

SPECTRUM

Vol. 18 No. 6

July/August 1991



UMKC Chancellor George Russell named president of UM System

*Magrath departs for Washington,
Russell takes over duties Nov. 1*

The UM System Board of Curators unanimously elected Dr. George Russell, chancellor of the University of Missouri-Kansas City, to succeed Dr. C. Peter Magrath as president of the University of Missouri System, Board President Webb R. Gilmore announced during the board's July 26 meeting at UM-Kansas City.

"It is for the sake of the University of Missouri and the taxpayers of the state that we have taken this direct means of installing our unanimous choice in the presidency," said Gilmore.

"Dr. Russell possesses, in abundance, the qualities required of the President of the UM System. We are exceedingly fortunate that he is here and that he is willing to assume leadership at a time when we must maintain momentum in our efforts to provide the best possible service to the state."

Gilmore said that it is a critical juncture in the University's history and that "there must be no interruption in our continuing drive to accomplish our several missions on behalf of the people of Missouri."

Russell, who has been chancellor at UM-Kansas

City since 1977, was the sole remaining choice of the search committee when a president of the UM System was sought in 1984, Gilmore said. Because he was the only remaining candidate, Russell removed himself from consideration and the curators renewed their search for a national figure in higher education. The board selected Peter Magrath, then president of the University of Minnesota, who became UM System president on Jan. 1, 1985.

Russell, 70, earned a bachelor of science degree in electrical engineering from Massachusetts Institute of Technology. He received both a master's and a doctoral degree in physics from the University of Illinois. He has been a lecturer at George Washington University, a visiting research scientist at the

continued on page 2

In This Issue

- 1** Curator Cynthia Thompson profiled
- 2** More state budget cuts for fiscal year 1991-92
- 3** Support organized for Proposition B campaign



Cynthia Thompson will use her management expertise and an open mind as a member of the UM System's Board of Curators

University of Missouri System Curator Cynthia Thompson brings many talents to her varied roles as a successful corporate executive, mother and active board member of several influential civic organizations.

Thompson's full-time job is vice president of human resources for the GR Group Inc., a transportation products and services company she owns with her husband, Ronald L. Thompson. The St. Louis company's corporate offices are located in a renovated building on a picturesque brick street in the historic Laclede's Landing district.

While the beautifully decorated offices provide an appropriate setting for the soft-spoken yet decisive Thompson some may be surprised to learn her company — The GR Group, Inc. — General Railroad Equipment and Services — manufactures specialty freight cars and containers for transporting various products, including armaments.

Thompson grew up in Detroit and attended the University of Michigan where she earned a bachelor of general studies degree in 1970. She received a master's in human nutrition in 1973 from Michigan State University. It was also at the University of Michigan where she met and married her husband.

While attending graduate school, the Thompsons started their family. Their children Sela, 20, and Manc, 18, have followed in their parents' footsteps and attend the University of Michigan. Sela is a junior and Manc is a freshman.

In 1985 Thompson received a master's in business administration from Washington

"Another important element of this effort is faculty and staff. What are their needs and interests? How do we keep faculty and staff motivated? I think about that a lot."

University.

She says her work is not such a great departure from her background because the principles of managing people are the same whether she is working in human nutrition or freight car manufacturing.

"I was always in administration," she said. "I either ran a program or managed people. When we acquired the company it was somewhat of a natural transition because I like management first of all. We really grew the company from a much smaller business to where it is today. There was a need for a human resources department and so that is the department I took over in 1981 and developed."

Thompson is responsible for all areas of personnel administration including employee and labor relations, compensation, benefits,

health, safety, training and development. She says the GR Group, Inc. employs approximately 200 people.

When she's not thinking of her business or the University of Missouri, Thompson finds time to serve as a board member of the St. Louis Science Center, the Girl Scout Council of Greater St. Louis, the Greater St. Louis Chapter of the United Nations Association, Inroads/St. Louis, Inc., the Arts & Education Council of Greater St. Louis and the Girls Club Inc. of St. Louis.

Thompson's husband is a member of the board of trustees of Washington University in St. Louis, and is active in other organizations.

"We really believe in community service," Curator Thompson said. "There are a number of ways to serve and it's nice that there are organizations that contribute so much to society."

"There's a certain reward you get out of participating in activities with different boards. It makes you much more aware of the world around you. People can get much too focused and not have enough interaction with people from other backgrounds."

When her children were younger, Thompson says her commitment to her family prevented her from being as involved with civic organizations as she is now.

"My husband and I talk about the fact you can be on too many boards," she said. "We try not to overextend ourselves. You have to focus your energies on those organizations where you really think you can make a difference."

In her personal time Thompson enjoys swimming, walking and what she calls "any kind of exercise." Her reading list includes mostly non-fiction, but she tries not to be too narrowly focused.

In 1987 Gov. Ashcroft appointed Thompson to the Missouri State Board of Education, which is responsible for overseeing elementary and secondary education in Missouri. She served on the board until her appointment to the UM System Board of Curators in January.

"The Missouri State Board of Education is a very important board," Thompson said. "Its decisions impact thousands of children and adults throughout the state. It reaches beyond K-12 because learning starts before kindergarten and should continue through life."

While she says her record of community service was more important to her appointment to the Board of Curators than her experience on the State Board of Education, Thompson concedes that she can offer the board a special perspective.

"If you believe education is an ongoing, continuing process, then in order to be successful in what we call higher education you have to have the proper framework laid at the elementary and secondary level, actually at the pre-elementary level," she said. "So there's a tie there that I think is important."

In the campaign for Proposition B, the \$385 million tax increase for education that will be voted on by Missourians Nov. 5, Thompson says it is important to limit the in-fighting

between elementary and secondary and higher education.

"I certainly support Proposition B," Thompson said. "Clearly, if you look at the totality, at education in general, I don't think Proposition B resolves all of the problems. It doesn't provide all of the money necessary or the reforms to move education where we think it should be, but I think there's enough right with Proposition B that I'm hopeful that it will be passed by the voters and that people will see the benefits of it."

"To me there shouldn't be a big division between higher and elementary and secondary education. We have to work together."

Thompson says it is too early in her term as a curator to have formed any strong opin-

"As in any organization, the UM System must start by defining goals. The focus of the University remains the education of people, preparing them to be active participants in this very complex society."

ions about the board.

"I believe that you have hard-working, sincere people on the board," she said. "Having said that, I don't think we're always going to agree on what is the best approach or solution to a problem, and I think that's healthy. I think one of the reasons you get people from different backgrounds and different points of view on the board is because then the chances of reviewing a number of options and arriving at new and hopefully the best solutions is increased. That is a successful board. A board composed of a lot of little clones is boring and I would think ultimately ineffective."

Even though it takes a lot of time to prepare for board meetings and curators have many other official obligations, Thompson says she considers it a very rewarding and important job.

"The issues that face the board and the University are very challenging," she said. "How do you provide a quality education at a price that people can afford? How do you best prepare people to be active participants in an increasingly complex world? There aren't any easy answers to those issues."

I think it's an exciting time to be a member of the board because so much is happening in the world which impacts what is happening here. You can't look just within the boundaries of Missouri."

Thompson also stresses the importance of meeting the needs of the non-traditional students within the UM System as well as the traditional 18- to 22-year old student.

continued on page 4

State budget cuts force further reductions for 1991-92

The state budget cuts announced at the end of June by Gov. John Ashcroft will force the UM System to trim \$10.6 million from its spending plan for fiscal year 1992.

The governor's vetoes for higher education reduce the University's operating budget by \$19.3 million, or 6.4 percent. Because the budget approved by the Board of Curators reserved \$8.7 million, or 3 percent, for withholding, chancellors and other UM administrators are working to revise allocations.

"We will have to find ways to absorb the cuts that do the least damage to the University," said UM System President C. Peter Magrath. "But obviously, the state's fiscal situation underscores the need for dramatically in-

creased support for higher education. We can't maintain what we have, let alone improve our institution, if the annual ritual of mid-year budget cuts continues."

The governor vetoed 1 percent of total appropriations, plus \$1 million related to engineering education, from the core operations budget. In addition, he withheld 5 percent of funds plus \$1 million from operations. Ashcroft let stand a \$1 million appropriation for the UMR/UMSL cooperative engineering program, with the understanding that if the University chose not to spend that amount, it would count toward the withholdings of the core budget. The University will invest \$450,000 in the cooperative engineering program, allowing students to enroll in January.

The vetoes and withholdings left the University with a core operating budget of \$273,934,044, down from the original appropriation of \$292,264,268. In fiscal year 1991, the University's operating budget, after withholdings, was \$283,496,339.

Other elements of the University's budget affected by the governor's actions:

*University Hospital and Clinics will receive \$14,242,639, down 3 percent from last year;

*Ellis Fischel Cancer Center, \$4,543,193, up 25.5 percent;

*Missouri Kidney Program, \$3,722,888, down 3 percent;

*Missouri Institute of Mental Health, \$2,086,153, down 3 percent;

*State Historical Society of Missouri, \$716,936, down 3.3

percent;

*Higher Education Research Fund, no appropriation (originally budgeted for \$200,000);

*Alzheimer's Program, no appropriation (\$100,000);

*Engineering Equipment grants, no appropriation (\$250,000).

The University's capital budget also suffered from the state's funding shortfall. The governor vetoed \$2.77 million in maintenance and repair funds, leaving about \$1.1 million.

He also vetoed \$100,000 for renovations to fire-damaged sections of UM-Columbia's Jesse Hall and \$100,000 for planning for UM-Kansas City's Basic Life Sciences Building.

However, the governor did approve \$2.4 million for the purchase of the Lynn Building at UMKC.

Russell plans to examine organization of UM System

continued from front cover

University of California in San Diego, and associate professor of physics at Southern Illinois University and at the University of Illinois.

After Board President Gilmore announced the board's selection, Russell said he felt "fear, trepidation and awe" at the enormity of the job. He said he felt like Sherman Adams, chief of staff to President Dwight D. Eisenhower, when Eisenhower suffered a heart attack. Adams was asked at the time how he felt about possibly running for president.

"I'm not qualified," Russell quoted Adams as saying, "but my qualifications are as good as anybody else's."

Russell's research interests include solid state physics, materials science, nuclear propulsion, antisubmarine warfare and oceanography. He also has been involved in research management, energy resources and consumption and computer use in research and education.

Russell also has a proven record as an effective administrator and is recognized as a leader in public higher education, Gilmore said. From 1972 to 1977, Russell served as vice chancellor for research and dean of the Graduate College and professor of physics and from, 1968 to 1970, as associate chair and professor of physics, at the University of Illinois.

Russell served with the U.S. Navy in the Office of Naval Research, the Bureau of Naval Weapons and Oak Ridge National Laboratory. He worked with the late Dr. Robert Goddard on solid-fueled rockets at the Naval Engineering Experiment Station.

A native of Bertrand, Mo., Russell is married to the former Ruth Ann Ashby of Charleston, Mo., and they have four children.

At a news conference following the board's announcement, Russell was asked how long he plans to remain in the position of UM System president. He said, "When it's not fun, that's when I'll retire."

When asked what changes he might make in the university system, Russell said, "I don't like comfortable administrators. If they get comfortable, they're not stretching themselves enough. So I think the first thing we'll do is look completely through the university to see how we're administering the organization.

"We're going to have to find a way to measure what we do and explain to the

public the value of what we do. We might not be able to do as many things now as we are doing. We're in a time when we have to use our resources as carefully and as wisely as we can."

Gilmore noted Russell has been intensely involved in the University's long-range planning process, initiated by President Magrath. Russell's assumption of the presidency will permit the planning process to proceed without loss of momentum or continuity.

Russell's appointment also will allow for timely permanent appointments to fill other vacancies in UM's leadership, including those of chancellor at UM-Rolla and director of University Extension, Gilmore said.

"The board believes such continuity is critical in view of the serious problems facing the University today," he said.

"The board is grateful for the exemplary leadership and tireless dedication that Peter Magrath has given to the UM System for more than six-and-a-half years. The University and the state have benefited enormously from his presence at the helm of the state's largest higher education enterprise, and we shall miss him," Gilmore said. "But we must continue moving forward, and the Board of Curators is convinced that George Russell has the credentials necessary for us to do that. We are proud to announce his election as president."

Russell has been active in many professional and civic organizations, including the Argonne Universities Association, the NASA-Ames Research Consortium, EDUCOM, the Truman Library Institute, channel 19 (public television), Kansas City Chamber of Commerce, National Association of State Universities and Land-Grant Colleges, Kansas City Museum, Truman Medical Center, The Edgar Snow Memorial Fund, Agricultural Hall of Fame and Rotary Club of Kansas City.

Magrath will continue to serve as president until November, when he will become president of the National Association of State Universities and Land-Grant Colleges in Washington, D.C. Russell will serve as president-designate until that time.

Meanwhile, Gilmore said, Magrath "will delegate certain duties and responsibilities to Dr. Russell in assuring a smooth and efficient transition of leadership."

UMKC names Eleanor Schwartz interim chancellor

UM-Kansas City Chancellor George A. Russell, president-designate of the UM System, has announced that Vice Chancellor Eleanor B. Schwartz will be interim chancellor for UMKC.

Russell says the appointment of Schwartz follows the recommendation of the UMKC Faculty Senate. Schwartz will take on her new duties when Russell assumes the responsibilities of president of the UM System.

"Dates for the transfer of responsibilities and decisions have not been set but will be soon," Russell said in a letter to UMKC faculty and staff. "In the interim period, I will work closely with Dr. Schwartz to make sure we have a smooth transition."

Schwartz came to UMKC in 1980 as dean of the Henry W. Bloch School of Business and Public Administration. She became interim vice chancellor for academic affairs in 1986 and was formally appointed vice chancellor in 1987.

Schwartz earned her undergraduate and graduate degrees at Georgia State University, receiving her doctorate in business administration in 1969.

Russell has begun the process of soliciting names for a search committee which will consider applicants for the chancellor's position.

Curators approve increase in student fee policy

The UM System Board of Curators voted unanimously at its July 26 meeting to approve a new policy for setting student fees. The action was recommended by the Student Fee Task Force, appointed by UM System President Magrath and chaired by UMKC chancellor George Russell.

Under the new policy, resident undergraduate fees would increase by \$200 per academic year in addition to the inflationary increase for each of the next five years beginning in the 1992-93 academic year. Resident graduate and professional fees would increase at the same percentage rate as the undergraduate fees.

The policy states that non-resident undergraduate and graduate fees should be approximately three times resident fees within the five-year period. For non-resident professional students, fees would be set at approximately twice the resident professional fees.

The board stipulated that the additional money generated from fee increases, above inflation, will be used to improve University programs.

Missourians for Quality Education organize support for Proposition B

Sam Cook, chairman of Central Bank and co-chairman of Missourians for Quality Education, recently announced support continues to grow for the passage of Proposition B, the education reform proposal that voters will decide in November.

Cook and co-chairs, Henry Bloch, chairman, H&R Block, and Richard Mahoney, chairman, Monsanto; co-chairmen of Missourians for Quality Education, released a list of groups and organizations that have endorsed Proposition B.

"This overwhelming list of endorsements shows the depth of support for Proposition B," Cook said. "From farmers to teachers to business executives, Missourians are ready to support better schools for the best Missouri."

Those groups and organizations included on the list are:

- Missouri Farm Bureau
- Missouri Chamber of Commerce
- Associated Industries of Missouri
- Missouri State Teachers Association
- Taxpayers' Research Institute

- Missouri National Education Association
- Missouri School Boards Association
- Missouri Assn. of School Superintendents
- Civic Progress of St. Louis
- Greater K.C. Chamber of Commerce



- Civic Council of Kansas City
- Regional Commerce and Growth Assn. of St. Louis
- Missouri State Board of Education
- Missouri Coordinating Board of Higher Education
- Business and Education Partnership Commission
- Confluence St. Louis
- Coalition for our Children's Future

Lowell Mohler, executive secretary of Missouri Farm Bureau, said, "Our organization represents a good cross section of Missouri taxpayers, and our membership is very encouraged about this effort to improve our schools and colleges."

Bloch said support is evident among individuals as well as business and civic groups.

"We're seeing outstanding support for Proposition B among state and community leaders," Bloch said, "These supporters now are forming citizen, educator, and economic development committees to help get information to voters about the proposal."

Cook said the campaign office for Missourians for Quality Education is now open on the fourth floor of the Union Electric Building, 101 Madison Street, Jefferson City. The phone number is (314) 636-9393. Richard McClure and Ray Schneider, directors of the campaign, began work there July 15. For further information about Proposition B or Missourians for Quality Education, contact Margo Carlock, communications director.

Assistant Vice President Powers named interim director of University Extension

Ron Powers was appointed interim UM System associate vice president for academic affairs—University Extension and director of cooperative extension July 15. Former extension director Gail Imig was appointed director of cooperative extension at Michigan State University July 1.

In making the announcement July 10, Richard Wallace, UM System vice president for academic affairs, said, "I have great confidence in Dr. Powers' abilities and look forward to his effective

leadership in this interim period."

Powers came to Missouri in 1989 as UM System assistant vice president for academic affairs—University Extension from Iowa State University, where he had served as interim director of extension.

His extension career spans 33 years, including county and state level youth and community development positions in Iowa



and numerous agriculture and extension-related national committee leadership roles.

He earned bachelor's, master's and doctoral degrees in agricultural education and rural sociology at ISU in 1957, 1960 and 1963, respectively.

As interim director, Powers will oversee field operations in 114 counties and coordinate extension programming of the UM System.

Powers will also work with Dr. Rufus Jones, administrator for 1890 programs at Lincoln University, to coordinate the extension programming between the UM System and Lincoln University.

He also will maintain liaison with state and federal agencies and other public and private organizations that collaborate with University Extension in providing education and services to agricultural producers, businesses, communities and individuals statewide.

Briefs • Briefs • Briefs • Briefs • Briefs • Briefs

More satellite downlink sites to open

University Extension has established 17 new satellite downlink sites, bringing the total to 67, reports Jim Summers, evaluation studies director.

New sites should be in operation and ready to receive educational programs by September 1991, he said. The new site locations and local coordinators are:

- Vernon County — City/County Municipal Building, Nevada — Wayne Prewitt;
- Jasper County — Carthage Senior High Vocational Building, Carthage — Janet LeFon;
- Dallas County University Extension center — Gary Naylor;
- Franklin County University Extension center — Ray Steffens;
- Clinton County University Extension center — Bob Rudolph;
- Atchison County University Extension center — Bob Chapple;
- Crawford County, Courthouse, Steelville — Pat Snodgrass;
- Oregon County University Extension center — Stacy Hambelton;
- Randolph County University Extension center — Johanna Reed Adams;
- Macon County University Extension center — Jane Hunter;
- Knox County University Extension center — Karen Loyd;
- Schuyler County Univer-

sity Extension center — Frieda Barrett;

- Chariton County University Extension center — Melvin Brees;

- Morgan County University Extension center — Bill Buehler;

- Scott County University Extension center — Janet Kline;

- Stoddard County, Bloomfield School Library, Bloomfield — Phil Kelley; and

- Butler County, Chamber of Commerce Building, Poplar Bluff — Phyllis Flanigan.

First engineering courses at UM-St. Louis to be offered in January

The long-awaited plan to offer undergraduate engineering programs at the University of Missouri-St. Louis becomes a reality Jan. 1, 1992.

At its July 26 meeting, the UM System Board of Curators approved UM System President Magrath's action to release \$450,000 of \$1 million earmarked for engineering programs at UM-St. Louis, guaranteeing that undergraduate classes in mechanical and electrical engineering will be offered in January.

"This is wonderful news for the University and the entire St. Louis community," said UM-St. Louis Chancellor Blanche Touhill. "These programs will have a

tremendous impact on the St. Louis economy and the lives of thousands of St. Louisans who otherwise would be unable to pursue an engineering education."

When fully operational, enrollment for undergraduate engineering programs is projected to exceed 1,400 students a year. Initial enrollment will be limited to about 100.

Curators approve proposed budget request for fiscal year 1992-93

At its July 26 meeting, the UM System Board of Curators approved the University's budget request for fiscal year 1992-93.

The UM System will request \$360.1 million in state funding and estimates \$186.8 million in non-state funding for a total budget of \$549.6 million. This represents a total operating budget increase of 17.4 percent over fiscal year 1991-92.

The 1992-93 budget request has three priorities:

1. Adjusting to accommodate the additional cost of continuing current operations.

2. Rebuilding the educational competitiveness of the University. This includes funds to improve faculty and staff pay, and to enhance libraries, computing and equipment support.

3. Selected program improvements, including those that meet critical state needs, address the

issue of access and reflect the University's unique role in state public higher education.

Payroll check stubs get new look, provide more information to employee

This fall, University of Missouri System employees will notice a new paycheck in their pay envelope. The payroll advice (for those who participate in Direct Deposit of Payroll) will also have a new look.

The most dramatic change is that the check and attached pay stub will be a full sheet, 8" x 11". This allows for more detail and clearer explanations for payroll activity. For instance, there will be a new section on the pay stub which calculates Federal W-2 Gross Pay for the pay period, and year-to-date Federal W-2 Gross. This new information is particularly important for those employees who are enrolled in some of the various tax-saving benefit plans the UM System offers.

In addition to payroll checks, the account payable checks (for vendor payments) are changing to the same 8" x 11" format. This format will allow for increased use of automated equipment to process and disburse the checks.

This and other cost-saving measures were discussed in the May issue of *Spectrum*.

Curator Thompson will stress needs of faculty and staff



continued from page 1

"If education truly is a life-long proposition, then we should expect to see people from age 30 to age 100 pursuing a degree, or just taking classes," she said. "The University must be prepared to meet their needs."

Thompson believes that education is the key to competing in a global economy.

"Preparing all of our citizens to compete should be Missouri's

highest priority," she said. "We need to do a better job in educating minority students who have traditionally been under represented on our campuses."

What does Curator Thompson see as major issues facing the board?

"Securing adequate funding while continuing to provide a

"I see myself as pretty candid and open-minded, regardless of how difficult the issues may be."

quality education for the state has not fully been addressed yet," she said. "Proposition B is a start."

Thompson is applying her personal expertise in human resources and personnel management to the issue of how to moti-

vate and retain faculty and staff.

"We hear a lot about the students of the University, and rightly so," she said. "But another important element of this effort is faculty and staff. What are their needs and interests? How do we keep faculty and staff motivated, and how do we get people who want to work in the system for a very long time? I think about that a lot."

As in any organization, the UM System must start by defining goals, says Thompson. "The focus of the University remains the education of people, preparing them to be active participants in this very complex society."

Thompson can not yet predict what her personal impact will be on the board.

"I see myself as pretty candid and open-minded, regardless of how difficult the issues may be," she said. "Hopefully that will add something."

SPECTRUM

is published monthly for University of Missouri System faculty, staff and retirees by UM System University Relations, 828 Lewis Hall, Columbia, Mo. 65211, in cooperation with the UM-Columbia, -Kansas City, -Rolla and -St. Louis information offices.

Editor:

Martha Brendel
314-882-0607

Circulation:

Debi Ball
314-882-4591



Current UM System employees who have address changes for *Spectrum* should file a change of address form (UMUW Form 282) with their personnel office.



recycled paper

