacation time.

Temperatures in most buildings on those two campuses will be lowered to 55 degrees to conserve energy.

CENTRAL ADMINISTRATION
HAVENER JR., RALPH S
706 LEWIS HALL

President delivers final appropriation request

UM President James C. Olson's message last week during Missouri Senate and House hearings on 1984-85 appropriations was an urgent one:

"We are clearly at a point where we can no longer depend upon large increases in student fees and major reallocations to substitute for shortages in state support."

Olson was making his eighth annual and final appropriation request to the legislature before retiring in mid-1984.

He called UM's 1984-85 appropriation request of \$206.4 million a conservative estimate of UM's needs, especially considering the University has gone four years without an increase in state support.

The problem in obtaining adequate support for the University, Olson told the legislators, is not the legislators' attitudes toward the University.

"The problem has been state revenue. I have been especially disappointed and dismayed with the struggles we have faced to overcome shortfalls in state revenue the last four years. We have trimmed, scaled back, reallocated resources, cut service and academic support, imposed cuts in real income of employees and increased class size.

Mission statement given to curators

A mission statement for the University of Missouri was turned over to the UM system Board of Curators by the Long-Range Planning Steering Committee following the committee's meeting in Columbia Dec. 7-8.

The committee finalized consideration of issues relating to clientele, goals, programs and services and comparative advantage, and then adopted a timetable for activities by the steering and campus liaison committees, looking toward approval of a fiscal 1984 report by May.

At its meeting scheduled for Jan. 15-17, the steering committee plans to give priority to consideration of objectives to facilitate goals adopted to support the University's mission. A document proposing objectives is to be developed by Richard Wallace, staff associate for long-range planning, and Robert Shirley, committee consultant.

Attention in January will also be given to finalizing criteria for determining academic program priorities, considering a process for determining such priorities and discussing organization and financial issues.

In support of this agenda, campus liaison committees were asked to review criteria for determining academic program priorities, respond to questions on organizational issues and begin discussion of a program review process.

The first draft of the steering committee report is scheduled for presentation at its March meeting, with final drafting set for April and approval in May.

"We have irritated parents and discouraged students from attending because of extraordinarily high fee increases, surcharges and supplemental fees."

State support would top \$200 million if inflationary increases alone had been added to the budget since the 1980-81 year, when the \$170 million appropriation approved by the General Assembly was granted, then reduced.

State support has not increased since that time.

"What's to be done in the face of great and growing adversity?" Olson asked. "What's not to be done is to indulge in illusions—the illusion that the vitality and quality of our teaching, research and public service can be preserved in the face of ever-deepening budget cuts, the illusion that as long as the University has its doors open, it is doing a quality job that serves the state well."

The University, Olson said, is intertwined with the state's future, especially its economic future. Industry will look for states with quality higher education, states with an ability to retain bright young scholars for graduate work, which is tied to an ability to possess new technology, maintain laboratories and libraries and provide challenging and pertinent teaching and research opportunities.

"If we are unable to compete for top-notch faculty, scientists with inquiring minds and competent staff, then I have great concern for the University and the people of Missouri," Olson said.

Olson repeated his September statement to a Senate committee that the state must find the means to provide more adequate support for higher education.

"From what I read and hear, the people of Missouri want quality in their University. They do not want to be associated with a second-rate higher education system, and I submit they are willing to pay for improvements."

UM's impact shown in president's report

At last week's Board of Curators meeting, UM President James Olson introduced this year's version of his annual report.

The publication—called "Impact/University of Missouri"—tells of UM's impact in the areas of education, research, extension and public service throughout the University. The 40-page publication is divided into sections labeled business and industry, agriculture, law and government, technology and environment, communication and information, health and science, education and arts and humanities.

It also includes a summary of the University's fiscal situation and a message from Olson.

In his message, Olson writes: "Through its alumni and its educational, research, extension and public service programs, the four-campus University of Missouri touches the lives of nearly every person in this state and millions throughout the nation and the world."

The publication, which will be distributed to external audiences, supplements the regular audited financial documents published each year. Those publications contain detailed financial data on all UM units as well as reports on the investment funds.

The complete set of reports will be available for inspection in the general reading room of the main library on each campus.

Limited copies of "Impact/University of Missouri" are available. Requests should be sent to UMca University Relations, 400 Lewis Hall, Columbia.

New affirmative action director named

Karen E. Cottledge-Touzeau has been named UM director of employee relations and



Karen Cottledge-Touzeau

affirmative action, announces R. Kenneth Hutchinson, assistant vice president for personnel services and staff relations.

Her appointment is effective Jan. 3. Cottledge-Touzeau is a graduate of Michigan State University in East Lansing. She received a bachelor of arts degree in social science in 1977 and a master's degree in labor and industrial relations in August 1983.

Currently, she is a labor relations representative and personnel manager for the Michigan State Housing Development Authority in Lansing. She also held a similar position with the Michigan Department of Social Services and was a sex equity specialist with the Michigan Department of Education.

She was assistant director of women's programs for Michigan State University from 1978 to 1979.

Cottledge-Touzeau will provide direction for employee relations and affirmative action on the four campuses and in central administration.

UMC law graduate named as counsel

A UM-Columbia law graduate, Robert L. Ross, will become general counsel for the University of Missouri Jan. 1, succeeding Jackson Wright, general counsel for more than 16 years.

Wright announced his retirement in June.

The responsibilities of the general counsel's office include approving all contracts entered into by the University, overseeing real estate transactions, advising the administration and Board of Curators, working with patents, trademarks and FCC regulations, and representing the University in lawsuits.

Ross is not new to the legal staff. He has been a staff member in the general counsel's office and a part-time professor of law at the UMC School of Law since 1979.

Past experience includes private practice and terms as prosecuting attorney and city attorney in northwest Missouri.

He joined the UMC School of Law in 1968 as an associate professor and in 1970 was named James Patterson McBaine Professor of Law.

He attended Drury College in Springfield, then spent two years as a navigator with the U.S. Army Air Corps. He received his A.B. degree from UMC in 1947 and was first in his 1949 graduating class at the School of Law, where he was editor of the Missouri Law Review.



Robert L. Ross

Jobs

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

UMC: assoc./full professor, medicine, and director, pulmonary diseases; assoc./full professor, medicine, and chief, medical services, VA Hospital; research associate, chemistry; asst. professor, animal sciences (2), forestry, fisheries and wildlife (2), medicine, business administration, radiology (2), child health (3), geology (2), marketing; professor and director, social work; asst./assoc. professor, agricultural engineering, finance, child health, medicine (3), physiology, surgery; asst./assoc./full professor, civil engineering, industrial engineering, veterinary microbiology; assoc./full professor, pathology, psychology; postdoctoral fellow, psychiatry (4); postdoctoral research fellow, radiology; instructor, labor education, continuing medical education; extension associate, plant pathology; instructor/asst./assoc./full professor, nursing; instructor/asst. professor, nursing; asst. dean for undergraduate program, nursing; director/fire training specialist, Mo. Institute Fire and Rescue Training; food service supervisor I; staff physician; research specialist; sr. staff development coordinator; supervisor, housekeeping residence hall; asst. director, news services; asst. supervisor, custodial services; executive staff assistant II; financial aid advisor.

UMC Hospital: administrative nurse I;

clinical nurse I; computer project manager; manager, occupational therapy, financial reimbursement; physical therapist; nurse anesthetist; staff chaplain; computer programmer/analyst II; pharmacist; assoc. administrator, university physicians; laboratory manager; learning skills specialist; radiological engineer; sr. systems programmer; supervisors, gift shop, university physicians.

UMKC: dean, law; asst. professor, communication studies, mathematics, clinical pharmacy; grader, business and public administration; research assistant, history, education, biology, chemistry, UMKC Institute; professor, banking; director, computer science programs; asst./assoc. professor, accountancy, chemistry, X-ray dentistry, computer science, operative dentistry (2), philosophy (2); visiting professor, theatre; adjunct faculty, biology; research associate, UMKC Institute, biology; assoc./full professor, direct marketing; instructor, communication studies; coach, tennis; sr. research assistant, UMKC Institute; theatre assistants, Professional Repertory Theatre.

UMR: visiting asst. professor, engineering management; professor, electrical engineering; lecturer, electrical engineering.

UMSL: asst./assoc./full professor, optometry (2), accounting; director, Center for Economic Education; asst. professor, English, administration of justice (2), economics (2), political science (2), mass communications; postdoctoral fellow, biology; chief, optometry low vision clinic.

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