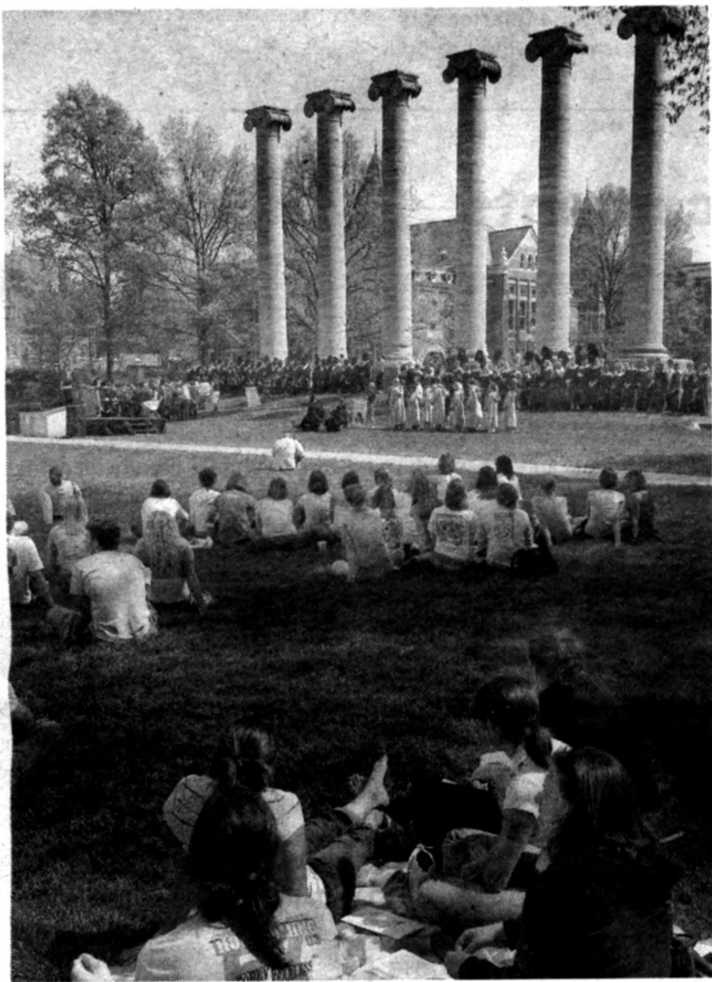


Long-Term Enhancements
Upcoming meetings will discuss changes in UM's long-term care plan
Page 2

Borderline Economics
Study questions economic effectiveness of border patrols.
Page 14

April 21, 2005
University of Missouri-Columbia

Tapping a Tradition



STUDENT SUCCESS
Tap Day recognizes exceptional students

Perfect spring weather rewarded the crowds that descended on Francis Quadrangle April 15 to take part in Tap Day at Mizzou. For the 78th year, MU recognized exceptional student leaders by inducting new members into six campus honorary organizations: LSV, Mortar Board, Mystical Seven, Omicron Delta Kappa, QEBH and the Rollins Society.

The new members' identities remain a secret until they are revealed at the ceremony. The hooded initiates, which may include MU faculty and staff, are led in a procession to the Columns where they are "tapped" for membership in the honor societies.

SPRING RITUAL MU has honored student leaders for their scholastic, leadership and service achievements at Tap Day on Francis Quadrangle when they are inducted into campus honor societies.
Rob Hill photo

To the campus community:

MU's 26th annual Staff Recognition Week is scheduled for April 25-April 29. This week is designated to recognize the dedication, loyalty and achievements of the more than 8,000 administrative, service and support staff who make it possible for the University to fulfill its teaching, research and service missions.

A calendar of events for the week has been mailed to all staff. Additional information is available online at www.missouri.edu/~musacwww. I urge supervisors to take a leadership role in encouraging staff to participate and in arranging schedules so that as many employees as possible can attend the events that have been planned.

I hope you will attend the awards ceremony on Monday, April 25 at 1:30 p.m. in Jesse Auditorium as an expression of appreciation and support for MU staff.

At the ceremony, among other recognitions, four staff members will receive special honor by accepting Chancellor's Outstanding Staff Awards, having been chosen by their peers for outstanding service to MU. In addition, the Mick Deaver Memorial Award will be presented to a staff member who was nominated as best exemplifying the late police major's concerns for fostering good relations with students. The Barbara S. Uehling Award for administrative excellence will also be presented by the Staff Advisory Council. A reception in the rotunda of Jesse Hall will follow the ceremony.

I hope you will join me in honoring all MU staff.

Brady J. Deaton, chancellor

Staff Recognition Week honors contributions of MU staff members

CELEBRATING SUCCESSES
Staff Council prepares weeklong celebration of MU's service and support staff members

Mizzou will honor the contributions of the more than 8,000 full-time staff members around campus April 25 through 29 during the 26th annual Staff Recognition Week.

Sponsored by the Staff Advisory Council, the weeklong celebration "gives the University an opportunity to thank the staff for the outstanding job they do, every day, all year," says Barb Fenske, council chair and an administrative assistant in Campus Facilities. This year's theme, *Celebrating Our Successes*, recognizes the contributions that

employees make toward helping the University of Missouri System to be all it can be, while fulfilling its mission statewide, she says.

"We chose this theme because staff and faculty at Mizzou continue to provide a quality education for our students," Fenske says. "We remain dedicated to accomplishing our commitment to the state of Missouri, our community and the people of the state."

The council has organized a week of entertaining and educational events. "There's something for everyone on campus," Fenske says. As always, the highlight of the week is the awards ceremony, which will take place at 1:30 p.m. April 25 in Jesse Hall Auditorium. Chancellor Brady Deaton will

present a Chancellor's Outstanding Staff Award in the amount of \$2,000 to one employee selected from each job category.

In addition, two other awards of \$1,000 each will be presented. The Mick Deaver Memorial Award honors a staff member who cultivates good relationships with students. The Barbara S. Uehling Award of Administrative Excellence recognizes an MU administrator for leadership qualities and for contributing to improving working conditions for staff. Also at the ceremony, staff members celebrating five through 45 years of service will be recognized.

Fenske says her favorite event is the annual fashion show. Staff members campuswide will model the latest styles and designs from

downtown vendors and from Columbia Mall. "Door prizes will be given away at both the fashion show on April 27 and at the outdoor concert and ice cream social on April 28," she says. In case of rain, the concert and social will take place Friday, April 29. All prizes are furnished by local and campus retailers. "We want to thank all of the vendors who contribute to support Staff Recognition Week," Fenske says, "and we strongly encourage MU staff to show their appreciation by taking time to support our donors throughout the year."

The council introduces a new event this year — a silent auction to be held throughout the week. Look for the display at each event, except campus tours. All proceeds from the auction go the

council's Educational Endowment Fund that awards annual scholarships to MU's staff members to help further their education. Bidding starts on Monday, April 25 and will end at 1 p.m. Thursday, April 28. Winners will be notified Friday, April 29.

"We thank Chancellor Deaton for his letter in support of Staff Recognition Week events," Fenske says. "We hope staff will take his advice and attend as many of this week's exciting events as possible."

Turn to Page 3 of this issue of *Mizzou Weekly* for the schedule of events. Additional information about this year's Staff Recognition Week may be found at missouri.edu/~musacwww/srw/SRWevents05.htm.

Provost possibilities

MU officials have named three finalists for the provost position. All three finalists will visit campus over the next two weeks and each will take part in a forum that will be open to the campus community. All the forums will be held at 2:30 p.m. in 106 Pickard Hall.

The candidates are:

- Brian L. Foster, provost and vice president for academic affairs at the University of New Mexico. Foster will visit campus April 24-26 and the forum will be held April 25.

- Raymond W. Alden, executive vice president and provost at the University of

Nevada-Las Vegas. Alden will visit campus May 1-3 and the forum will be held May 2.

- Janie M. Fouke, dean of the College of Engineering at Michigan State University. Fouke will visit campus May 3-5 and the forum will be held May 4.

"These three candidates come to us with deep and relevant experience at complex, comprehensive institutions that are in many ways parallel to MU," says John Foley, chair of the search committee and professor of English and classical studies.

Biographical information about the candidates is

available online at chancellor.missouri.edu/provost. A detailed schedule of each visit will be available at that Web site soon.

Undergraduate achievements

One thing that sets Mizzou apart from other doctoral intensive public research universities is the unparalleled opportunity it offers undergraduates to perform cutting-edge research with leading scholars and scientists.

MU undergraduates present the results of their scholarly collaborations with faculty

members at an annual forum each spring. More than 100 students will participate in this year's Undergraduate Research and Creative Activities Forum from noon to 5 p.m. Tuesday, April 26, in the Memorial Union. A student recognition ceremony will be held at 4 p.m. in the Memorial Union's Wrench Auditorium.

The forum's title was changed to include "creative achievements" to allow students in the fine arts and performing arts to showcase their work. For instance, one student is sharing a score he composed for a quartet and another is displaying her quilt

art, says Linda Blockus, director of the Office of Undergraduate Research and the Life Sciences Undergraduate Research Opportunities Program.

Another new feature at this year's event will be the presentation by Chancellor Brady Deaton at 4 p.m. in Wrench Auditorium of the Chancellor's Prize for Excellence in five categories.

UM long-term care plan offers enhancements

NEW FEATURES Met Life will be new long-term care provider

The University of Missouri is changing the company that provides long-term care insurance for University employees, and there are several enhancements and new features along with the change in administrators.

The University's long-term care plan provides coverage for custodial services and assistance with daily activities of living,

which are services not covered by medical or long-term disability plans. Long-term care coverage provides assistance in a variety of ways, including assisted living, nursing home, adult day care and home health-care expenses.

Beginning July 1, the Metropolitan Life Insurance Company will take over from CNA Insurance Company as the new carrier and administrator of the University's long-term care plan.

"The change of providers has

allowed us to make several improvements to the plan," says Suzanne Hart, manager of the UM System's Faculty and Staff Benefits office. "There are new features in the plan that the former provider did not offer."

Met Life, in coordination with the benefits office, will hold a series of open meetings May 4, 5 and 6 to discuss the new plan features and explain the transition process for those who are currently enrolled in the long-term care plan. Faculty,

staff, retirees and their family members have until May 13 to decide whether they wish to enroll in the plan and what level of coverage they would like.

Some of the new plan enhancements and expanded options include:

- increased coverage for assisted-living facilities and home health care
- a reduction in the waiting period to receive benefits
- options for increased daily benefits and automatic inflation


protection

- there are no upper age limits or exclusions for pre-existing conditions

Active employees who aren't currently enrolled in the long-term care plan have a one-time window of opportunity for guaranteed coverage. Except for the unlimited lifetime benefit option, they may enroll without providing evidence of insurability. Family members also may apply; they will need to provide a statement of health and be approved for coverage by Met Life.

Faculty, staff and retirees who already are enrolled in CNA's long-term care plan have several options. Depending on when they enrolled and what level of coverage they have, current enrollees can opt to stay with CNA, transfer their same level of coverage to Met Life, or elect to "buy up" and increase their coverage with Met Life.


SEE Care on Page 15



Parking & Transportation Services
Turner Avenue Garage
Level 2
882-4568

Parking and Transportation Services will honor any staff permit in Turner, Conley, Hitt and Virginia Avenue Garages to accommodate individuals attending the events for Staff Recognition Week April 25 – 29, 2005. Please remember to have your permit displayed. Feel free to contact us with any questions you may have at umcparking@missouri.edu or by phone at 882-4568.

<http://mubsweb.missouri.edu/parking>



Environmental Health & Safety
web: ehs.missouri.edu
ehs@missouri.edu
(573) 882-7018

Celebrate Earth Day
on Sunday, April 24

EHS "Working with the campus community to provide a safe and healthful environment."

MizzouWeekly

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Staff Recognition Week

Celebrating



Our Successes

APRIL 25 - 29, 2005

UNIVERSITY OF MISSOURI - COLUMBIA

Monday, April 25

Staff Recognition Ceremonies, 1:30-3:30 p.m.
Jesse Hall Auditorium

Honor your peers with your attendance. At the ceremony, four staff members will receive special recognition when Chancellor Richard Wallace presents to each a \$2,000 Chancellor's Outstanding Staff Award. The winners are chosen by their peers in the four employee subgroups. Also, the Mick Deaver and the Barbara S. Uehling awards of \$1,000 will be presented to a staff member who cultivates good relations with students and to an administrator who contributes to improved working conditions and the quality of life for staff. Finalists for all of the awards will receive plaques.

Staff with five through 45 years of service also will be recognized.

Refreshments will be served after the ceremony.

Parking is available in the Hitt Street, Turner Avenue and Conley Avenue garages.

Tuesday, April 26

Open Houses & Tours, Campus

10:30 a.m. - 1:30 p.m. MU Student Recreation Complex

1:30 - 2:30 p.m. MU Power Plant*

2 - 4 p.m. Museum of Art and Archaeology

3 - 4 p.m. MU Power Plant*

*Power Plant tours are limited to 20 people each on a first-come, first-serve basis. For reservations, call Linda Smith at 882-2646.

Wednesday, April 27

Fashion Show, Noon, Jesse Wrench Auditorium
Memorial Union

Staff members across campus will model the latest seasonal fashions provided by local vendors. Door prizes, also provided by local vendors, will be given away.

Thursday, April 28

Outdoor Concert & Ice Cream Social, Noon,
Plaza 900 Amphitheater

Bring a sack lunch or dine at Plaza 900 and join fellow staffers in listening to live music. Free Buck's ice cream (bring MU ID) to the first 250 staff members. In case of rain, event will be held April 29

All Week Silent Auction

Support the council's education endowment fund and win a valuable prize or gift certificate. During the week, look for the silent auction display at each event, except campus tours.



**Staff Advisory
Council**

WORKING FOR YOU

To learn more about the council and its programs, go to
missouri.edu/~musacwww/

service awards recipients

45 years

Harry Wilson, KOMU-TV

40 years

Susan Fewell, Admissions

Charles Murray, Project Management

Riley Nichols, Project Management

35 years

Woodrow Baker, Energy Management

John Beaumonte, Customer Service & Supp Svcs

Deborah Bennett, Food Services

Gary Cunningham, MU Libraries

Karen Harms, Show-Me State Games

Rex Ricketts, Ag Ext-Animal Science

Robert Southerland, Energy Management

Linda Wilhite, Development

30 years

Patrice Albert, Biological Science

Delores Barrett, Dietary/Cafeteria

Marilyn Beissenherz, Veterinary Diagnostic Lab

Ellen Blair, MU Libraries

Joyce Bradshaw, Linen & Sewing

Charles Crowley, Residential Life

Susan Demian, International Programs

Annette Glatz, Food Science

James Hagans, Printing Services

Gary Johnson, Mail Services

Leonard Kellogg, Student Information Systems

Evelyn Lindell, Ag, Food and Natural Resources

Walter Meyer, Research Reactor

Jamie Mitchell, Sterile Processing

Opal Mitchell, 5 West Nursing

Kathleen Morton, 23 Hour Observation Unit

Jane Nelson, MRC Human Resources

Clifford Nevels, Residence Halls

Mary Nowlin, UP Payment Services

Janice Palmer, Custodial/Special Services

Mona Perrin, Surgery-Surgical Oncology

Duane Perry, Telecommunications

Mary Porter, Anthropology

Gordon Rogers, Emergency Suite

Dennis Russell, Mo-AES Field Operations

Jeffrey Schill, Assoc Dir Professional Svcs

Leland Smith, Custodial/Special Services

Jeffrey Wilcox, Museum of Art & Archeology

Mary Windmoeller, Labs

25 years

Debbie Alviso, Learning Teaching & Curriculum

Kathy Andresen, English

Dana Armontrout, Office of Animal Resources

Susan Asher, Pediatric Outreach

Jenifer Baker, Systems & Operations Support

Robert Baker, Student Information Systems

Mark Banks, 4 West Medicine Unit

Jackie Barrett, Nursing Services

Joe Baskett, Research Reactor

George Baylor, Veterinary Medicine & Surgery

Katherine Beilsmith, Physical Medicine & Rehab

Joseph Brewer, ITS Application Services

Nancy Cady, Revenue Management

Jean Camden, Life Science Center

Tammy Carmichael, Food Science

David Cleveland, Residence Halls

Marcy Coley, Campus Facilities

Sandra Cox, Newborn Intensive Care Unit

Jay Craig, Systems & Operations Support

David Dunkin, Academic Support Center

Karen Ehlert, Molec Microbio & Immunology

Sandra Fischer, Cardiac Intensive Care

Cynthia Franke, Newborn Intensive Care Unit

Roxanne Gentry, Perinatal Unit

Wilbur Gilmore, Campus Facilities

Cynthia Glascock, Animal Science

Maurice Goldman, Custodial/Special Services

Gregory Gunn, Research Reactor

Larry Hall, Assoc Dir Facilities

Judith Heidlage, Emergency Suite

Judith Hein, Surgery Services

Jerry Hemeyer, Pharmacy UH

Lindy Holley, Pharmacy UH

Diana Hood, Human Resources

Mary Hughes, 23 Hour Observation Unit

John Humlicek, Residential Life

Gary Hutchen, Residential Life

Joyce Jesse, Student Life

Alan Kennedy, Custodial/Special Services

James Kilfoil, Research Reactor

Clayton Kittle, Cardiopulmonary Services

Herman Klippel, Landscape Services

David Knipp, Psychological Sciences

Lawrence Kuntz, Plant Engineering

Anthony Logan, Custodial/Special Services

Jacalyn Mankey, Student Health Services

David Maupin, Agriculture Economics

Sabrina McClanahan, Residential Life

2005 awards finalists & winners

CHANCELLOR'S OUTSTANDING STAFF AWARD

This award shows appreciation for and recognition of individual staff contributions to the University. It is given to four staff members who best reflect honor upon the University and the community, a combination of job performance, job-related personal qualities, relationship with their associates, and the ability to relate their work to the missions and values of the University. The award carries a \$2,000 prize.

ADMINISTRATIVE/PROFESSIONAL FINALISTS:

Brenda Baker

Susanne Carter

Donna White

Robert Swanson

Gayla Neumeyer

WINNER: Jenny Workman

CRAFTS/MAINTENANCE FINALISTS:

Al Sanders

Mark Wipfler

Dale York

WINNER: David Campbell

SECRETARIAL/CLERICAL FINALISTS:

Tami Beatty

Kelly Faup

Coleen Hughes

WINNER: Cyndi Jennings

TECHNICAL/PARAPROFESSIONAL FINALISTS:

Bill Martin

Tammey Brown

Stephanie Bossaler

WINNER: Mary Flanders

MICK DEAVER MEMORIAL AWARD

Established in 1980 by the Staff Advisory Council, the award recognizes a staff member who exemplifies the late University Police major's concern for fostering good relations with students. The award carries a \$1,000 prize. Deaver, who graduated from MU in 1966, was associate director of University Police at the time he was killed in an automobile accident in 1980.

FINALISTS:

Jana Clark

Terrence Grus

Susan Renoe

Jim Sharrock

WINNER: Doug Schwandt

BARBARA S. UEHLING AWARD OF ADMINISTRATIVE EXCELLENCE

Created by the Staff Advisory Council in 1986, the award honors the former chancellor's efforts on behalf of staff members. It acknowledges administrators who have demonstrated qualities of leadership and administrative excellence, and who have contributed to improved working conditions and the quality of life for Mizzou's staff members. The award carries a \$1,000 prize.

FINALISTS:

Marjorie DeGreef

Forrest "Bud" Smith

Donna Stearns

WINNER: Linda Davis

Michael McKown, Dalton Cardiovascular Res Ctr
 Robyn McKown, Molecular Biology
 Clifford Mongler, Biological Engineering
 Richard Moore, Pharmacy UH
 Larry Mountjoy, Plant Engineering
 John Myers, Cooperative Extension
 Eugene Nelson, Landscape Services
 Janet Nicholson, Veterinary Pathobiology
 Susan Novinger, Veterinary Biomedical Sciences
 John Phillips, Housekeeping
 Sonia Potts, University Stores
 Gregory Purdy, Veterinary Pathobiology
 James Putnam, Custodial/Special Services
 Kathleen Rudeen, Agriculture Extension
 Bettejane Rudel, Analytical Services
 Kevin Scantlan, ITS Technical Services
 Elizabeth Schultz, Accounting
 Lloyd Shackelford, Building Maintenance
 Vivian Simpson, Linen & Sewing
 Patricia Snellen, Labs
 Debra Stark, Labs
 Bette Stuart, MU Libraries
 Richard Tollerton, Registration
 Gary Walden, Honors College
 Karl Washington, Mail Services
 Dale Wesselmann, Residential Life
 Steven Williams, Human Environmental Sci Ext
 Tonya Wilson, Printing Services
 Ronetta Woods, Residence Halls
 Rhonda Woody, Instructional Materials Lab
 Karen Worley, Publications & Alumni Comm
 Larry Yeakey, Custodial/Special Services
 Cheryl York, Student Health Services
 Peggy Young, Med Pharmacology/Physiology
 Brenda Zimmer, Landscape Services
 Michael Zimmer, Printing Services

20 years

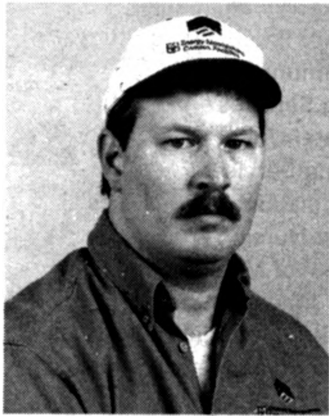
James Acton, Printing Services
 Penny Adams Kraus, Child Health
 Armine Alioto, Cardiopulmonary Services
 Suzanne Andrews, Human Environmental Sci Ext
 Rhonda Anthony, Orthopaedic Surgery
 Yvonne Ball, Printing Services
 Clint Berkley, Telecommunications
 Traci Blackwell, Administrative Services
 Kathy Brady, Cardiopulmonary Services
 Jim Brewer, Plant Engineering Maintenance
 Jane Burnett, Surgery-General
 Tina Carmack, Animal Science
 Cindy Cellar, Veterinary Medicine Extension
 Cherie Chapman, Veterinary Diagnostic Laborato
 Mindy Cherrington, Cardiac Intensive Care
 Mary Chronister, Revenue Management
 Anna Clawson, Center For Independent Study
 Sandra Coleman, Intercollegiate Athletics
 Stephen Coleman, Building Maintenance
 Bobby Colley, Veterinary Biomedical Sciences
 Randall Conklin, Building Maintenance
 Christy Copeland, Intl Ag Programs
 Brian Cottle, KOMU TV
 Richard Daniel, Biological Science
 Kimberly Daugherty, MU Libraries
 George Davidson, Housekeeping
 Jinnie Deakins, Off-Site Family Med
 Kathleen Doisy, Fisheries & Wildlife Sciences
 Manuel Douglas, Housekeeping
 Edward Drane, Project Management
 Ronald Durham, Food Services
 Keith Eldridge, MIMH-Mental Health Systems
 Larry Elliott, Project Management
 Donald England, Plant Engineering
 Dee Erickson, Assoc Dir Professional Svcs
 Karen Eubanks, MU Libraries
 Susan Even, Student Health Services
 Priscilla Foster, Veterinary Medicine & Surgery
 Deborah Garrett, Physical Medicine & Rehab
 Patricia Gash, Printing Services
 Angela Gilpin, Telecommunications
 Jerry Griffen, Surgery Services
 Tammy Guilford Davis, Law MU Libraries

Margery Gurwit, Statistics
 Gail Hagans, Fire & Rescue Trng Institute
 Timothy Haithcoat, Geography
 Eddy Harmon, Building Maintenance
 Dan Heaviland, ITS Application Services
 John Henrikson, Advanced Computing Environ
 Tammy Hickman, UP Process Improvement
 Mary Hoard, Psychological Sciences
 Donald Hudson, Accounting
 William Hylar, Residential Life
 Reno Jackman, Custodial/Special Services
 Brad Jacobson, Disability Service
 Charles James, Ag, Food and Natural Resources
 Toni Janish, Child Health-Neonatology
 Robert Johns, Energy Management
 Gregory Kelly, Dean of Veterinary Medicine
 Beth Key, Audiology Clinic
 Kevin Key, Custodial/Special Services
 Pamela Kite, Surgery Services
 Charles Kribbs, Research Reactor
 Aloysius Kullman, Clinical Engineering
 Alverda Lawrence, Anthropology
 Elaine Litwiller, Law
 Alan Loshbaugh, KOMU TV
 Rankin Martin, Veterinary Diagnostic Laboratory
 Theresa Maze, MIMH - MU Libraries
 Mary McCollum, University Affairs
 Dennis Meyer, Energy Management
 Debra Mitchell, Ag, Food and Natural Resources
 Ruthe Morse, MU Libraries
 Paul Musket, University Stores
 Jackson Naylor, Bradford Farm
 Carol Newton, Center For Independent Study
 Randy Nichols, Printing Services
 Nancy Olson, Student Health Services
 Sharon Orr, Nursing Services
 David Overstreet, Energy Management
 Angi Pauley, Ctr For Educ & Development
 Sonia Perkins, Housekeeping
 Ronald Persinger, Student Services
 Jeffery Pipes, Intercollegiate Athletics
 Cheryl Poelling, Law
 Kathy Pritchett, Continuing Education
 Kenneth Pruett, Med & Neuro Intensive Care
 F. Elaine Rehmer, Medicine-Endocrinology
 Mary Rhoads, Ext Affrs-Telemedicine
 Carl Roettgen, Printing Services
 Mary Roth, Agriculture Biochemistry
 Jan Russell, Rural Sociology
 Mark Sapp, KOMU TV
 Roderic Schlotzhauer, Physics
 Susan Scott, Office of Research
 Catherine Scroggs, Student Affairs
 Sharon Sessions, IV-Therapy Pharmacy
 Dale Smith, Student Services
 Leonard Snider, KOMU TV
 Dan Stiers, Plant Engineering
 Robert Taylor, Campus Budget
 Susan Thornhill, Building Maintenance
 Vicki Trower, Ag Econ - FAPRI
 Joann Wait, Public Relations/Dev
 Susan Washington, Printing Services
 Susan Wayt, Electrical Engineering
 Joanne Willett, SHP/Health Psychology
 Diane Wyatt, Biological Science
 Meda Young, Life Science Center

15 years

Michael Adkins, Academic Support Center
 Michael Aholt, Building Maintenance
 Gail Albers, ITS Application Services
 Cynthia Allen, Student Health Services
 Rosebud Amann, Veterinary Diagnostic Laborato
 Darwin "Buddy" Anliker, Police
 Kathleen Anthony, Analytical Services
 Jeffrey Attebery, Research Reactor
 Noor Azizan-Gardner, Provost
 Linda Bade, Revenue Management
 Charles Baker, Warehouse & Receiving
 Brenda Bates, Telecommunications
 Jack Batterson, MU Libraries

Jeffery Baxter, Building Maintenance
 E. Robert Berg, Project Management
 Donald Betz, Center For Independent Study
 Laurie Bittle, Telecommunications
 Sally Blisard, Nursing Services
 Nancy Boland, Perinatal Unit
 Dennis Brown, Printing Services
 Juanita Brown, Custodial/Special Services
 Mickie Bryson, 5 West Nursing
 Glenna Burkett, School of Music
 Steven Burry, Energy Management
 Belinda Campbell, Cardiopulmonary Services
 Tammie Chandler, Custodial/Special Services
 Wanda Christian, Nuclear Medicine
 Dalana Clay, Custodial/Special Services
 Jane Cochran, Medicine-Endocrinology
 Jane Cook, Ctr For Educ & Development
 Robin Cosby, Office of Animal Resources
 Linda Crane, Alumni & Development
 D. Larry Culberson, Residential Life
 Lezlie Dahlke, Emergency Suite
 Julie Davis, Neurology Clinic
 Karen Derrick, Food Services
 Lea Diblasi, Emergency Suite
 Deborah Dickinson, Printing Services
 Norma Dodson, MU Libraries
 Dedra Earl, Missouri Review
 Kevin Earnest, Pharmacy UH
 Jamie Easley, Medicine-Cardiology
 Peggy Eichen, Animal Science
 Jerri Eldridge, MU Libraries
 Susan Elledge, Campus Dining Services
 Cheryl Embree, EF Symptom Evaluation Unit
 Hugh Emerson, Environmental Health & Safety
 Marty England, VP Minority Affairs/Fac Devl
 Mark Fairley, Business & Finance
 Deborah Ferguson, Medical Education
 Cynthia Feutz, 23 Hour Observation Unit
 Randy Fish, Plant Engineering Maintenance
 Sharon Fisher, Center For Literary Arts
 Rhonda Forrest, Business Development
 Irene Ganjam, Veterinary Diagnostic Laboratory
 Todd Gentry, Energy Management
 Xiaofen Gong, Labs
 Ryan Grueber, Materials Management
 Crispin Gunier, Telecommunications
 Sue Halaweh, MU Libraries
 Susan Hamilton, Engineering
 Denis Hancock, Advanced Computing Environment
 Kenneth Harbour, Printing Services
 Cindy Harper, Forestry
 Jennifer Haubner, Surgery-Surgical Oncology
 Jill Hay, Surgery
 Alma Hazen, Printing Services
 Lynne Hedrick, Ctr For Educ & Development
 Geri Hegstad, Veterinary Diagnostic Laborato
 Stephen Hincey, Project Management
 Carol Hendrickson, Learning Teaching & Curriculum
 John Hennagir, Pharmacy
 Laura Hertel, Forestry
 Timothy Hickman, Intercollegiate Athletics
 Sandra Hild, Surgical Intensive Care
 Timothy Hirner, Cardiology Outreach
 Genola Hodge, Labs
 Lloyd Hodge, Radiology
 Richard Hofen, Foundation Seeds
 Robert Holcomb, Storeroom
 Marta Holmes, EF Symptom Evaluation Unit
 Robin Holsinger, Respiratory Therapy
 Tami Hoskins, Surgery-Urology
 Paula Houston, Education
 Kimhon Inn, Labs
 Marta Jeney, Human Resources
 Vivian Johnson, Storeroom
 Ricky Jones, Campus Dining Services
 Linda Kaiser, Education
 Dana Kelly, Mail Services
 Robert Kent, Residence Halls
 Harley Kirchner, Energy Management
 Paul Kliethermes, Building Maintenance
 Patricia Kroll, Registrar



David Campbell
lead asbestos worker
Energy Management
Chancellor's Outstanding Staff
Award
Crafts/Maintenance Category

David Campbell is as good as it gets when it comes to removing asbestos. He leads a team in removing tons of the hazardous material throughout campus each year. His primary responsibilities are to plan, coordinate and execute the projects.

Because airborne asbestos fibers can cause serious health effects, it is critical that proper removal procedures be followed. His expertise and knowledge of the federal regulations places him in a position in which his advice is sought by peers and supervisory staff campuswide. And his know-how has helped the University maintain

compliance with the policies and helped the abatement team become recognized as a model by state regulators.

"Asbestos abatement projects cause many inconveniences for building occupants, but David strives to minimize these inconveniences and always has concern for the personnel surrounding the project area," says his supervisor, Ken Mackley.

Ken Davis, assistant director of Energy Management, says Campbell is the "go to guy" for many campus clients because they know he will take the time to effectively communicate with them and respond to their needs. "These attributes are absolutely

necessary when dealing with the removal of asbestos," Davis says.

Roger Riddlemoser, assistant director of Environmental Health and Safety, says from the time he arrived at Mizzou five years ago, a large part of the industrial hygiene program has been connected with the campus asbestos control program. From Day One, he says, Campbell has "always helped develop, improve, communicate, add credibility and provide constructive input while maintaining a positive motivating force in the campuswide asbestos control program. His dedication to doing things the right way and to ask questions beforehand must be partially responsible for his

success."

Described as a warm and caring person who sets high standards in all aspects of his life, Campbell volunteers for work and fund-raising projects for his church and children's school, Zion Lutheran Church and School in Lone Elm, Mo.

"David is an exemplary employee who leads by example," Mackey says. "He is always willing to help others achieve their goals and is always concerned for the welfare of others. Everyone who works with him has great respect and admiration for him. We all rely on and trust David's opinion and actions."

- Kiratadas Kutikkad, Research Reactor
- Mary Lammers, Newborn Intensive Care Unit
- Geoffrey Lanham, Ag Ext-Natural Resources
- Rosetta Lee, Custodial/Special Services
- Jo Leisman, Surgical Intensive Care
- Sara Leonard, Cardiac Intensive Care
- Richard Linhardt, Food Science
- Suzanne Lippard, MU Libraries
- Rita Luntsford, Ob, Gyn & Women's Health
- Michael Martin, Printing Services
- Cathy Maupin, Education
- Mary Maxwell, Cashier, Payroll and Student Loans
- Kerry McDonald, Newborn Intensive Care Unit
- Julie McKay, Materials Management
- Charlotte McKenney, School of Nursing
- Cheryl Mitchell, Labs
- Linda Moore, Women's Healthcare Unit
- Phyllis Moore, College of Business
- Jeffrey Moran, Education
- Mark Morris, Project Management
- James Mouser, KOMU TV
- Donna Neal, UP Process Improvement
- Alisa Nettles-Strong, Biochemistry
- Earlene Newcomb, Veterinary Medicine
- Lanita Nichols, Med Pharmacology/Physiology
- Sonya Nistendirk, Education
- Stanley Noland, Custodial/Special Services
- Laura Nurnberg, Surgery Services
- Michelle Olson, Residence Halls
- Rebecca Oneal, International Programs
- Gary Ostercamp, Pastoral Care
- Mark Perrigo, Project Management
- Jeffrey Peters, Veterinary Diagnostic Laboratory
- Jennifer Polkow Haight, Vet Medicine & Surgery
- Dana Reeder, Administrative Services
- Joe Reeder, Plant Engineering
- Le Reeder, Children's Hospital Support
- Jennifer Rentel, Payroll
- Ruth Rice, Food Services
- Linda Robb, Radiation Therapy
- Terry Robb, Applications & Training
- Teresa Roberts, Medicine-Gastroenterology
- Beverly Robinson, Mo Ob/Gyn Associates Clinic
- Ann Rogers, Development
- Linda Rowland, Veterinary Biomedical Sciences
- Judy Sanders, Nursing Services
- Matthew Sanford, Research Reactor
- Chris Schenewerk, Health Professions
- Susan Schuermann, MU Libraries
- Teresa Seidel, Veterinary Medicine
- Mary Sessler, Surgery-Urology
- Kathy Sharp, Advertising
- Christopher Shaw, Dean of Veterinary Medicine
- Stephen Sheehan, Housekeeping
- Jacklyn Smith, Med & Neuro Intensive Care
- Jennifer Sonnenberg, Veterinary Medicine
- Cynthia Spano, Med & Neuro Intensive Care
- Cheryl Spencer, Newborn Intensive Care Unit

- Dianna Staab, Dean's Office, Medicine
- Donna Stearns, Veterinary Medicine
- Susan Stickney, Educ, School, & Counsel Psych
- Sandie Tapia, Finance
- Joan Tapp, Surgery Clinic
- Deborah Tate, Veterinary Medicine & Surgery
- Victoria Thorp, English
- Howard Timms, Plant Engineering
- Robert Van Ark, Energy Management
- Donna Vaught, Ag, Food and Natural Resources
- Carolyn Villarruel, Residential Life
- James Waters, Analytical Services
- Carol Wesbury, Sterile Processing
- Brenda Weston, Audit & Reimbursement
- Tracie Wideman, Child Health Clinic
- Linda Wilcoxson, Patient Financial Services
- Ryan Wilson, Plant Engineering
- Kathleen Yates, Medicine-Cardiology
- Randall Zimmer, Surgery Services

10 years

- Linda Abbott, Registration
- Keith Aitkens, Building Maintenance
- Mary Allen, Green Meadows, UMHC
- Troy Anderson, Building Maintenance
- Jennifer Andert, Cardiopulmonary Services
- Laura Andrews, Heart of Mo Clinics Admin
- Cheri Arnold, Surgical Intensive Care
- Jennifer Arnold, German & Russian Studies
- James Baker, Ophthalmology
- David Barnes, Emergency Suite
- Christian Basi, News Bureau
- Michael Baumgartner, Mo-AES Field Operations
- Judith Bickel, Cardiopulmonary Services
- Lanet Bittle, University Stores
- Deborah Blaisdell, Biochemistry
- Norman Blakley, Ophthalmology
- Deanna Bokinsky, Business Development
- Stephanie Bossaller, Veterinary Medicine
- Joan Bourbeau, Registration
- Jack Bradshaw, Plant Engineering
- Richard Branton, Instructional Materials Lab
- Gregory Breuer, Geography
- Eva Brewer, Residence Halls
- Brian Brock, Research Reactor
- Kenneth Brooks, Research Reactor
- Jonathan Broomhead, Animal Science
- Sherry Burns, University Nurses Senior Care
- Rebecca Calvin, Customer Service & Supp Svcs
- Brent Carter, Cardiology Outreach
- Elizabeth Carter, Education
- Helga Carter, Admissions
- Bonnie Clarkson, Child Health-Endocrinology
- Kathleen Claxton, Social Work
- Linda Coats, Career Planning Placement Ctr
- Daniel Coleman, Project Management
- Ernest Coleman, Project Management
- Bryan Comer, Energy Management

- Frank Connett, Ag Econ - Cares
- Vonda Cordes, Intercollegiate Athletics
- Christina Cranmer, Ob, Gyn & Women's Health
- Karen Cunningham, HOM Community Rehab Clinic
- Eric Current, Building Maintenance
- Deborah Davidson, Supply Distribution
- Kelly Davis, Sponsored Program Admin
- Theresa Davis, Newborn Intensive Care Unit
- Dale Deehr, Labs
- Raymond Dencker, Surgery Services
- Rebecca Dieckmann, Chancellor's Office
- Alicia Dority, Law Enforcement Trng Institute
- Anthony Drennan, Education
- Vernon Duncan, Building Maintenance
- Teresa Duvall, Housekeeping/Dietary
- Latisha Dwiggin, News Bureau
- Paula Elderbrook, Patient Financial Services
- Marilyn Estes, Learning Teaching & Curriculum
- Mark Farrell, Environmental Health & Safety
- Bernice Faulkner, Payroll
- Mary Flanders, Veterinary Medicine & Surgery
- Carol Foley, Residential Life
- Theresa Fowler, MIMH - MU Libraries
- Brenda Frazier, Mathematics
- Harry Frazier, Energy Management
- Melinda Frederick, Student Auxiliary Services
- Scott Frees, Landscape Services
- Michelle Froese, Student Auxiliary Services
- Tina Gallagher, Diabetes Center
- Stanley Gallihugh, LOANS
- Patricia Garmon, Economics
- Kirk Garoutte, Dietary/Cafeteria
- Matthew Garrett, KOMU TV
- Simona Gatewood, Residential Life
- John Gerau, Plant Engineering
- Sharon Glasker, KOMU TV
- Heping Gong, Labs
- Judith Griggs, Surgery Services
- Sandra Gummersheimer, MU Direct
- Brad Hagen, Energy Management
- Linda Halley, Pre Op Clinic
- Lisa Hamburg, Educ, School, & Counsel Psych
- Chuck Hamm, Ophthalmology Clinic
- Christopher Harrison, Food Services
- William Harvey, Mail Services
- James Heivilin, Advanced Computing Environment
- Dyann Helming, Medical Research Office
- Eric Hiatt, Landscape Services
- Brenda Hilgedick, Audit & Reimbursement
- Sandra Hockenbury, Printing Services
- Michael Holden, Business
- Denise Holiman, Veterinary Biomedical Sciences
- Julie Huffman, Surgical Intensive Care
- Brenda Hunter, Medicine-Endocrinology
- Gerald Jadlot, MIMH-Administration
- Hongying James, Development
- Carol Jameson, Ellis Ambulatory Infusion
- Aleda Jenkins, Surgery Services

Eddie Jennings, Campus Dining Services
 Roy Jennings, Energy Management
 Gloria Johnson, Residential Life
 Cynthia Jones, Child Health-Genetics
 Ann Juengermann, Orthopaedic Surgery
 Mary Juettner, Sponsored Program Admin
 Whitney Keller, H S Truman School of Pub Affrs
 Shirley Kelly, Residential Life
 Jason Kennedy, KOMU TV
 Rakiya Khaleel, Food Services
 Diané Kirby, Child Health-Genetics
 Evelyn Kitch, Registration
 Sheila Koenig, Medicine-Administration
 Sarah Kurre, Development
 Amy Lade, Newborn Intensive Care Unit
 Leigh Lamont, Women's Healthcare Unit
 Tracy Lee, Materials Management
 Charleeg Leutung, MOHS Dermatology
 Xuechang Li, Campus Facilities
 Meribeth Long, Intercollegiate Athletics
 Bryan Maggard, Intercollegiate Athletics
 Kathy Marschel, Pharmacy UH
 John Masten, Surgery-Administration
 Sarah Mathis, Intercollegiate Athletics
 Sharon Matney, Nursing Administration
 Charles May, Admissions
 Phillip Mazanec, Custodial/Special Services
 Roger McCowan, Plant Engineering
 Brenda McCoy, Medicine-Hematology & Oncology
 Todd McCubbin, Alumni & Development
 Sara McCudden, MIMH-Policy & Ethics
 Pamela McGrath, Surgery-General
 Geraldine McKinley, Medical Records
 Quinten Messbarger, Administrative Services
 Denise Meyers, Editorial
 Jeanette Mich, Learning Teaching & Curriculum
 Nancy Moen, Arts & Science
 Frances Moran, Medicine-Immunology & Rheumato
 Karen Morts, Off-Site Family Med
 Donald Muse, Plant Engineering
 Elizabeth Myers, UP Payment Services
 Tommy Nichols, Plant Engineering
 Janet Noland, Residence Halls
 Terry Oerly, Systems & Operations Support
 Michael Orlaska, Housekeeping
 Lisa Pagett, Management
 Martha Palmer, Surgery Services
 Helen Patrin, Journalism
 Melody Paulson, Food Services
 Scotty Payne, Energy Management
 Forrest Perkins, Building Maintenance
 Deborah Perriman, Housekeeping
 Alan Petersen, Campus Dining Services
 Eldon Peterson, Energy Management
 Joleen Pfefer, Applications & Training
 Margo Pollard, Child Health-Administration
 Marlice Pound, Children's Hospital Support

Carla Pudenz, Medicine-Nephrology
 Jane Pullen, Medical Records
 Kenneth Redding, Landscape Services
 Harold Reeder, Printing Services
 Jada Reynolds, Business
 Nancy Rezabek, EF Symptom Evaluation Unit
 Abbey Rimel, Law MU Libraries
 Christina Roberts, Otolaryngology
 Marilyn Roche, ICU/CCU
 Pamela Roddy, Surgery - Vascular
 Evelyn Rogers, Missouri Review
 Evelyn Ruch Graham, Journalism
 Brian Rufener, Custodial/Special Services
 Carol Russell, Ag Ext-Natural Resources
 Ramin Russell, Research Reactor
 Nathan Samuels, Engineering
 William Saracini, ITS-Administration
 Imelda Sarmiento, UP Payment Services
 Gina Scavone, Administrative Services
 Octavia Scott, Food Services
 Scott Shader, Space Planning
 Patricia Shanahan, Business Initiatives
 Janice Shettlesworth, Sterile Processing
 Andy Shirkey, Information Extension
 Bruce Shock, Plant Engineering
 Bruce Shock, LOANS
 Stan Shollenbarger, ITS Application Services
 Karen Siegler, Medicine-Hematology & Oncology
 Steven Simpson, Campus Dining Services
 Michele Sisco, Med & Neuro Intensive Care
 Jeanie Skaggs, Project Management
 Janis Smarr, Eye Institute East
 Donna Smith, Internal Medicine Clinic
 Juanita Smith, Administrative Services
 Shawn Spalding, Police
 Jerri Sparks, Orthopaedic Surgery
 Margaret Spiers, Human Resources Services
 Melody Stallmann, UP Payment Services
 Scott Stever, Child Health-Administration
 Mary Stewart, Surgery - Vascular
 Aaron Stoker, Veterinary Medicine & Surgery
 Dennis Stroer, Police
 Yichang Sun, Ag Ext-Plant Sciences
 Jacquie Sweet, IAT Services Administration
 Claude Sweezer, Plant Engineering
 Matthew Thomas, Energy Management
 Norma Thomas, Mo Rehab Ctr Accounting
 Joyce Thomure, Campus Facilities
 John Thorne, Campus Dining Services
 Charles Touzeau, Research Reactor
 Karen Touzeau, Human Resources Services
 Travonna Turner, Academic Retention Svcs
 Robert Unrath, Project Management
 Juanita Valentine, Telecommunications
 Deborah Vanlerberghe, Labs
 Angela Vick, Medicine-Hematology & Oncology
 Barbara Watkins, EF Symptom Evaluation Unit

Michael Watson, Medicine-Administration
 Mike Watson, Arts & Science
 Karen Wawrzyniak, MIMH - MU Libraries
 Carol Weis, Intercollegiate Athletics
 Donna Welborn, Telecommunications
 Gary Westergren, Info Science & Learning Tech
 Daryl Wieberg, Plant Engineering
 Thomas Wieck, Project Management
 Sheila Wieman, Development
 Carol Williams, Printing Services
 Randolph Williams, Jesse Auditorium
 Debora Willingham, Retail Operations
 Pamela Willingham, Medical Records
 Danny Wilson, Information Extension
 Guy Wilson, Provost's Office
 Purificacion Wilson, Ortho Clinic
 Steven Wilson, Energy Management
 David Winfrey, Residential Life
 Alyson Wish, Clinical Neurophyslgy/Endoscopy
 James Witting, Assoc Dir Facilities
 Elbert Wood, Ag Econ - CARES
 Mary Wood, MU Libraries
 Terryl Woods, Entomology
 Theresa Younger, Pediatrics
 Angela Youtsey, Radiology
 Lisa Yusman, Newborn Intensive Care Unit

5 years

Aaron Aaker, Intercollegiate Athletics
 Robbyn Abbitt, Mo Resource Assess Ptnrship
 Kimberly Abbott, Patient Financial Services
 Angela Acton, Revenue Management
 David Adams, Civil/Environmental Engr
 Teresa Adams, Physical Medicine & Rehab
 Kenneth Agee, Intercollegiate Athletics
 Tonia Ahsbabs, Radiology
 Mark Alnutt, Intercollegiate Athletics
 Matthew Alofs, Customer Service & Supp Svcs
 Stephanie Anderson, Payroll
 Tiffany Anderson, University Stores
 Domenica Antimi, Police
 Kelly Arndt, Child Health-Genetics
 Sheila Artis, 5 West Nursing
 Deborah Bailey, Museum of Art & Archeology
 Douglas Bailey, Ophthalmology Clinic
 Monica Bailey, Research Reactor
 Anna Bajer, Veterinary Pathobiology
 Quentin Bakke, Energy Management
 Alice Banks, Mo Ob/Gyn Associates Clinic
 Adam Banning, MU Libraries
 Brett Barnes, Police
 Donald Barnes, Intercollegiate Athletics
 Donald Barnes, Engineering
 Tina Barnes, Admitting
 Karen Barok, Health Mgmt & Informatics
 David Bartlett, Intercollegiate Athletics
 Ronda Beamer, Continuity/Podiatry Clinic



Mary Flanders
 veterinary technician
 Vet. Medicine & Surgery
 Chancellor's Outstanding Staff
 Award
 Technical/Paraprofessional
 Category

Mary Flanders works as a veterinary technician in the intensive care unit of the Veterinary Medical Teaching Hospital. In that role she is responsible for monitoring and treating critically ill small animals as directed by the attending physicians. As supervisory technician for the ICU, she oversees the scheduling of five other veterinary technicians, nearly 30 part-time technician assistants, and veterinary students who are assigned duties in the unit.

Her faculty adviser, Fred Anthony Mann, says she is the most talented veterinary technician he has ever known.

"The quality of her work is superb," he says. "She is dedicated to running a top-notch ICU and sets an excellent example of dedication and perfection," Mann says. "She attends promptly to the changing needs of the patients and truly demonstrates that optimal patient care is the highest priority."

Sadly, many of her patients do not survive in spite of the excellent care the hospital provides, Flanders says, but there are some bright moments. "We can make a difference to both patient and owner when the time the animals spend with us is less painful and frightening, or when we help the owners reach a

decision about what is best for the animal's quality of life. That is important to me."

Flanders is known throughout the college as an exceptional teacher, committed to enhancing the clinical and didactic educational experiences of veterinary students as well as completing many continuing education opportunities throughout her own career. Last year she represented Mizzou at a university in Ireland, where she introduced the staff to "how we do things at MU," she says. "They are not yet up to the level we are in the United States as far as their emergency and critical care services." She is the first technician in the college and one

of the few in the state to be board-certified as a veterinary technician specialist in emergency and critical care.

Flanders goes "above and beyond the call of duty to ensure that our teaching and patient care objectives are met," says Alisa Reniker clinical assistant professor of veterinary medicine and surgery. For instance, Flanders recently was diagnosed with cancer and has since concluded surgical and radiation therapy. "The fact that she has not relinquished any of her duties during this personally challenging time epitomizes her level of dedication," Reniker says.



Cyndi Jennings

administrative associate
Animal Sci. Research Ctr.
Chancellor's Outstanding Staff
Award
Secretarial/Clerical Category

Some like it hot; some like it cold, and it's up to Cyndi Jennings to find a happy medium. Jennings is the primary contact for all who want to use the center and, she says, that includes a "varied demographic of students, faculty and staff, all with varied concerns." Focusing on their particular issues is the key to reaching that happy medium, Jennings says. "I listen to their concerns, explore their ideas and try to find the solution that is the lesser of two evils, so that everyone can be somewhat happy."

Jennings extends this type of customer service to other job

duties that include preparing all billing, handling collections and processing the journal entries for all of the building and farm expenses; overseeing equipment, telephone, data ports and space inventories; purchasing joint-use equipment; liaison with campus maintenance and construction for all things related to the building; and serving as the primary contact for the security system and for emergencies.

Jennings transferred to the animal sciences department in 2003 and hit the ground running. Her initiative is beyond compare, says co-worker Cindy Glascock, an administrative associate in

animal sciences. "The in-house joke is 'if you don't want it done, don't tell Cyndi,'" she says.

Jennings has amassed quite a track record in two years. Since arriving at the center, she has taken on the responsibility of getting a conference room and the center's lobby renovated, LCD projectors installed in the classroom, masonry outside of the building repaired and replaced, heating and air-conditioning units in the large animal units replaced, floors replaced in one unit and the lounge area for staff members upgraded.

The lobby renovation was her

biggest success, she says. "The use of the area has increased tremendously and I am happy that I have made the space better for students."

One of her personal goals at the center is to strive to ensure that it operates as a facility with integrity and prestige to support and lead research endeavors as well as provide a positive workplace for faculty, staff and students.

"I would say that Cyndi succeeds in this aspect very, very well," Glascock says.

Jack Beck, ITS Technical Services
Lisa Beckman, Social Services
Hosne Begum, Labs
Carissa Belcher, Nursing Services
Donna Bennett, Food/Nutrition Services
Annette Berkley, MRI
Terry Bethmann, Project Management
Sally Bibby, Food Services
Barry Bickel, Telecommunications
Omar Bilal, Food Services
Donna Billingsley, Health Sciences MU Libraries
Jeanne Bintzer, Human Environmental Sci Ext
Robin Birkholz, Printing Services
Joshua Bishop, ADD/Marketing
Michael Bishop, Forestry
Janie Black, Nursing Services
Wanda Blase, MIMH-Continuing Education
Teresa Blumhagen, Level 1 Nursery
Kevin Boaz, ITS Application Services
Timothy Boggs, Residential Life
Virginia Booker, Life Science Center
Richard Boone, Residence Halls
Steven Botts, Energy Management
William Bounds, Labs
Mary Bowen, Ortho Rehab
Elsie Bowerman, Nursing Services
LaToshia Boyd-Lee, MIMH-Mental Health Systems
Charlene Boyes, Technology & Special Projects
John Brandt, Development
Michael Breedlove, Plant Engineering
David Brettschneider, ITS Technical Services
Dana Briscoe, Student Health Services
Vicki Brooks, MIMH-Continuing Education
Bruce Brown, Nursing Administration
Judith Brown, Registrar
Manda Brozovich, Pediatrics
Kerry Bruno, EF Symptom Evaluation Unit
Melissa Bryant, KOMU TV
Marilyn Burnett, Custodial/Special Services
Michael Burnett, Project Management
Leigh Burton, Adolescent Unit
Richard Bush, Pharmacy
Kimberly Bussard, Veterinary Medicine
Johanne Butler, 5 West Nursing
Heath Cajandig, Printing Services
Joyce Callahan, Off-Site Family Med
Mary Campbell, Orthopedics
Julie Candrl, Energy Management
Matthew Candrl, Intercollegiate Athletics
Debbie Cannon, Telecommunications
Pamela Caputi, Housekeeping
Rudolph Cardenas, Project Management
Chris Carnahan, Housekeeping
Rita Carney, 4 West Medicine Unit
Conley Carter, Printing Services
Patricia Chapman, Plan Administration
Dolores Chilcutt, Dietary/Cafeteria
Douglas Childers, Radiology Diag
David Christensen, Intercollegiate Athletics

Geoffery Cirkl, Sponsored Program Admin
Lori Clark, Sterilê Processing
Leigh Clayton, Education - Adventure Club
Mitzi Clayton, Intercollegiate Athletics
Diane Coats, Residential Life
Sally Coats, Truman School of Pub Affrs
Gejuan Cochran, Telecommunications
Bettina Coggeshall, Agronomy
Christine Cole, Agronomy
James Cole, Education
Charles Coleman, Project Management
Jeanne Coleman, Energy Management
Laura Coleman, Law
Frances Colley, Learning Teaching & Curriculum
Hazel Collins, University Stores
Candi Conover, Ag Econ - FAPRI
Song Conrow, Residential Life
Christopher Cook, Plan Administration
Elizabeth Counce, Housekeeping
Georgia Cooper, Medical Records
Thomas Cooper, Managed Care Contracting
Joseph Cotten, Labs
Virginia Cowell, Journalism
Andrea Cox, Veterinary Medicine & Surgery
Stacy Crane, Research Reactor
Glenn Crawford, Project Management
Philip Crockett, Surgical Intensive Care
Alice Cronin, Learning Center
Julia Crowley, Orthopedics
Rhonda Cuddy, Managed Care Contracting
Sheryl Cullina, Business
Thomas Custer, Education
Carol Daniel, Off-Site Family Med
Carolyn Davis, Nursing Services
Joseph Davis, Project Management
Karen Davis, Regional Medical Equipment
Mark Decker, Family & Community Medicine
Marjorie Degreef, Nursing Administration
Gregory Dehaven, Security
Yang Deng, Intercollegiate Athletics
Shirley Denny, Mo Rehab Ctr Accounting
Robert Depriest, Psychological Sciences
Marlene Dickey, Radiology Diag
Blake Dinsdale, Publications & Alumni Comm
Stephanie Dirksmeyer, UP Payment Services
Michael Dixon, Research Reactor
Nancy Dixon, Prof Diagnostic Support Svcs
Daniel Dodd, MU Libraries
Becky Dodson, Child Health-Administration
Randy Doran, Landscape Services
Pamela Dorman, Adm Patient Financial Svcs
Kimberly Dostoglou, Mathematics
Margaret Dougherty, Nursing Services
Carole Douglas, Residential Life
Debra Dow, Finance
John Downs, Nuclear Medicine
Richard Drehle, Building Maintenance
Thomas Dugan, KOMU TV
David Durtschi, Pathology & Anatomy Science

John Eaker, Lab Cardiovascular
Matt Eberflus, Intercollegiate Athletics
Jill Edwards, Psychological Sciences
Jackie Ehly, Staffing Support Services
Nancy Einfeld, University Nurses Senior Care
Abdelrahman Elhadi, Sponsored Program Admin
Ann Ellebracht, Public Relations/Dev
Jennifer Elliott, Orthopedics
Marianne Erickson, Labs
Brian Evans, Building Maintenance
Bill Everhart, Business
Shirley Ewens, Residential Life
Mary Fasciotti, Business Initiatives
Tracy Feller, Development
Patricia Fielding, Pharmacy UH
Deborah Filer, Ellis Clinics
Thomas Finstuen, Clinical Neurophyslgy/Endoscopy
Carol Fleisher, Admissions
Samuel Fleury, Intercollegiate Athletics
Debby Florence, University Nurses Senior Care
Jeremy Fogle, Supply Distribution
Cornell Ford, Intercollegiate Athletics
Stephanie Foster, Nursing Services
Laura Franklin, Ob, Gyn & Women's Health
Sandra Friedrich, Patient Financial Services
Karla Fuller, Veterinary Biomedical Sciences
Rebecca Fursman, Labs
Amber Gaddy, Research Reactor
Bridget Gallup, Student Auxiliary Services
Laurie Gannan, Residential Life
Harry Garner, Veterinary Medicine & Surgery
Stacey Garren, Housekeeping
Lucinda Garringer, Housekeeping
Kathy Gathercole, Food Services
Patricia Gayer, Child Health-Administration
Christopher Gervino, KOMU TV
June Gibson, Graduate School
Kevin Gill, Ambulance Service
Deborah Gillette, Nursing Services
Paul Gilzow, Human Resources Services
Lanette Golian, Food/Nutrition Services
Lisa Gramlich, Cardiac Intensive Care
Marcia Granneman, Urgent Care
Cayle Graumann, Campus Facilities
Ken Gray, Decision/Reporting Support
Margaret Gray, Medical Education
Gregory Green, Housekeeping
Nancy Greening, Registration
Russell Greenlaw, Plant Engineering
Jay Greenwell, Data Processing
Kelly Gregory, MIMH-Continuing Education
Vickie Grieshaber, Pediatric Cardiology
Hailey Griffin, Heart of Mo Clinics Admin
Ieshia Griffith, Ctr Family Policy & Research
Kieth Groh, Urgent Care
Nancy Gutwein, Medicine Unit
Christina Hadlock, MRC Public Relations
Susan Halliburton, Clinic Administration
Beckie Hamilton, 5 West Nursing

Irfan Haque, Retail Operations
 Richard Harmon, Building Maintenance
 Sheila Hawkey Page, Student Financial Aids
 John Haynes, Campus Facilities
 Kevin Hayward, Intercollegiate Athletics
 Robert Heidlage, ITS Technical Services
 John Hemphill, Research Reactor
 Joyce Hemry, Enrollment Management
 Beth Hendren, Educ, School, & Counsel Psych
 Gilda Hendrix, Housekeeping
 Clayton Henke, Police
 Robin Henke, Child Health-Administration
 Jeff Henley, Building Maintenance
 Erin Hentschke, Finance
 Barry Higgins, Research Reactor
 Gerald Hill, Custodial/Special Services
 Kristin Hill, Human Resources
 Timothy Hill, Ctr For Religion, Prof & Public
 Howard Hines, Residence Halls
 Brennan Hobart, Student Life
 Mark Hoerstkamp, Project Management
 Lowis Hollis, Housekeeping/Dietary
 Lisa Holm, Social Services
 Kimberli Holtmeyer, Physical Medicine & Rehab
 David Holtzclaw, SHP/Health Psychology
 Courtney Horn, HOM Community Rehab Clinic
 Holly Hoskins, Patient Financial Services
 Renette Howell, Off-Site Family Med
 Jennifer Hubbard, Residential Life
 Lucinda Hudlow, Animal Science
 Terry Hudson, Physical Therapy
 Troy Hudson, Plant Engineering
 Charles Huff, Ctr For Educ & Development
 Mary Hughes, Ag Ext-Social Sciences
 Tobi Hurley, Intercollegiate Athletics
 Korrin Ingalls, EF Symptom Evaluation Unit
 Matthew Isle, Publications & Alumni Comm
 Jason Jenkins, Agriculture Information
 Juan Ji, Life Science Center
 Deborah Johnoff, Medicine-General Internal
 Dorothy Johnson, Residence Halls
 Frank Johnson, Sterile Processing
 Ivan Johnson, Residence Halls
 Marsha Johnson, Surgery Services
 Brian Jones, Intercollegiate Athletics
 Lisa Jones, Veterinary Medicine
 Marcia Jones, Nursing Services
 Hans Juengeremann, Radiology
 Lynn Juve, Heart of Mo Clinics Admin
 Pramod Kantha, MU Libraries
 Robert Karch, Dietary/Cafeteria
 James Kaufman, Agriculture Economics
 Cindy Keefe, UP Payment Services
 Trisha Keith, Pediatrics
 Jeanne Kelley, Accounting Services
 Lyddia Kelm, Nursing Services
 Randall Kennedy, Intercollegiate Athletics
 Kurt Kennett, Telecommunications
 Rita Kernodle, LOANS
 Shahnawaz Khan, Veterinary Pathobiology
 James Kinney, Applications & Training
 Cheryl Kleeschulte, UP Payment Services
 Ashley Klein, Surgery
 Dan Kleiner, Radiology
 Karen Kleiner, Radiation Therapy
 Elmarie Klimesh, 23 Hour Observation Unit
 Jeff Kneip, Building Maintenance
 Christina Korte, Police
 Susan Kreklow, Intercollegiate Athletics
 Wayne Kreklow, Intercollegiate Athletics
 Curtis Kruse, Office of Animal Resources
 Lisa Kruse, Project Management
 David Kubiak, Surgical Intensive Care
 Craig Kuligowski, Intercollegiate Athletics
 Robby Lammers, Business Initiatives
 Catherine Lane, Nursing Services
 Ronald Laue, Residential Life
 Larry Lawler, Project Management
 Laura Lawson, Minority Affairs/Fac Devl
 Lynn Lawson, Admissions
 Tab Leach, Energy Management
 Patricia Leake, Romance Languages & Literature
 Melanie Leasure, 23 Hour Observation Unit
 Pamela Lee, Student Health Services
 Roshonda Lee, Food Services
 Deirdre Lester, LOANS
 Janis Levsen, Curr & Inst Iml - Marketing
 Tracy Lewis, Residence Halls
 Stephanie Liebi, Cashier, Payroll and Student Loans
 Geri Lightbody, Physical Therapy
 Jerry Lillard, Forestry
 Angela Lilly, Biochemistry
 Barbara Lindeman, International Programs
 Raymond Little, MIMH-Mental Health Systems
 Chih sien Liu, Administrative Services
 Fan Liu, Family & Community Medicine
 Jason Lockwood, Student Auxiliary Services
 Marilyn Love, Career Planning Placement Ctr
 Roberta Lowe, Off-Site Family Med
 Deborah Loyd, Ortho Clinic
 Jennifer Loyd, Campus Facilities
 Paula Loyd, Custodial/Special Services
 Wendy Lucke, Psychology
 Debra Ludwig, Student Financial Aid
 Michael Lynch Maestas, Counseling Services
 Linn Lyons, Project Management
 Shawna Mabe, Newborn Intensive Care Unit
 Shawn Macklin, Occupational Therapy
 Linda Macon, Water Resource Res Ctr
 Carmen Mann, Radiology
 Aaron Mantle, Retail Operations
 Jiude Mao, Biological Science
 Melinda Marsh, Education
 Kimberly Marshall, Respiratory Therapy
 Tonia Martin, 4 West Medicine Unit
 Joyce Mason, University Nurses Senior Care
 David Massey, Landscape Services
 Robert Mathews, Project Management
 Edie Matlock, Medicine-Administration
 Gina Mauller, Continuing Education
 Donald Maxwell, Custodial/Special Services
 Jennifer May, Intercollegiate Athletics
 Tonette McBride, Off-Site Family Med
 Frank McCluskey, Arts & Science
 Judith McDowell, Medicine-Nephrology
 Jason McFarland, ITS Application Services
 Lisa McGivern Kozlen, Arts & Science
 Donna McGowan, University Nurses Senior Care
 Terry McKay, Printing Services
 Dona McKinney, Sponsored Program Admin
 Pamela McKinnon, Finance
 Sarah McMillen, Registration
 Brenda McNeill, Decision/Reporting Support
 Tara McQuegge, Finance
 Ronald McQuitty, Residential Life
 Lorie McWilliams, Surgical Intensive Care
 Linda Medland, University Nurses Senior Care
 Magda Mello, Residence Halls
 Robert Mena, ITS Application Services
 Eric Merriman, ITS Technical Services
 Marietta Midgyett, Laundry/Linen
 Jack Miles, Show-Me State Games
 Jo Miller, Pediatrics
 Wilma Miller, University Stores
 Eric Mitchell, Housekeeping
 John Mitchell, Food Services
 Martha Mitchell, Housekeeping
 Courtney Montgomery, University Stores
 Kira Montuori, Intercollegiate Athletics
 Jana Moore, Graduate School
 Terry Moore, Plant Engineering Maintenance
 Robert Moran, Project Management
 Karen Moranda, Residence Halls
 Eric Morrison, Intercollegiate Athletics
 Michael Morrison, Student Financial Aids
 Pam Morrison, SHP/Physical Therapy
 David Mountjoy, Plan Administration
 Tonya Mueller, Agronomy
 Tommy Munford, Intercollegiate Athletics
 Dennis Murphy, Information Extension
 John Murray, Jesse Auditorium
 Kevin Myers, Energy Management
 Jennifer Napier, Patient Financial Services
 Leslie Neal, Pediatric Intensive Care Unit
 Marissa Neff, Entomology



Jenny Workman
 director
 The Health Connection
 School of Health
 Professions
 Chancellors Outstanding Staff
 Award
 Administrative/Professional
 Category

Keeping The Health Connection vital is just as demanding for Jenny Workman as the fitness classes she teaches. The Health Connection was founded in 1989 as a model for a community-based exercise program for older people and people with arthritis and other conditions that limit physical activity. Today, it operates as a community health, wellness and resource center.

As the center's director, Workman toils behind the scenes overseeing the budget and a staff of certified exercise professionals, registered nurses, educators, counselors, student employees and numerous volunteers.

In addition to scheduling and teaching group fitness exercises five times a week, she is

responsible for coordinating all promotional activities like publicity newsletters, appearances and community service work. She has regular monthly informational and weekly exercise segments on Pepper and Friends, KOMU-TV8's longest running local variety and talk show.

"Ms. Workman has demonstrated high levels of ability and dedication in managing the multiple programs The Health Connection offers, including new and developing programs with the School of Health Professions," says Richard Oliver, dean of health professions. Those include Travel Connections, computer classes for seniors, massage therapy, cholesterol and glucose

screenings, and flu clinics.

Workman often lends her expertise in health, wellness and education to nationally renowned scientists at MU who study arthritis, exercise, aging and other health conditions. Their research, Oliver says, impacts the mobility, independence and well-being of seniors in central Missouri.

Under her direction, The Health Connection won two national awards from the National Council on Aging, including being named a top 10 program for senior fitness and, most recently, for having the best practices for adults and seniors.

The diversity of clients and programs weighed heavily in the center's national ranking, Workman says, but it's the staff

that gets her top-of-the-scale ratings.

"We have the best in the world," she says of her staff. "If it weren't for them, we would not be where we are today. They are all committed to providing a safe and comfortable environment for our members and keeping them connected to their family, friends and to the community."

Oliver describes Workman as a "superb" liaison for the school and for the University. "She is widely admired by her associates and co-workers," he says. "She truly cares for their success and their ability to be part of an award-winning program. She demonstrates the type of leadership characteristics necessary to run an efficient and innovative program."



Linda Davis

department administrator
Ophthalmology
Barbara S. Uehling Award for
Administrative Excellence

Linda Davis leads by example, her colleagues say. She works hard, is well-organized, delegates appropriately, meets deadlines, exhibits superb diplomacy in sensitive situations, strives for excellence, provides guidance in solving problems and recognizes the achievements of others.

Additionally, she finds time to oversee all financial affairs of the ophthalmology department — from developing the annual budget to developing personnel policies and procedures — and to serve as the department's major fundraiser for gifts from individuals, corporations and foundations.

The Uehling Award is given to an administrator whose demonstrated qualities of

leadership enhance the overall quality of life for staff members at MU. Davis gets high marks from her department for doing just that. "Linda's leadership qualities and management skills in combination with her compassion, sense of fairness, approachability and humor are instrumental in making the department an enjoyable place to work," says her supervisor, John Cowden, professor and department chair.

"Thanks largely to Linda's leadership and steady guidance, there is close cooperation and teamwork among faculty, residents, clinic administrative and research staff," he says. "She recognizes that the workplace should be fun and not frustrating, and she helps nurture

such an environment by celebrating milestones, providing the tools for staff to do their jobs and accommodating different work styles."

Davis recognizes that staff members have commitments and responsibilities outside of work. She does all that is possible, Cowden says, to meet their needs, allowing staff to adjust schedules for appointments, child-care responsibilities and other personal matters.

And she is just as concerned about improving working conditions for clinic and support staff. For example, she implemented a rotation schedule so each ophthalmic technician and other staff gets to attend the annual meeting of the American Academy of Ophthalmology. She

has regular "pulse checks" with office support staff to hear their issues and problems and to discuss solutions. In weekly meetings with the chair and vice chair, she apprises them of working conditions and problems, and she encourages staff to participate in employee training programs on campus and elsewhere.

Davis began working in the department as a secretary in 1982. While working full time, she earned a bachelor's degree in health science in 1994. "Her influence over the past 23 years has contributed greatly in helping the department in its quest for excellence," Cowden says.

Crystal New, UP Payment Services
Henry Newcomb, Research Reactor
Deborah Newkirk, MOHS Dermatology
Leslie Newton, Biochemistry
Carl Nichols, Project Management
Gary Nichols, University Stores
Joshua Nichols, Publications & Alumni Comm
Barbara Nicholson, Nursing Services
Melissa Niedermann, Agronomy
Thomas North, Telecommunications
Michael Nunamaker, Respiratory Therapy
Clista Nunez, Medical Records
Jill Nunn, Conference Office
Michelle Nutter, Education - Adventure Club
Christopher Oconnell, Labs
Jessica Orsini, Ag, Food and Natural Resources
Michelle Padgett, Center For Independent Study
Kristina Paggett, Dalton Cardiovascular Res Ctr
Christopher Papineau, Police
Hunter Parnell, Counseling Services
Shelia Pattillo, Ortho Rehab
Sean Patton, Applications & Training
Mary Payton, SHP/Health Psychology
Leanne Peace, Prof Diagnostic Support Svcs
Michael Pearson, Journalism
Dawn Peck, Child Health-Genetics
Marcus Perez, Intercollegiate Athletics
Laura Petersen, Pre Op Clinic
Rod Petersen, KOMU TV
Theresa Petty, SHP/Health Psychology
Tamara Phanichkul, Medical Education
Larene Pierce, Medical Records
Gary Pinkel, Intercollegiate Athletics
Stephanie Poole, Med Pharmacology/Physiology
Robert Potter, Ext Affrs -Telemedicine
Terry Prewitt, Campus Facilities
Shannon Primm, Veterinary Pathobiology
Dawn Prough-Orsini, Social Work
William Provencher, Residence Halls
Diane Purcell, Research Reactor
Robert Rankin, Veterinary Medicine & Surgery
John Rasmussen, Intercollegiate Athletics
Jeanette Rast, Child Health Critical Care
Pamela Reams, Labs
Sharon Reams, Health Professions
Tracy Reddick, Project Management
Jennifer Redel, Police
Andrew Reed, Veterinary Diagnostic Laboratory
Brenda Reed, Off-Site Family Med
Amy Reeter, IAT Services Administration
Scott Reeter, Publications & Alumni Comm
Marcia Reeves, Provost
Laura Reiss, Project Management
Michele Reznicek, Institutional Review Board
Cheryl Rice, Radiology

George Rich, LOANS
Zackery Richardson, Customer Serv & Supp Svcs
Thomas Richmond, Residence Halls
Bonnie Richter, Orthopedics
George Robb, Education
Erin Roberts, Registration
Stephanie Robinson, Physics
Julia Rodriguez, Life Science Center
Steven Rogers, Engineering Services
Cynthia Rose, Surgery Services
Janet Ross, 4 West Medicine Unit
Matthew Ross, Office of Animal Resources
Larisa Rudelson, 5 West Nursing
Terry Russell, ITS Technical Services
Suzanne Rutter, Psychological Sciences
Scott Rybolt, Campus Dining Services
Shawna Rye, Research Reactor
Stephen Sample, Research Reactor
Melissa Samuel, Animal Science
Pamela Samuels, Mechanical & Aerospace Engr
Amy Sanders, Development
Reena Sardesai, Applications & Training
Jeanie Schade, Medicine Unit
Terri Schaeffer, Radiation Therapy
Karen Schams, EEG
Mary Schneider, Ext Affrs-Telemedicine
Nancy Schnittger-Hazen, Nursing Services
Derek Schoen, Housekeeping
Shari Schubert, Family & Community Medicine
Robert Schwandt, Police
Dana Scott, Speech Therapy
Penny Scott, UP Payment Services
Brenda Selman, Registrar
Phousavanh Sengsavanh, Journalism
James Sharrock, Business
Jennifer Shear, Show-Me State Games
Laura Shrum, Ob, Gyn & Women's Health
Sean Siebert, Child Health-Administration
Tammy Siegel, Admitting
Michael Sieli, Campus Facilities
Steven Sieveking, Med Pharmacology/Physiology
Cathy Silcock, Cardiac Intensive Care
Deborah Simmons, Director, Campus Facilities
Sheryl Sims, Custodial/Special Services
Mayandi Sivaguru, Molecular Biology
Melissa Skinner, MU Libraries
Christy Smith, Medicine Unit
Debra Smith, Radiation Therapy
James Smith, Energy Management
Martin Smith, Energy Management
Pamela Smith, Clinic Off-Site Psychiatry
Paulette Smith, Plan Administration
Sandra Smith, Ellis Ambulatory Infusion
Sharon Smith, Development
Holly Smoot, Finance, UMHC

Stacy Snow, Continuing Education
Laurie Spellmeyer, MIMH-Mental Health Systems
Tanya Spencer, Medicine-Cardiology
Dale Spry, Housekeeping
Dennis Stambaugh, Executive Admn UHC
Jerald Stevens, Surgery Services
Lisa Stevens, KOMU TV
Melanie Stinson, Diabetes Center
Mary Stone, Environmental Health & Safety
Julia Stoutz, 4 West Medicine Unit
Mark Stratton, Economics
Melissa Strawhun, Neurology
Andrew Strecker, Veterinary Pathobiology
Pamela Sutton, UP Payment Services
Diana Swann, Communications
Eulavon Swarnes-Dudley, EF Symptom Eval Unit
Gregory Taube, Telecommunications
Hope Taylor, 5 West Nursing
Phillip Templemire, Custodial/Special Services
Tara Theobald, Univ Club & Univ Catering
Jeffrey Thomann, Revenue Management
Lisa Thomas, Cashier, Payroll and Student Loans
Wyllenne Thomas, SHP/Health Psychology
Rebecca Thompson, Psychology
Grace Tietz, Housekeeping
Doris Tobin, Univ Club & Univ Catering
Cynthia Toedebusch, Radiology
Kimberly Townlain, Editorial
Phu Tran, Urgent Care
Neil Trent, Assoc Dir Professional Svcs
Karyn Trinkle, UP Payment Services
Steven Troesser, Soil, Environ And Atmo Sci
Richard Troth, Project Management
Sandra Turner, Veterinary Diagnostic Laborato
Carla Twenter, Building Maintenance
Leonard Umstatted, Building Maintenance
Megan Upschulte, Orthopedics
Jose Urquidez, Respiratory Therapy
Gene Varner, Food Services
Jackie Vendt, School of Nursing
Whitney Vernieuw, Intercollegiate Athletics
Michael Vogan, Intercollegiate Athletics
D Wade, Med & Neuro Intensive Care
Randy Wade, Mo Rehab Ctr Accounting
Rickard Walk, Anesthesiology
Brenda Walker, The Missourian
Bruce Walker, Intercollegiate Athletics
Doug Wallace, Project Management
David Walsh, MU Libraries
Nancy Walsh, Family & Community Medicine
William Walter, Forestry
Brenda Washington, Nursing Services
Holly Weaver, Human Resources Services
William Wegener, Energy Management
Xiuping Wei, Development

Scott Weiser, Law MU Libraries
 Darcelle Wells, Development
 Raymond Wells, Residential Life
 James Wenzel, Medicine-Pulmonary & Environ
 Timothy Whalen, Custodial/Special Services
 Barbara White, Mo Rehab Ctr Admin
 Prudence Whitesides, Food Services
 Kenneth Whitney, Residential Life
 James Wilbur, Energy Management
 Paulette Wilkinson, Plant Engineering
 Glenda Williams, Law Enforcement Trng Institute
 Kathlene Williams, Animal Science
 Kevin Williams, Energy Management
 Lisa Williams, Shp/Health Psychology
 Laura Williamson, Intercollegiate Athletics
 Catherine Willits, Police
 Leslie Willyard, Transitional Living
 Jared Wilmes, Intercollegiate Athletics
 Rebecca Wilmes, Intercollegiate Athletics
 Janet Winn, Campus Facilities
 Russchelle Wisdom, Orthopedics
 Donna Wiss, Registration
 Nancy Wittenborn, UP Process Improvement
 Michael Wolf, Laundry
 David Wolfe, Research Reactor
 Ellen Wolfe, Veterinary Diagnostic Lab
 Linda Wolszon, Counseling Services
 Cheryl Woods, MIMH-Mental Health Systems
 Jana Woods, Publications & Alumni Comm
 Rami Woods, Fisheries & Wildlife Sciences
 Michelle Woodward, Audiology Clinic
 Glenda Woolridge, Food/Nutrition Services
 Jennifer Wright, Concerts
 Laura Wright, Child Health-Hematology
 Sara Wright, Medical Records
 Patti Wright Johnson, School of Nursing
 Lori Wyble, Ortho Clinic
 Karen Wyss, Business Initiatives
 Janet Yeager, Finance
 Carol Yoder, Research Reactor
 David Yost, Intercollegiate Athletics
 Melina Young, Molec Microbio & Immunology
 Steve Young, Residence Halls
 Jeff Zeller, Building Maintenance
 Aby Zeugin, Purchasing
 Michael Zweifel, Student Auxiliary Services
 James Zynda, Audiology Clinic

2004 staff development award recipients

Susan Aitkens
 Debbie Alviso
 James Barnes
 Melanie Bauer
 Rachel Berezney
 Judy Bildner
 Julie Binggeli
 Donna Bobzion-Wade
 Nichole Briscoe
 Jeff Canole
 Douglas Carole
 Doug Charlton
 Amanda Clarence
 Adam Cullina
 Sheryl Cullina
 Judi Davis
 Jill Dourty
 Harris Durham
 Amy Eberz
 Laura Flacks-Narrol
 Kerry Flemming
 Bec Francis
 Jim Franke

Mona Garro
 Roger Giles
 Joan Goodwin
 Thomas Hargrove
 Mary Hinton
 Julie Holle
 Gary Hume
 Nancy Hunt
 Janice Jacobson
 Jamie Jarvis
 Melinda Kampmann
 Sheryl Kilbourn
 Andrew Knoop
 Patrice Koehner
 Christina Koret
 Babette Langeneckert
 Vandesha Linzie
 Jason Lockwood
 Rachel McCoy
 Anne Medley
 Jill Meyer
 Amber Neely
 Amanda Nell

Gene Nelson
 Holly Oswald
 Jeff Ousley
 Sandy Perley
 Deborah Phillips
 Brian Porter
 Diane Purcell
 Jennifer Redel
 Rox-Anne Robinson
 Julia Rodriguez
 Stacy Snow
 Tammy Swanson
 Mark Tiernan
 Nancy Walsh
 Donna Wemhoff
 Barbara Wiggins
 Cianne Windels
 Mary Wood
 Dale Woody
 Michelle Wright
 Kim Yeagle

retirees

5 to 10 years

Dazzarine Adkins, Surgery Unit
 Mary Badovinatz, Nursing Services
 Carolyn Barnes, Intercollegiate Athletics
 Richard Basnett, Security
 Patricia Bennett, Housekeeping
 Albert Fuemmeler, Energy Management
 Albert Harris, Dietary/Cafeteria
 Lutine Hatley, Molecular Biology
 Nina Hyde, Retail Operations
 Norma Johnson, Quality Assurance
 Max Lawmaster, Materials Management
 Sandra Layne, Parking & Transportation Svcs
 Bobby Nhol, Mail Services
 Roy Perrin, Respiratory Therapy
 Elsie Peterson, MRC Asst Support Services
 Herman Poole, Intercollegiate Athletics
 Marjorie Reed, Ctr For Independent Study
 Judith Rinker, Nursing Services
 Hallie Roberts, Delta Center
 Debbie Schnake, Nursing Services

Reatha Todd, Housekeeping
 Brenda Williamson, MOHS Dermatology

11 to 15 years

Janice Pickett, Nursing Extension
 Larry Smith, Project Management

16 to 20 years

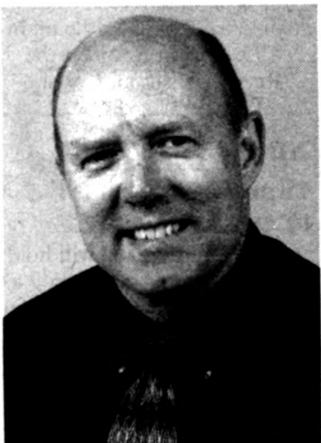
Marilyn Ellis, Biological Engineering

21 to 25 years

Peggy Loy, American Archeology
 Wanda Mills, Linen & Sewing

26 to 30 years

Dorothea Farmer, Radiology
 Eddie Lane, Building Maintenance
 Drew Love, Learning Center



Doug Schwandt, major, assistant chief
 MU Police Department
 Mick Deaver Memorial Award

As second in command, Doug Schwandt is in charge of supervising many aspects of the campus police department, including the patrol, investigation and crime prevention areas. His responsibility is to ensure the agency's effective and efficient around-the-clock operation. Because Schwandt is responsible for overseeing special events and the security, safety and parking issues that go along with those events, he interacts frequently with MU's students. When it comes to normal business and police operations, he's in almost daily contact with students.

One of the challenges he faces is developing and maintaining those relationships with students, he says. "As we have a transient population, students representatives and leaders come and go, so we pretty much start over each year."

He says he tries to tailor his contacts with student leaders so they don't feel like they are a number waiting in line. "I'll invite them to the department, where we give them a tour of the building and try to personalize their experience with our agency," he says. "We reinforce to our officers that we are part of the education process for our

students and we should do all we can to personalize it as much as we can."

Schwandt says his department's officers often see an instant return on their law-enforcement efforts, especially when the events they help with are over. "When we don't have any accidents or injuries and everything went well, then there are some immediate rewards that we can all share in," he says. "Also, many times we are able to resolve difficult situations for folks when they are victims of crimes and that is always nice."

The department's mission of striving to ensure a peaceful

quality of life, establishing a partnership with the community and supporting a safe learning environment touches on Schwandt's own personal goal of fostering good relationships with students, he says. "I make sure that is in the forefront of my mind as I carry out my daily operations."

In his appraisal of Schwandt, MU police chief Jack Watring says, "Major Schwandt has an attitude that is very helpful in nature, but most of all his rapport with our citizens, including students, is the very best."

calendar



Concerts & Plays

Sunday, April 24

UNIVERSITY CONCERT

SERIES: The Russian National Ballet Theatre of Moscow with the Sofia Symphony Orchestra will perform *Swan Lake* at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Tuesday, April 26

THEATER SERIES: *Big River*, a musical version of *Huckleberry Finn* with music by Roger Miller, will be performed at 8 p.m. today through April 30 and at 2 p.m. May 1 in the Rhynsburger Theater. For ticket information, call 882-PLAY.

Wednesday, April 27

UNIVERSITY CONCERT

SERIES: The Montana Repertory Theatre will perform *Steel Magnolias* at 7 p.m. in Jesse Auditorium. For ticket

information, call 882-3781.

Courses & Workshops

Friday, April 22

COMPUTER TRAINING:

"Acrobat 6.0: Documents" will be presented at 8:30 a.m. in N3 Memorial Union. Registration is required, call 882-2000 or visit iatservices.missouri.edu/training.

Tuesday, April 26

COMPUTER TRAINING:

"PowerPoint 2003: Tables, Masters & Slide Shows" will be presented at 1 p.m. in 4D11 East Ellis Library. Registration is required, call 882-2000 or visit iatservices.missouri.edu/training.

Wednesday, April 27

COMPUTER TRAINING:

"Excel 2003 Pivot Tables and Pivot Charts" will be presented at 1 p.m. in 4D11 East Ellis

Library. Registration is required, call 882-2000 or visit iatservices.missouri.edu/training.
SAFETY WORKSHOP: "Food Handler Safety" will be presented from 2-3 p.m. in S206 Memorial Union. Registration is required; call 882-7018.

Thursday, April 28

COMPUTER TRAINING:

"Excel 2003 Charts and Graphics" will be presented at 8:30 a.m. in 4D11 East Ellis Library. Registration is required, call 882-2000 or visit iatservices.missouri.edu/training.

SAFETY WORKSHOP:

"Biohazard Awareness" will be presented from 3-5 p.m. in the Research Park Development Building. Registration is required; call 882-7018.

Exhibits

BINGHAM GALLERY:

"Diffusion," an exhibit of works in a variety of media by MU graduating seniors, is on display through May 5. An opening reception will be held from 4-6 p.m. April 21 in the gallery, located in the Fine Arts Building.

BRADY GALLERY:

"Know," a mixed media installation by master's candidate Eric Troolin, is on display through May 16. An opening reception will be held from 4-6 p.m. April 21. The gallery is located in 203 Brady Commons.

MUSEUM OF ART AND ARCHAEOLOGY:

- "Fashioning Identities: Portraiture through the Ages" is on display through May 21. A guided tour of this exhibition will be given at 12:15 p.m. Feb. 15.
- "Greek and Roman Crafts: Metalwork, Textiles and Pottery" is on display through August. The museum, located in Pickard Hall, is open from 9 a.m.-4 p.m. Tuesday-Friday and from noon-4 p.m. Saturday and Sunday.

STATE HISTORICAL SOCIETY:

- "George Caleb Bingham: An Artist and His World" will be on display from April 22 through August 19. A reception will be held April 22 from 4-6 p.m. at the State Historical Society. Reservations are required; call 882-2476.

THESIS EXHIBIT: "Pottery: Art in Relationship," an exhibit of ceramic works by Fergus Moore, is on display through April 30 at A La Campagne, 918 E. Broadway. A reception will be held from 6-9 p.m. April 21.

Lectures & Seminars

Thursday, April 21

TECHNICAL

COMMUNICATIONS

LECTURE: Kathy Northcut from UM-Rolla will present a lecture on visual representations in scientific communication at 3:30 p.m. in 325 General Classroom Building.

FINANCE LECTURE: H.

Thompson Brown, director of Deatsch Bank Alex. Brown, and James Warren Jr, CEO of Warren Financial Group, will present "Use Your Head, Not the Headlines" at 3 p.m. in Wrench Auditorium in Memorial Union South. A reception will follow.

HISTORY LECTURE: Paul Nagel, a former UM System administrator and MU professor of history who is the author of a recent biography of Missouri artist George Caleb Bingham, will present "Writing Biography" at 3:15 p.m. in Ellis Library Auditorium.

NUTRITIONAL SCIENCES

SEMINAR: Qun Wang, a research scientist in biochemistry, will present "Botanical Polyphenols: Nutritional Therapeutic Strategy Against Stroke" at 4 p.m. in 209 Gwynn.

Friday, April 22

BUSINESS ETHICS

SYMPOSIUM: Cynthia Cooper, the accountant who uncovered corporate fraud at WorldCom, will join Barbara Hannigan, an attorney and ethics officer for the Public Company Accounting Oversight Board, and Marianne Jennings, professor of ethical and legal studies at Arizona State, for the

annual Orin Ethics Symposium from 9 a.m.-noon at Bush Auditorium in Cornell Hall.

MARKETING LECTURE:

Barton Weitz, executive director of the Center for Retailing Education and Research at the University of Florida, will present "Innovation in Buyer-Seller Relationships: The Roles of Resources, Motivations and Governance" from 11 a.m. - 12:30 p.m. in 205 Cornell Hall.

AGRICULTURAL TRADE

LECTURE: Kenneth Roberts, associate administrator of the U.S. Foreign Agricultural Service, will present "Implications of Recent World Trade Organization Rulings on American Agriculture" from 2:30-4 p.m. in 112 Hulston Hall.

Monday, April 25

LITERARY ARTS READING:

Poet and essayist Christian Wiman, editor of *Poetry* magazine, will read from his work at 7:30 p.m. in AP Green Chapel at the Memorial Union.

Tuesday, April 26

HEALTH INFORMATICS

SEMINAR: George Demiris, assistant professor of health management and informatics, will present "Assessing User Participation in Telemedicine System Design" from noon - 1 p.m. in 426-A Clark Hall.

WOMEN & GENDER

LECTURE: Mary Grigsby, assistant professor of rural sociology, will present "Looking into the Shadows: The Politics of Gender in the Voluntary Simplicity Movement" from noon-1 p.m. in 303 Switzler Hall.

Thursday, April 28

NUTRITIONAL SCIENCES

SEMINAR: Scott Rector, a doctoral candidate in exercise physiology, will present "Inflammatory Markers With Weight Loss and Regain" at 4 p.m. in 209 Gwynn.

RELIGION, PROFESSIONS & THE PUBLIC LECTURE:

Elaine Lawless, professor of English and women's studies, will present "Troubling Violence at Home: Creative Religious, Legal, Social and Ethical Response to Abuse" at 4 p.m. in Allen Auditorium in the Arts & Science Building.

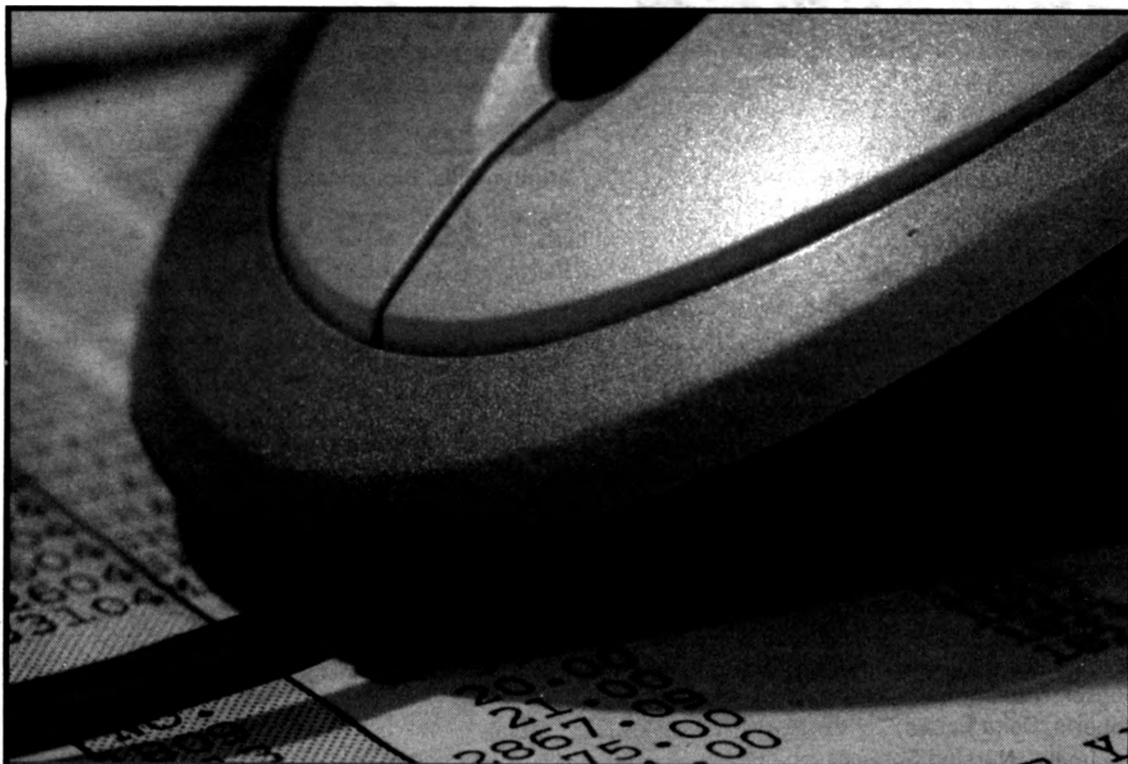
PROMOTION & TENURE

FORUM: "Balancing Teaching, Research and Service," a faculty panel discussion on the challenges faculty of color face in earning tenure at MU, will be held from 6:30-8:30 p.m. in the T.O. Wright Room at the Reynolds Alumni Center.

Special Events

Thursday, April 21

PLANT SALE: MU's Horticulture Club will hold a bedding plant sale from 9 a.m.-5 p.m. today and tomorrow in the Natural Resources Building lobby.



e STATEMENTS

VIEW & PRINT STATEMENTS

READY 1ST OF THE MONTH

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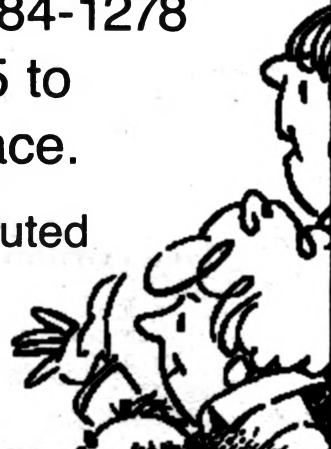
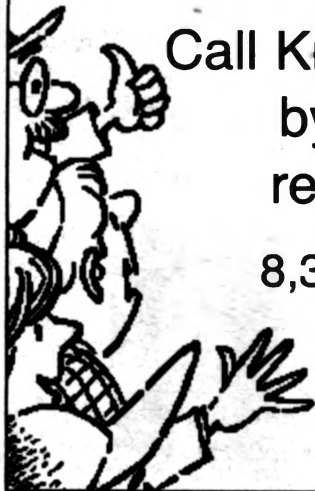
SIGMA XI

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Semester's Final Mizzou Weekly

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by Monday, April 25 to
reserve your ad space.

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Thursdays to
faculty, and staff.
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ALBRECHT – EARTH DAY LECTURE

Monday, April 25

Dr. R. E. Sojka

Director & Research Leader,
Agricultural Research Service's Northwest
Irrigation & Soils Research Lab,
Kimberly, Idaho

LECTURE

*"Balancing Perspectives in Soil &
Environmental Management"*

4 P.M.

Conservation Hall
Anheuser-Busch
Natural Resources Building
(Rollins & Hitt)

(Reception & refreshments: 3:30 p.m.)

Loving My Neighbor as Myself: Contemplative Mind in an Interconnected World

A Free Public Talk

by Gina Sharpe

7 p.m. Friday, April 29
Law School Room 112
Hulston Hall

PLEASE NOTE:

CHANGE OF LOCATION



Gina Sharpe was born in Jamaica and now lives in New York City. She discovered spiritual practice over 30 years ago and has taught meditation since 1994.

Gina is a cofounder of New York Insight Meditation Center in New York City. Recently, she has been teaching People of Color retreats with Joseph Goldstein and other teachers from the Insight Meditation Society in Massachusetts.

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Law Library Outstanding Performance Awards

Law Library's Full-time Staff Outstanding Performance Award:

Resa Kerns & Cindy Shearrer

Resa is Head of Technology Services and Cindy is Research Librarian/Coordinator of Faculty Services

Part-time Staff Performance Awards:

James Griffith & Jacki Langum

James works in Technical Services and Jacki works as a Reference Assistant.

Congratulations to Resa, Cindy, James & Jacki.

TRouBLING VIOLence AT HOME

Creative Religious, Legal, Social and Ethical Responses to Abuse

■ A FREE PUBLIC LECTURE BY ■

ELAINE LAWLESS, PH.D.


Thursday, April 28, 4:00 p.m.

Allen Auditorium

(Arts & Sciences Building, MU Campus)



■ ELAINE LAWLESS is Curators' Distinguished Professor of English and Folklore Studies, Women's Studies, and Religious Studies at the University of Missouri. She is the editor of the *Journal of American Folklore* and the author of several books, including *Women Escaping Violence: Empowerment Through Narrative*. Her current research deals with the narratives of battered women in the Midwest.

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classifieds

FOR RENT:

Ashley Ridge Condos at MU campus. Luxury 1 & 2 bedroom apartments for faculty, staff, graduate and professional students. Quiet, spacious, energy efficient, cable TV, w/d hookups, carports. \$485 - \$525. Call 445-1892. www.denice.com

Be the first to enjoy this incredible 3 bedroom, 2.5 bathroom duplex home! The amenities include a double garage, fireplace, stainless appliances, patio, pantry and extra storage. \$1,095 Call 999-0866.

Sabbatical home, available from early summer 2005 to late summer 2006. Fairview area, on Fairview Lake. Fully furnished, 4 bed, 2 1/2 bath. \$1000 per month. Call 446-6737 or 884-6210.

Beautiful Lake of the Ozarks home. Fully furnished. 3 bedroom, 3 bath, located on the water at the 3 MM w/ main channel view. Sleeps 8. www.lakeozarklakehouse.com Call 268-3635.

PHOTOGRAPHY:

Now booking weddings and senior portrait sittings for 2005. Affordable and creative with candid and traditional styles by husband-and-wife team. MU employee discount available. Call for brochure: 489-7574/660-882-9809.

PSYCHOLOGIST:

Experienced licensed psychologist now accepting new clients in Columbia office (close to campus). MU insurance accepted. Helping people successfully grow with the pressures of life. For confidential appointment call: 424-2605.

The classified advertising section is open to faculty and staff members and retirees.

Home phone number required.

No campus numbers will be printed.

Rates: 30-word maximum \$9

Deadline: Noon Thursday of week before publication.

No refunds for cancelled ads.

Mizzou Weekly Classifieds. Make check payable to University of Missouri and send to Kristen Watkins, Mizzou Weekly, 407 Reynolds Alumni Center, Columbia, Mo. 65211

Associate Director of the Life Sciences Center

The Office of Research invites applications for the position of Associate Director of the Life Sciences Center (LSC). The position reports to the Director of the Life Sciences Center. We seek an Associate Director who will contribute significantly to the interdisciplinary mission of the Life Sciences Center and the campus-wide life sciences enterprise. The LSC functions in partnership with MU's divisions of Agriculture, Food and Natural Resources, Arts and Science, Engineering, Health Sciences, Human Environmental Sciences, and Veterinary Medicine. For additional information, please see lifesciences.missouri.edu.

Responsibilities: Serve in the role of chief of staff to the Director, and be available to represent the Director and be a spokesperson for the LSC to on- and off- campus constituencies. Build and maintain strong relationships with the faculty, staff, and students who work in the LSC, stressing the service functions of the LSC administrative office, and the connectivity of the LSC to the campus-wide life sciences community. Work closely with the LSC Director and the administrative team to accomplish the interdisciplinary research and educational mission of the LSC. This will involve working with the Director to provide leadership for all aspects of the academic programming of the LSC, and with Campus Facilities to maintain efficient operations of the building to support its research and educational programs. Build and maintain strong collaborative relationships with the Office of Research and the central administration, and with the schools and colleges that are in partnership with the LSC. Maintain good working relationships with Campus Facilities, IATS, ASC, EH&S, OAR, Biomolecular Cores, Campus Greenhouse Operations, and Campus Dining Services. Provide leadership for the LSC information technology services, building and equipment maintenance operations, and shop services. Supervise the Building Coordinator, the Research Maintenance Technician, and the Senior Systems Support Analyst. Serve as Chair of the LSC Facility Operations Committee. Take the initiative to assemble ad hoc groups and to intercede as necessary to resolve issues to keep the LSC academic programming and building operations running smoothly.

Qualifications: Tenured status in one of the divisions partnering with the LSC, an established record of research productivity and extramural funding, and evidence of ability to lead collaborative efforts in the life sciences.

Appointment: Funded jointly by the LSC and the home department. The appointee will distribute his/her time 60% LSC administration and 40% research/instruction, and serve on a renewable three or five year term. Details of the appointment will be worked out collaboratively between the LSC Director and the home department and division. The appointee will conduct his/her research program in the LSC.

Application: Submit a letter that explains your relevant experiences and how this position fits your career goals. Include a curriculum vitae and the names and contact information of three references. Deadline for receipt is May 15, 2005. Send materials and direct questions to R. Michael Roberts, Director, Life Sciences Center, 105 LSC.

Bridge to safety

SMART BRIDGES

Composite reinforcement system that could replace steel in bridges

Steel bridges play a vital role in the U.S. transportation system, allowing people and goods to move around each state safely and efficiently. In Missouri, the average age of a bridge is 49 years, and bridges across the state are showing signs of deterioration and often handle higher traffic volumes than they were designed for.

MU researchers are developing a new composite reinforcement system, stronger and lighter than steel, which will significantly cut down on the maintenance and safety concerns of these bridges.

"With the increasing number of vehicles on the road, these older bridges, which were not designed to handle this much traffic, are getting punished more than ever," says Vellore Gopalaratnam, professor of civil and environmental engineering. "We believe our steel-free hybrid reinforcement system will benefit all bridges throughout the country."

Gopalaratnam, along with graduate assistant Kenny DeYoung and undergraduate honor scholar Sarah Craig,

works with UM-Rolla and the Missouri Department of Transportation on the project, which started two years ago. The MU team, working in a test site the size of a football field, fabricated several concrete bridge deck slabs that are not reinforced by steel, but by a composite that consists of a mixture of carbon, glass and polypropylene fibers.

Using a machine that pounds into the slab, simulating traffic pressure, the team tests for stresses and cracks in the composite material and concrete, determining how much pressure the new bridge deck systems will deflect before they fail. Tests show that the composite reinforcement bars are five times stronger than the steel currently used. The next step will be to test these composites on a Missouri bridge within the next several months.

Gopalaratnam believes this is a big first step toward the development of a "smart bridge", which would have optical sensors embedded into the composite fibers to alert the transportation department of a need for maintenance.

The U.S. Federal Highway Administration recently funded the research project for field implementation of this technology.

CARE from Page 1

Specific questions about the premium cost and coverage should be directed to Met Life. Information is available by calling 1-800-438-6388 or online at metlife.com/mybenefits.

The upcoming informational meetings on the MU campus will be tailored to answer the questions of different groups of employees:

Wednesday, May 4

- 7 a.m. -9 a.m. in M328 Medical Sciences Building for employees currently enrolled

- 10 a.m.-noon in Columbia Regional Hospital Health Pavilion for employees currently enrolled

- 1p.m.-3 p.m. in S203 Memorial Union for employees not currently enrolled

- 3:30 p.m.-5:30 p.m. in Columbia Regional Hospital Health Pavilion for employees not currently enrolled

Thursday, May 5

- 8 a.m.-10 a.m. in S203 Memorial Union for employees currently enrolled

- 3:30-5:30 p.m. in M328

Medical Sciences Building for employees not currently enrolled

Friday, May 6

- 8 a.m.-9:30 a.m. in Columbia Regional Hospital Health Pavilion for retirees currently enrolled

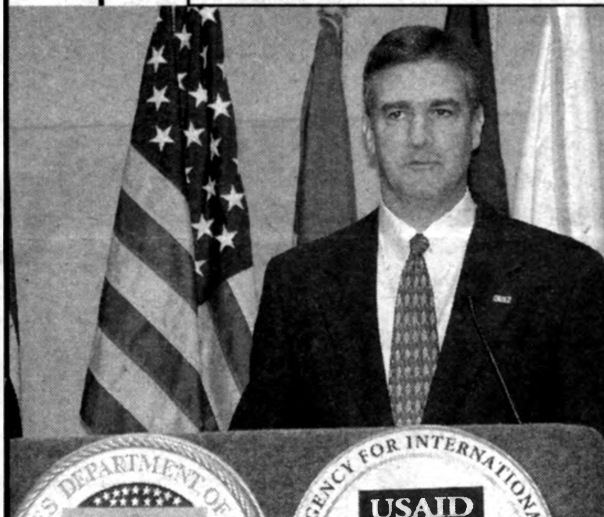
- 9:30 a.m.-11 a.m. in Columbia Regional Hospital Health Pavilion for retirees not currently enrolled

- 1 p.m.-3 p.m. in N243 Memorial Union for retirees currently enrolled.

The College of Agriculture, Food and Natural Resources of the University of Missouri-Columbia invites you to attend a presentation by

The Robert O. Reich Family

EXECUTIVEinresidencePROGRAM



Kenneth J. Roberts

Associate Administrator,
Foreign Agricultural Service

United States Department
of Agriculture

"Implications of Recent World Trade Organization Rulings on American Agriculture"

Friday, April 22, 2005
2:30 - 4:00 pm
112 Hulston Hall
MU School of Law
University of Missouri-Columbia

Free and open to the public.



C. V. Riley Lectures in Entomology

Friday, April 22, 2005

1:00 - 4:00 p.m.

Monsanto Auditorium, Life Sciences Center



University of Missouri - Columbia

Theme: West Nile Virus and genetic control of disease vectors

1:00 p.m. Introductions

1:15 p.m. "Genetic approaches to the control of vector-borne diseases"

Dr. Anthony James
Department of Microbiology & Molecular Genetics
and
Department of Molecular Biology & Biochemistry
University of California - Irvine

3:00 p.m. "Mosquitoes, Surveillance and West Nile Virus: A Perspective on Risk Assessment"

Dr. Walter Tabachnick
Department of Entomology and Nematology
University of Florida - IFAS

Borderline benefits to deter illegal immigration

MARKET FORCES

Study questions economic effectiveness of border patrols

Many countries, including the United States, struggle to control illegal immigration by enforcing border patrols, intended to assist legal immigrants as well as impede illegal immigrants. Increasingly, smugglers, known in Mexico as coyotes, are hired to thwart these border patrols, leading to increased government expenditures to effectively patrol the borders.

A new study by an MU economics researcher found that spending more resources to enforce borders may actually induce coyotes to intensify their efforts. That means that government efforts devoted to restricting the flow of illegal immigrants may not actually reduce illegal immigrations.

"The question has to be whether the extra resources deter coyotes enough so that the Immigration and Naturalization Service gets a big bang for its buck," says Joseph Haslag, associate professor of economics. "If, for example, spending more resources on border patrols does

not affect the market quantity for coyote services, then U.S. citizens paying taxes to pay for the patrols are actually worse off. The key message is that markets arise that are outside the control of the country to which people are immigrating. Since a government does not exist in a vacuum, it is unwise to ignore these market forces."

Illegal immigrants pay coyotes to help them get across the border quickly, so they can spend more time working in the United States. Coyotes have an incentive to invest in learning border patrol practices and methods. As coyotes develop new avoidance techniques, the limited resources the government spends on border patrol becomes less effective. In other words, coyotes must indicate to potential buyers that their service is worth paying for. In short, Haslag says, there is a market test for coyote services.

In the study, Haslag examined whether changes in border enforcement affected the level of smuggling activity and the overall level of illegal immigration. Through series of equations, formulas and economic scenarios involving illegal immigrants, coyotes and

border patrols, Haslag determined that the increase in border enforcement was not deterring the number of illegal immigrants immigrating to a new country. Because of this, the impact that border enforcement had on the capital-labor ratio was

small enough that an open border could be the optimal policy. In the long run, it is too costly for host-country natives to pay for the border enforcement.

"If the deterrence effect is small, the United States suffers because the gain in income is

more than offset by the tax increases; consequently, an open border is optimal," Haslag said. "Border enforcement reduces the amount of time that a migrant worker is productively employed in the United States. The most important message is to recognize the importance of the coyote market when debating immigration interdiction efforts."

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— Carla Whitney
Assistant to the Registrar
and MU In The Evening student

Join other MU staff members who are finishing their bachelor's degrees with MU In The Evening.

Learn more at our next Information Session: 6 p.m., Tuesday, April 26, in the Heinkel building.



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The School of Accountancy at the MU College of Business Presents

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Marianne Jennings, JD
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Arizona State University

Friday, April 22 • 9:00 am to 12:00 pm
Bush Auditorium • Cornell Hall

The lecture is free and open to the public.

Parking is available on the upper level of Turner Avenue Garage.
For more information, call the School of Accountancy at 573.882.4463.



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