

Staff benefits expand

Certain part-time employees of the UM system can now qualify for extended staff benefits. The change was approved by the Board of Curators on Sept. 7.

As of Oct. 1, coverage under the medical benefits and group life insurance programs will be provided to any employee who is regularly scheduled to work a minimum of 30 hours per week and is classified at least 75 percent full time, and who has an indicated appointment of at least six months.

In addition, these part-time employees will also be eligible, on a pro rata basis, for sick leave, vacation leave, and holidays.

The medical benefits and life insurance programs comprise two of the six programs included in the total staff benefits package. Full coverage under these two programs will be available to three-quarter time employees at the current rate structure. Coverage already extends to three-quarter time employees for the tax deferred annuity program and the retirement, disability and death benefit plan.

Certain pre-existing conditions will be excluded from coverage for three-quarter time employees (and their dependents) hired after Oct. 1, 1979.

Extension of additional benefits to these part-time employees will cost the UM system approximately \$58,000 annually.

The extension of benefits to three-quarter time employees should have significant appeal to many present and potential staff members, as well as to departments who utilize part-time employees.

Michael Reese, UM system manager of staff benefits, said that interest in extending benefits to part-time employees is part of a growing nationwide trend toward more flexible working conditions for employees.

The policy is one of the recent changes in the Collected Rules and Regulations relating to personnel policies. Other changes include a policy that requires new three-quarter time employees to serve the same six-month probationary period that full-time employees currently serve. If a probationary period of longer than six months is considered expedient, a maximum three-month extension may be granted. This is a three-month reduction in extension time from the previous policy, and applies to all new part-time and full-time employees.

UMC to train Tunisians

UMC has been selected as the lead institution to direct a training program for Tunisian agricultural scientists. The program will be funded by a grant approved Sept. 7 by the Board of Curators.

Under the five-year grant, UMC and selected midwestern agriculture colleges will work with the government of Tunisia to provide training in the transfer of agricultural technology. Other agriculture colleges involved include Iowa State, Kansas State, and Nebraska which, together with UMC, comprise the Mid-America International Agriculture Consortium.

The \$4 million grant from the U.S. Agency for International Development (AID) will enable consortium faculty members to train 63 Tunisians. Of that number, 33 will be studying for master's degrees and 30 for doctoral degrees.

Douglas Ensminger, UMC professor of rural sociology, will coordinate the program. He has extensive experience in international agricultural education programs, having spent 19 years in India as the Ford Foundation representative.

Other UMC faculty actively involved in the Tunisian Technology Transfer Project are J. Wendell McKinsey, assistant dean of the College of Agriculture, and Fred Mann, associate director of international programs for agriculture and rural development.

Dr. Ensminger said that many of the graduate students will study at one of the four universities in the consortium. Others, however, may

study at other land-grant universities as need dictates.

Eleven Tunisians are now in the United States studying under contract terms. Nine are at UMC, one at Kansas State, and another at Oregon State University.

A unique aspect of the project is that, where feasible, the doctoral candidates will carry out their thesis research in Tunisia as a part of that country's agricultural research program, but under the supervision of faculty advisors in host agricultural colleges in this country. After they complete their degree programs, the scientists will serve on teaching, research and training staffs in Tunisia.

P3 lab available to researchers

The UM system has constructed a special laboratory south of Columbia for biological and biochemical research. The laboratory, called a P3 facility, has been constructed under guidelines issued by the U.S. Department of Health, Education and Welfare.

Several academic and research units within the UM system contributed to the laboratory, which cost approximately \$100,000. The facility is located in the Environmental Trace Substance Center at Sinclair Farm.

The special lab is one of several in the state but the only one within the UM system. It is open to researchers from the four UM campuses.



Bingham's "Watching the Cargo"

Major Bingham exhibit opens

The largest public collection of paintings by Missouri artist George Caleb Bingham will officially open at 2:30 p.m. Oct. 6 at the State Historical Society of Missouri in Columbia.

The exhibit, which commemorates the 100th anniversary of Bingham's death, includes 15 portraits, one landscape, two genre paintings, four engravings, two lithographs, and numerous pencil sketches. A part of the society's permanent holdings, the exhibit will open in conjunction with the members' annual meeting and will remain open throughout the academic year.

"Watching the Cargo," one of the 19th century artist's most significant paintings, is among the artwork to be displayed. This genre river landscape is one of several which grew out of Bingham's childhood experiences in the Missouri River towns of Old Franklin, Arrow Rock and Boonville.

The politically controversial "Order No. 11," another well-known painting in the collection, depicts the eviction of citizens living along the Kansas-Missouri border during the Civil War.

The gallery of the Missouri Historical Society is open to the public

from 8 a.m. to 4 p.m. Monday through Friday.

Board approves physical education department

A department of physical education within the UMSL School of Education was established by the Board of Curators at the Sept. 7 meeting. The change will become effective Oct. 1.

At present, physical education is an emphasis-area available to students enrolled in elementary and secondary bachelor of science degree programs in education. Courses and staffing are handled through the school's department of behavioral studies.

In other action the board approved discontinuation of the UMC Department of Oncology, with the provision that the administration submit to the board in one year a report on progress in cancer research, teaching, and patient care. The board also requested that the administration continue to consider the establishment of a viable Department of Oncology.

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Improvement projects ok'd

A bid submitted for major renovation and repair of the exterior of the chancellor's residence at UMC was among several capital improvement projects approved Sept. 7 by the Board of Curators.

Low bid of \$117,000 for work on the residence was submitted by Prost Builders of Columbia. The project will include replacement of the slate roof, repair and replacement of deteriorating roof support members and eaves, and cleaning and tuckpointing the remainder of the residence. These are the first major exterior repairs of the building, which has been designated a national historical landmark. Constructed in 1867, it is the oldest building in the UM system.

Other items approved by the board are:

- Two amendments to the capital improvements request to the state for 1980-81. One amendment will drop a request for \$84,600 in planning funds for a mineral engineering building at UMR and will instead request construction funds of \$10.4 million, which is 80 percent of the project cost. The other 20 percent, \$2.6 million, will be funded from private sources to support the \$13 million project. The second amendment will add a request of \$90,000 for planning funds for an engineering laboratories and classroom building on the Columbia campus.

- A bid of \$240,000 by Hankins Roofing Co. of Kansas City to replace the roof at the School of Medicine at UMKC. The existing roof has deteriorated to the point that it is more economical to replace the roof than to continue repairs.

- A bid of \$101,000 by R. Waldo, Inc., of St. Louis to install a new centrifugal water chiller to provide air-conditioning for the Education Building on the Marillac campus of

UMSL. This unit will replace an existing chiller that has worn out.

- Final design plans for two other projects on the Marillac campus at UMSL. One project, estimated to cost \$223,800, will add a lobby area and an elevator to a four-story structure to be occupied by the UMSL music department. In addition, the project will make the building totally accessible to the handicapped. Another project, to cost an estimated \$154,705, will provide a parking lot for the same building.

The board also approved the Aug. 30 action of the executive committee in awarding a contract of \$1.2 million to B. D. Simon Construction Co. for renovation of segments of the UMC Hospital. Renovation includes remodeling the neo-natal care unit on the seventh floor and the surgical thoracic care unit on the third floor into intensive care units, and constructing two new stairwells to serve seven floors. The contract was awarded by the executive committee during a conference telephone call.

UMC establishes easy enrollment

UMC has established an "Easy Access" enrollment to allow non-degree-seeking students to enroll in classes without undergoing the usual admissions process.

UMC Registrar and Director of Admissions Gary Smith announced that the plan is available for courses which are not full after regular registration.

The plan is designed to provide opportunities for those persons who are employed or otherwise unable to attend classes full time.

Under the Easy Access plan students will be enrolled as visitors. They will not need to produce transcripts of previous education or take evaluation tests. Participants must, however, meet the prerequisites of the courses they wish to take.

George outlines new position

Advertisement for the new position of associate vice president for academic affairs (academic planning and extension) is now under way, according to Melvin D. George, vice president for academic affairs. Dr. George assumed administrative responsibility for the UM system's extension function when the vice president for extension, Carl N. Scheneman, retired Aug. 31.

"The new associate vice president will assume other academic responsibilities in addition to extension," Dr. George said of the job description, which includes:

- working with the vice president in all academic planning activities, including review of new academic programs;

- exercising the vice president's responsibilities for extension and continuing education programs of the UM system;

- working with central administration staff, including the director of cooperative extension, to develop and administer the statewide extension service, in cooperation with Lincoln University, the four UM

campuses and county extension councils;

- recommending extension budgets and programs in cooperation with campus extension divisions and chancellors, and the director of cooperative extension;

- assisting in review and development of academic policy.

The position calls for someone with an earned terminal degree who would qualify for faculty rank of associate or full professor in an existing discipline at UM; academic administrative experience at a university with graduate and extension programs; and familiarity with academic planning and program review. Other desirable qualifications include academic personnel and budget administration experience and "interest in and commitment to extension and continuing education programs based solidly in academic disciplines."

Applications and nominations for the position, which are being accepted until Oct. 19, should be sent to Dr. George, 309E University Hall.

Several reports presented to curators' committees

Other highlights of the Board of Curators' Sept. 7 meeting in Columbia include the following:

- The finance committee heard a report that UM's medical/professional liability insurance program realized a cost savings of \$613,414 last year over the previous year, when the insurance program was handled by a private insurance carrier. UM officials cautioned, however, that additional claims will be forthcoming during the transition. It was anticipated that the UM system would be involved in fewer claims in the first year.

- The academic affairs committee heard a report on the nursing shortage which has resulted in a total of 150 closed beds at the UMC Hospital. Medical School Dean Charles C. Lobeck stressed that this has not had any effect on the school's educational program. Hospital Director Robert Smith indicated that the following steps have been taken to alleviate the nursing shortage: formation of a separate nursing recruitment office with two full-time recruiters; upgrading of nurses' salaries, effective as of this month; development of rest and lounge areas for nurses; and improved communications within the nursing staff. "Recruitment in August was excellent and resignations have dropped to almost zero," Mr. Smith said. "There are good indications that we've turned the corner on this situation."

- The physical facilities committee was informed of two other developments in the area of capital improvements. James R. Buchholz, vice president for administrative affairs, reported that an application for "fund reservation" has been filed with the U.S. Department of Housing and Urban Development in an attempt to provide more dormitory space at UMR.

Because of increasing enrollment, on-campus housing is in short supply at UMR. The application to HUD is a step which may lead to a \$5 million loan to build a dormitory to house 410

students. The loan would carry a three percent interest rate and be repayable in 40 years.

- The physical facilities committee was also informed of plans by UMC to tear down four UMC-owned buildings on the south side of Conley Avenue, across from Jesse Hall. The buildings presently are occupied by the UMC traffic office and three private commercial establishments. Plans are to turn the property into a "green area."

The physical facilities committee also heard a presentation by Chancellor Barbara Uehling and representatives of Wm. B. Ittner Inc., of St. Louis, architects and planners, on a proposed addition to the UMC School of Law.

Chancellor Uehling said that after studying numerous options, including construction of a new building, she recommends that the present law school be expanded to provide more than 80,000 net assignable square feet, about double the present space.

Under the proposal, the present Tate Hall would be renovated and an addition would be built around its west wing. Estimated cost of the addition and renovation would be about \$10.5 million.

President James C. Olson said he also favors the addition and renovation rather than a new building. He said that he would formally present such a recommendation to the curators either in October or November.

A request for \$132,000 in planning funds to expand the UMC law school facilities is part of UM's 1980-81 capital improvements appropriations request.

- The Board also approved the establishment of a \$100 pre-enrollment fee to be charged UMKC School of Law prospective students.

- The board also revised the Collected Rules and Regulations to comply with a recent State Mediation Board ruling recognizing labor unions affiliated with the University on an "exclusive bargaining" basis.

Jobs

The following administrative, professional and academic vacancies were listed with *Spectrum* as of Sept. 4. Those interested in a position should contact the appropriate academic department or personnel office:

UMC: Asst. directors, admissions, public information; computer programmer/analyst I; engineer-Physical Plant; fiscal analyst; information specialist; managers, accounting services, business services,

parking operations; research specialist (3); scientific programmer/analyst II; staff nurse (3); student services coordinator/counselor (3); systems analyst (2). **UMca:** associate vice president for academic affairs (academic planning and extension); computer project manager (2); senior fiscal analyst (2); senior personnel associate.

UMC Hospital: Asst. director, nursing; computer programmer/analyst I (2); computer programmer/analyst II (2); computer project manager; director, nursing; head nurse (4); managers, financial reimbursement, patient admissions; nurse anesthetist (2); nurse practitioner; pharmacist; registered medical technologist; research specialist; social worker (2); senior computer programmer/analyst; senior research specialist; staff nurse; supervisors, histo-compatibility lab, social service; systems analyst (2).

UMKC: Associate director, counseling center.

UMR: Special services counselor; energy conservation engineer; health physicist.

UMSL: Academic advisor

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