**Water Rich?**

MU water quality experts warn of groundwater depletion.

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Academic Buzzword

UM System group is studying assessment and accountability.

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Nov. 2, 2006

University of Missouri-Columbia

Tons of love

FOOD FOR THOUGHT

The University family plays a role in feeding the hungry

The Central Missouri Food Bank has a very simple tenet, says Peggy Kirkpatrick, executive director: "It's all about the power of you and me in ending hunger."

The food bank, a United Way agency, brings in donated food from all over the country and provides it at no charge to 145 hunger relief agencies in 33 Missouri counties. It is one of six food banks in the state and the only one that does not charge for its food.

This fall, the food bank began the second year of a program in partnership with low-income schools in central Missouri. Called the Buddy Pack program, it provides snacks for children during class and sends nutritious, kid-friendly food home in backpacks for the neediest students for them to have

NEIGHBORS HELPING NEIGHBORS

Michael Parks lowers a pallet of health and beauty care products onto the scales at the Central Missouri Food Bank Monday afternoon.

The skid weighed 1,040 pounds and contained soap, shampoo and deodorant.

Nicholas Benner photo

over weekends and vacations. Kirkpatrick says the participating schools have found the Buddy Pack program diminishes disruptive behavior in class and also increases test scores.

Last year, the food bank provided nearly 18 million pounds of food to people in need, and only three million pounds

of it came from government programs. But the need is greater than the food bank can meet, and it is always looking for help to do even more.

One group it can count on for help is the University of Missouri community. "I can't tell you how many college kids are helping us — how many faculty and staff," Kirkpatrick says. "You help us feed 80,000 people a month."

The University family helps

in many ways. Volunteers repack bulk food into family-sized portions and help with distribution. A number of University employees serve on the agency's board of directors. And thousands of faculty, staff and retirees give each year to the Columbia Area United Way. Their donations help keep the food bank running and also provide vital support to 32 other social-service agencies that help

those who need help the most.

The University's 2006 United Way campaign is almost to its goal of \$540,000, but more support is needed. As of Oct. 30, faculty, staff and retirees had donated \$455,477, more than 84 percent of the campaign goal. So far, just under 18 percent of University employees have made donations to United Way for the 2006 campaign — that's nearly one in five people.



Deaton: MU faculty have a voice in higher education policy

POLICY IMPACT

Mizzou's AAU status makes it a major player in national higher education discussions

Faculty play a major role in the long-range planning decisions that are building MU into a world-class university, Chancellor Brady Deaton told those who attended the Oct. 27 fall general faculty meeting. And, on the national level, the scholarly work of MU faculty is making a big impact in dozens of academic disciplines.

But Mizzou faculty play another important role on the national level, Deaton said. Because of MU's status as a member of the Association of American Universities (AAU),

"You are part of the national dialogue on higher education," Deaton said. "As an AAU university, MU is shaping national science and education policy, and it is clear that faculty are at the heart of what we do."

As an AAU member since 1908, Mizzou belongs to an elite group of institutions, he said. It is one of only 34 public universities in the nation to be a member. Member schools award 51 percent of all U.S. doctoral degrees and 58 percent of all PhDs in science and engineering. They perform 60 percent of all federally-funded university research, and MU has had the largest growth in research of any AAU member in the past 10 years.

"We are part of the group that has the largest impact on higher education policy in the nation," Deaton told faculty. The chancellor talked about some of the important issues that face higher education and described how universities and faculty have shaped the policy discussion.

For instance, after Sept. 11 the U.S. Department of Commerce proposed a regulation that would restrict participation by international students and scholars in sensitive research projects — an issue called "export control."

"The AAU worked very hard and achieved the suspension of this federal requirement pending the assessment by a special committee appointed by

the Department of Commerce," Deaton said. "This was an issue that created tremendous concerns about academic freedom and additional bureaucracy in research universities. It was antithetical to the open and free exchange that is so vital to American higher education. This is on hold now because of the concerns that you expressed as faculty, researchers and scholars, and we took action as a national organization to slow it down."

In January 2006, the AAU released a white paper that "outlined a new partnership between universities and the federal government in research," Deaton said. It also recommended more and higher quality graduates in

math, science, engineering, foreign languages and area studies programs. MU will be taking those recommendations into account in its future planning, he said.

Also on the national scene is a recent report from the education department's Commission on the Future of Higher Education — known as the Spellings Commission — that called for a national reform of financial aid programs, program accreditation and transfer of credits between schools.

"We need to be aware of some of the implications," Deaton said. "We were very concerned that it was a report that tended to treat all of higher education as

SEE Faculty on Page 2

For your benefit

If you stuck your benefit enrollment change materials in a drawer when they arrived, you better pull them out and take a look. Nov. 10 is the deadline for making any changes. One addition to the package of options might take some thought: A new vision care insurance plan will be offered beginning Jan. 1, 2007. Monthly medical insurance premiums will remain at this year's levels, and dental premiums will increase by 8 percent. Faculty and staff have until Nov. 10 to review all the benefits options they participate in

and to make any changes. The enrollment change period also is the time to make changes in the life, long-term disability and other insurance plans. During the benefit change period, employees also must re-enroll in the tax-saving Flexible Spending Accounts for dependent care and unreimbursed medical expenses.

'Routes to Roots'

Here's a folk tale for you that just happens to be true. The Missouri Folklore Society is celebrating its centennial this year, and folklore enthusiasts can thank an MU English professor and one of his students. The society was founded in 1906 by H.M. Belden, professor of English, who credited a student, Maude Williams, for "starting the whole thing" by singing a traditional British ballad long thought extinct at an English Club meeting in 1903.

The society is holding its centennial meeting, "Routes to Roots: Celebrating

100 Years of the Missouri Folklore Society," through Nov. 4 in Memorial Union.

The centennial meeting will feature presentations, discussions, exhibits, films and music and storytelling. All the events are free and open to the public. More information is available online at missourifolkloresociety.truman.edu/mfs.html or contact Elaine Lawless, professor of English and the society's president, at 882-0065.

Gobblers for a good cause

It's almost turkey time again, and students in the Food Science Association will be selling smoked turkeys as a fundraiser for future club events. The students will inject the turkeys with a special sugar cure and smoke them in the Meat Lab in Eckles Hall. Finished birds will be available fresh or frozen for \$25, and they will range in weight from 8 to 12 pounds. The deadline to reserve your gobbler is Nov. 14, and you can pick up your turkey from 2 to 6 p.m. Nov. 16 or from 8 a.m. to 1 p.m. Nov. 17 in Eckles

FACULTY from Page 1

similar, rather than recognizing the different missions from university to university."

MU and its faculty are playing an important role on the state level as well, Deaton said. For instance UM System President Elson Floyd has been leading a statewide effort to build a coalition of all public two- and four-year institutions for budget recommendations to the legislature. That effort is moving forward, "and we're very happy with that direction," Deaton said.

"The state's discussion right now is focusing on an expansion in need-based financial aid — perhaps an addition \$25 million to \$50 million — and there has

been an initiative under way to try to return higher education funding to the 2001 level."

MU faculty also are addressing national higher education issues at the campus level, Deaton said. For instance, a team of Mizzou researchers is conducting a three-year study funded by the National Science Foundation to develop a more diverse workforce through the advancement of women in science, technology, engineering and mathematics.

Jackie Litt, associate professor of sociology and director of women's and gender studies, will lead the project which will collect data on the status and allocation of resources for women in those fields. A committee also will be

formed to discuss promotion opportunities and professional practices that can lead to an increase in gender equity.

"We have a number of efforts under way to promote more women in science and technology areas in particular," Deaton said. "We're looking to ensure that we create the kind of inclusive environment that address lifestyle issues associated with gender differences on campus. We have been providing budget resources for diversity across this campus, and we are ready to reallocate funds to divisions that have been successful in helping us achieve our diversity goals."

Council tackles faculty issues

SHARED GOVERNANCE
Faculty Council is working on many academic topics

Relex Campbell, chair of Faculty Council and professor of rural sociology, gave an update on the council's work during the Oct. 26 fall general faculty meeting. The council's purpose is to facilitate a shared governance on campus between the administration and the faculty, Campbell said. "Our administration here is very good about working together with faculty on a wide variety of issues."

He outlined some of those issues that have been resolved, others that are still


ongoing and some the council will take up in the future.

One topic that has been resolved is a new grade for students — the grade of "Fn" for students who stop attending class but do not formally withdraw. "This is one issue that is going to be affecting you very quickly," he told faculty. Campbell explained that the new grade is necessary to meet federal financial aid guidelines that require students to return a portion of aid when they no longer attend a minimum number of classes.

Also resolved, is a new family leave policy that extends the tenure clock for new parents. Faculty voted to approve the measure this past spring. "It is now in place," Campbell said.

One issue the council has been working on is an initiative to make titles of non-tenure track faculty members consistent throughout the four University of Missouri System campuses and recognizes the roles they perform.

A proposal by Intercampus Faculty Council working with **SEE Council on Page 3**

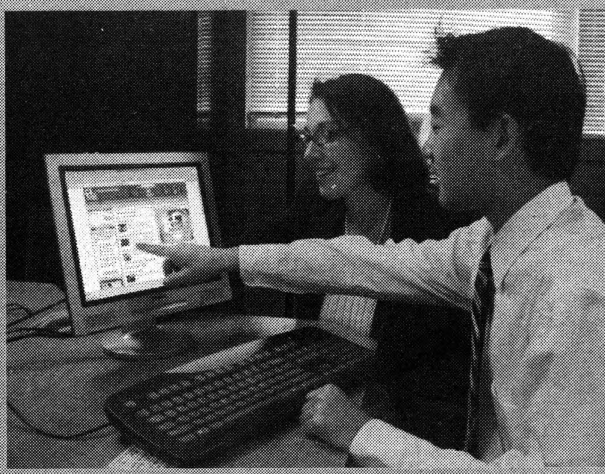


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Departments may purchase temporary permits for special events or to keep on hand for the use of their guests. The permits are \$2 per day or \$6 per week and are available for various lots/garages throughout campus. All permit orders should be made two weeks prior to event. Permits may be ordered through our office by phone at 882-4568 or through our Internet address at parking.missouri.edu.

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MizzouWeekly

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Hall. To reserve your turkey, contact club President Sarah Crisp at secr2f@mizzou.edu

Home, safe home

The arrival of cooler weather brings increased risk for carbon monoxide poisoning as people kick on natural gas and propane furnaces. Homeowners may be surprised to learn that they need to replace the carbon monoxide detector they bought just a few years ago — they are only good for about five years, says Michael Goldschmidt, a housing and environmental design specialist with University

of Missouri Extension.

Gas furnaces, as well as gas-powered water heaters, stoves and other appliances, generate small amounts of carbon monoxide as a byproduct of combustion. "If they are not working properly, they will produce large amounts" of the odorless, colorless gas, Goldschmidt says. "We recommend that you get the furnace checked every year." Detectors use an electrochemical element to measure the carbon monoxide levels in the air.

Carbon monoxide poisoning symptoms include headaches, tightness of

chest, dizziness, fatigue, confusion and breathing difficulties. Severe exposure can cause brain damage and unintentional carbon dioxide poisoning results in about 2,100 deaths per year.

Mizzou in bloom

This fall, MU's Landscape Services earned first place in the university category of the "America in Bloom" competition. Competition judges gave Mizzou's campus a "four bloom" rating on a scale of one to five. Such ratings are high praise from a highly selective

group, says Pete Millier, landscape director. "They're tough graders," he says.

The judges came to campus for two days in June and looked at such factors as color, environmental efforts, community involvement and historical preservation. One category in particular caught their attention, though, Miller says: The judges highlighted Mizzou's urban forestry, including tree preservation and memorial tree programs.

Facilities and landscaping workers plant between 600 and 1,000 new trees and shrubs each year, along with thousands of flowers.

They blend well-maintained nature with architecture and icons, and the Mizzou Botanic Garden covers campus. This award provides a third-party perspective on the beauty students, faculty and staff get to enjoy every day, Millier says.

COUNCIL from Page 2

the UM System administration noted: "The current non-regular category is too broad and fails to recognize the variety of roles and institutional relationships that characterize different faculty members who fall within this catchall category."

The proposal suggests four main types of full-time, ranked non-tenure track faculty: research, teaching, clinical and extension. Each of those categories would have ranks of assistant, associate and full professor.

Most departments are now establishing criteria for each of these categories and ranks. "The policy is completed and is being implemented on all campuses," Campbell said. "Up to this point, the non-tenure track people have not had any representation on the Columbia campus. We are in the process of adding four non-tenure track faculty as nonvoting members of the Faculty Council."

Does assessment equal accountability?

ACADEMIC BUZZWORD

UM System faculty group is looking at topics of national higher education debate

Accountability "is the new buzzword in American higher education," Frank Schmidt told the Oct. 26 fall general faculty meeting. Schmidt, professor of biochemistry and Faculty Council member, is an MU representative to the University of Missouri System's Intercampus Faculty Council.

Schmidt currently is chair of the four-campus group, and he reported that the IFC formed a subcommittee earlier this year to study assessment and accountability. Those issues have been the subjects of numerous reports by national higher education organizations.

One that has received the most attention recently was by the National Commission on the Future of Higher

Education — known as the Spellings Commission — that called for greater accountability in higher education.

"All of these reports talk about the necessity for accountability, how important it is to the survival of the academy, but no one has actually defined it," Schmidt said. "So we're kind of stuck. How do we define this thing that we're supposed to be taking care of?"

For instance, is accountability the same as assessment? Schmidt said that in an online forum he asked Charles Miller, the chair of the Spellings Commission, to define accountability and give an example of it.

Miller's response was: "I think of an accountability system as measuring the performance or outcomes of a system or institution, which contains consequences or results. Those consequences can include rewards and recognition or penalties."

That raises the question of

whether the national debate over accountability is part of a political agenda, Schmidt said. "And the answer is yes. In some respects, I think this creates an industrial model — one student at X credit hours and eight semesters equals one bachelor's degree. It doesn't matter if it comes from Mizzou or Harvard or a fly-by-night storefront institution."

One positive approach to assessment and accountability is to ensure that it serves the institution, Schmidt said, and he noted several principles that should be included in any initiatives the University takes.

Assessment should be a value-added measurement, he said. MU students likely will do better in standard assessment tests than students at many other schools. They also will probably do worse than Ivy League students "simply because what goes in comes out," he said. "If you only accept students in the top 2 percent,

you will get students in the top 2 percent who come out."

A second assessment principle is that "we have to use this in a way that drives improvement in the institution rather than using it as a simple-minded comparison," Schmidt said. "And finally, the only way any of this is going to happen is if faculty drive it. If it is imposed on us from outside we're doomed, because nobody is going to have more love and care for the University and its students than faculty."

He suggested that the University approach the accountability issue from several angles, including the Intercampus Faculty Council, the MU Faculty Council and unit policy meetings.

"We need to know what we want to measure, what we are doing now to measure it, and how we will use the measure to improve quality," he said. "That's where we hope that the faculty as a whole will come in."

Water, water everywhere? Not necessarily in Missouri

DROUGHT AND DEMAND

Water experts warn of groundwater depletion

Lower rainfall totals in recent years, coupled with increased population and industrial growth, point to a need for water conservation across Missouri, say University of Missouri Extension specialists. Reduced precipitation has depleted subsoil moisture, which affects groundwater recharge and even stream flow.

Data from 75 Missouri Department of Natural Resources monitoring wells across the state indicate that many parts of the state which appear rich in water resources have lower groundwater levels than they did 10 years ago, says Bob Broz, Columbia-based water quality specialist.

"We are receiving more calls from citizens saying their well has had good water for 30 years and now it has odor or taste problems," he says. "In many cases it's caused by new people moving into an area also using private wells or an industry using high amounts of groundwater. This causes more stress on available water and may cause depletion in the aquifer."

When water must flow longer distances through underground rock it dissolves more material as it travels. This can result in problems with taste and odor, but the problem can go beyond that. Beverly Maltsberger, St. Joseph-based community development specialist, says some communities in northwest Missouri are being passed over by industry because they lack a dependable water supply to operate a business.

"Lack of water is having a negative impact in our area. We are losing the opportunity to attract businesses that offer good-paying jobs," she says.

In southwest Missouri, Bob Schultheis, natural resource engineering specialist, says streams in Webster and Christian counties are drying up that have never been dry before. "We're now in our fifth year of a shortage in rainfall and people are concerned about that, along with the explosive population growth we are seeing in rural areas where everybody is putting in their own well," he says.

"All the water we get in this part of the state comes from rainfall. There are no underground rivers. The water table in some areas has dropped a couple hundred feet. People who drilled 300 feet deep five years

ago for water are now drilling 500 to 600 feet," he says.

In a state like Missouri, where the average rainfall is 30 to 50 inches, it's hard to believe we are in a drought, Broz says. A map tracking the latest drought severity is at www.drought.unl.edu/dm/monitor.html. Approximately 36 percent of Missouri residents are getting their water from groundwater sources, which is not an unlimited resource, Broz says. More than 6,500 new wells are drilled each year.

While many of these wells are for private homes, businesses and industry are major users of water to produce their products. Many industries are high-water demand consumers and most draw from deep wells. Proposed ethanol plants may use more than a million gallons of water a day.

The natural resources department says such demand will have some impact on the water table over time, likely affecting shallower wells up to a two-mile radius from the deep well. "We need industry to improve the economy, but we need to ask ourselves what steps we can take in our personal habits to counteract a shortage of high quality groundwater," Broz says. The average water use on a national basis is 120 gallons of water per person each day.

Broz says a few simple steps in personal use can make a difference. Take shorter showers; wash your car with a bucket and not with a hose with running water. Cut your grass three inches or higher to provide extra shade and deeper root growth. This reduces plant stress and the need for watering. Use native plants for landscaping that uses less water.

calendar



Concerts & Plays

Sunday, November 5

JAZZ SERIES: The Joey DeFrancesco Trio with special guest Bobby Hutcherson will perform at 7 p.m. at the Blue Note, 17 N. Ninth St. For information and tickets, call 449-3009.

Tuesday, November 7

UNIVERSITY CONCERT SERIES: Circus Nexus combines circus, acrobatics, dance, and theater with an international cast of dancers and circus artists at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781 or visit www.concertseries.org.

Thursday, November 9

UNIVERSITY CONCERT SERIES: The Turtle Island String Quartet will combine classic quartet music with 20th century American popular style when they perform *Art of the Groove* at 7 p.m. in Jesse Auditorium, for ticket information, call 882-3781 or visit www.concertseries.org.

THEATER SERIES: *Boy Gets Girl* will be performed at 8 p.m. today through Nov. 11 and Nov. 13-16 and at 2 p.m. Nov. 12 in the Corner Playhouse. For ticket information, call 882-PLAY.

Friday, November 10

UNIVERSITY CONCERT SERIES: Teatro Lirico D'Europa will perform *Madame Butterfly* at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781 or visit www.concertseries.org.

LIBRARY EXHIBIT PLAY:

As part of Ellis Library's exhibit, "Elizabeth: Ruler and Legend" William Shakespeare's *A Comedy of Errors* will be performed at 7:30 p.m. in the Rhynsburger Theatre.

Conferences

Thursday, November 2

BLACK STUDIES CONFERENCE: The Black Studies Fall Conference will be held from 9:30 a.m. to 5:30 p.m. in the Gaines/Oldham Black Culture Center.

Friday, November 3

MENTAL HEALTH CONFERENCE: The Psychiatric Mental Health Update will be held from 7:30 a.m. to 4 p.m. at the Peachtree Banquet Center. This one-day conference provides a forum for mental health professionals to increase their knowledge and competence in caring for children and adults with mental illness. More information is available online at nursingoutreach.missouri.edu/psychiatric06.htm.

Courses & Workshops

Thursday, November 2

- COMPUTER TRAINING:**
- "Photoshop CS2: Colors, Masks & Saving for the Web" will be offered at 1 p.m. in 4D11 East Ellis Library.
 - "Flash 8.1: Vector Based Drawing" will be offered at 8:30 a.m. in N3 Memorial Union.
 - "InDesign CS2: Document Setup & Typography" will be offered at 1 p.m. in N3 Memorial Union.

Exhibits

MUSEUM OF ART & ARCHAEOLOGY:

- "South Asian Sculpture" features selections of Buddhist and Hindu sculpture from the museum's permanent collection.
- "The Forgotten Art of Engraving" is on display through July 2007. It explores the history of engraving technique and displays prints by such masters as Albrecht Durer, Hendrick Goltzius and William Blake.
- "The Art of the Book: Illustration and Design, 1650 to Present" will run through Dec. 24.

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.

BINGHAM GALLERY: "Juicy: The Art of Art Educators" features works by MU art students through Nov. 10. There will be a closing reception from 5-7 p.m. Nov. 10. The gallery, located in the Fine Arts Building, is open from 8 a.m.-5 p.m. weekdays.

STATE HISTORICAL SOCIETY:

- "*The Adventures of Tom Sawyer* as Illustrated by Thomas Hart Benton" is on display in the main gallery through Dec. 16. The exhibit highlights original pen-and-ink drawings Benton created to illustrate a 1939 special edition of Mark Twain's works.
 - "Careless Talk: World War II Posters from the William Copeland Collection" is on display in the corridor gallery through Dec. 9.
 - "Artists/Friends: The Adolf and Rebecca Schroeder Collection" includes works by Missouri artists through December 30.
- MU LIBRARIES:** "Elizabeth I: Ruler and Legend" is on display through Nov. 29 in the Ellis Library colonnade. This national traveling exhibit,

organized by the Newberry Library's Center for Renaissance Studies in collaboration with the American Library Association Public Programs Office, includes items from a number of MU collections.

Lectures & Seminars

Thursday, November 2

LIBRARY EXHIBIT

LECTURE: Jim Downey from Legacy Bookbinding will present "The Art of the Book in Elizabeth's World: Design and Binding in the 16th and 17th Centuries" at 2 p.m. in the Ellis Library colonnade.

BUSINESS LECTURE:

Barnett C. Helzberg Jr., who was chairman of Helzberg Diamonds for more than 30 years, will present "What I Learned From Mom and Dad" at 3:45 p.m. in Bush Auditorium in Cornell Hall.

Friday, November 3

CIVIL ENGINEERING

SEMINAR: Jim Alexander from the Missouri Department of Natural Resources will present "Failure of Taum Sauk Dam" at 3 p.m. in E1419 Lafferre Hall.

ENGLISH LECTURE: Barbara Eckstein from the University of Iowa will present "The Fate of New Orleans: What's Literature Got to Do with It?" at 4 p.m. in 104 Tate Hall.

MARKETING LECTURE:

Puneet Manchanda, associate professor of marketing at the University of Chicago, will present "The Effects of Service Quality and Word of Mouth on Customer Acquisition, Retention and Usage" from 11 a.m. to 12:30 p.m. in 205 Cornell Hall.

Saturday, November 4

SATURDAY MORNING

SCIENCE: Dongsheng Duan, associate professor of molecular microbiology and immunology, will present "From Gene to Therapy: A Long March To Tomorrow's Medicine" at 10:30 a.m. in Monsanto Auditorium. This weekly lecture series is aimed at anyone interested in science; no science background is required.

Tuesday, November 7

BIOLOGICAL SCIENCES

SEMINAR: Luca Comai from the University of California-Davis will present "Interspecific Hybridization in Arabidopsis: Parental Dosage Regulates Imprinted Gene" at 3:30 p.m. in Monsanto Auditorium at the Life Sciences Center.

LIBRARY EXHIBIT

LECTURE: Anne Stanton, associate professor of art history and archaeology, will present "Portraiture during the Reign of Elizabeth I" at 12:30 p.m. in the Ellis Library colonnade

NUCLEAR SCIENCE & ENGINEERING LECTURE:

Jeffrey King, assistant professor of mining and nuclear engineering at UM-Rolla, will present "The Effects of Spectral Shift Absorbers on Design and Safety of Reactors" at 4 p.m. in E1419 Lafferre Hall Auditorium.

Wednesday, November 8

IMMUNOLOGY & RHEUMATOLOGY

SEMINAR: Xavier Valencia-Flores from the National Institutes of Health will present "CD4+CD25+T Regulatory Cells in Autoimmune Diseases" at 4 p.m. in M615 Medical Sciences Building

Thursday, November 9

LIBRARY EXHIBIT

LECTURE: Jill Raitt, professor emeritus of religious studies, will present "Elizabeth, Protestant or Catholic?" at 2 p.m. in the Ellis Library colonnade.

Friday, November 10

CIVIL ENGINEERING

SEMINAR: Jim Monsees from Parsons Brinkerhoff in Los Angeles will present "Past, Present and Future of Tunneling Techniques" at 3 p.m. in E1419 Lafferre Hall.

GEOGRAPHY LECTURE:

Mark Bowen, a doctoral candidate at the University of Kansas, will present "Impact of Bridge Structures on Channel Morphology During a Flood Event Along the Colorado Front Range" at 3:30 p.m. in 106 Stewart Hall.

ROMANCE LANGUAGES

SEMINAR: As part of the Department of Romance Languages and Literatures' graduate student seminar series, Domingo Martinez Castilla, editor of *Ciberayllu* webzine and coordinator of MU's Cambio Center, will present "Ciberayllu.org: Ten Years of a Latin American Humanities Webzine, Made in Columbia, Mo." At 4 p.m. in 114 Arts and Science Building.

Meetings

Thursday, November 2

FACULTY COUNCIL:

The Faculty Council will meet today at 3:30 p.m. in S203 Memorial Union.

Special Events

Saturday, November 4

HISPANIC FALL

CELEBRATION: The Hispanic and Latin American Faculty and Staff Association will host a cultural celebration of fall with music, dancing, games and free food from 7:30-11 p.m. in Memorial Union's Stotler Lounge.

Friday, November 10

INTERNATIONAL MONTH

CELEBRATION: The Mizzou After Dark program will host "Party Around The World" from 8 p.m. to midnight in Brady Commons. The event will feature crafts, ethnic food, cosmic bowling, billiards and more. All events are free to Mizzou students and one guest. Each additional guest is \$5.

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Dr. James A. Morone

Professor of Political Science
Brown University

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"Hellfire Nation: Politics, Sin and the USA"

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Thursday, November 16, 2006, 3:30 p.m.
Jesse Wrench Auditorium, Memorial Union

For more information on Dr. Morone, please visit <http://truman.missouri.edu/newsandevents/calendar.asp>

Computerized system will speed payroll

TIMELINE

Hourly employees can report their time more efficiently and accurately

Director of Business Services Paul Toler talked with members of the Staff Advisory Council last week about Attendance Enterprise, the new time and attendance application that will be used to provide hourly employees with a more efficient and accurate means of reporting their time worked and use of paid leave. Staff at large had bombarded MU's Staff Advisory Council members with questions and concerns about the proposed system. These were compiled, and the group invited Toler to respond to the issues raised.

"Unfortunately there is a lot of misinformation floating around," says Rebecca Begfield, council chair and training and development coordinator for the Environmental Health and Safety department. "All hourly paid employees currently record the hours they work in one way or another, either by using a time clock or by filling out a time sheet or other form. A computerized system will be helpful to departments and employees because it will quickly calculate payroll information, reduce paperwork and redundant tracking of information, and will provide up-to-date leave information for the employee. Employees will no longer have to wait until they get a pay stub to see how many hours of vacation or sick leave they have available."

Toler met with the group Oct. 26 and gave members the facts. True: Every department and

office on campus will be required to use the system.

False: The University is not mandating that everyone punch a time clock or attempting to dictate how departments collect time and attendance information for hourly paid employees.

"We are providing departments a brand new tool kit and it is up to them to choose the options they want to use to manage their employees' records," Toler said. The goal is to make the payroll process better, more efficient and more accurate for all employees and especially for those who process payroll in the individual departments. "We are doing this for employees, not to employees," he said.

What the campus is doing, he said, is getting rid of an obsolete, nonweb-based software application called Infotronics Attendance Professional that several departments across campus have used to collect time for hourly staff. When the UM System's payroll technical and functional teams reviewed the newest version of Infotronics and compared it to others in the industry, he said it was found to offer much of the functionality

that the University wanted to build into the payroll process to benefit employees, supervisors, payroll processors and payroll administrators.

Teams of payroll managers, fiscal officers and payroll processors campuswide met last spring and summer to work out design details; however, upgrading PeopleSoft put this work on hold.

Although he could not give a specific date for switching the campus to Attendance Enterprise, Toler said the University plans to phase in the new application in three stages. Departments now using the older system will be upgraded first. Next will be departments who have asked for a system, followed by the remainder of campus.

Bergfield says the council will invite Toler to return for updates on the program's progress. "Paul presented good information and answered our questions, both those we had prepared in advance and those that were generated during his presentation," she says.

Any staff member campuswide wanting to join the implementation teams when they resume regular meetings should e-mail toler@missouri.edu.

Q&As about Attendance Enterprise

At the Oct. 26 Staff Advisory Council meeting, Paul Toler, director of business services, gave the group and guests present an overview of Attendance Enterprise (AE), the new software application the campus will use to collect time and attendance information for hourly employees. In doing so, he answered a number of questions and concerns staff at large had raised with council members. Below are those issues.

Q. How does this program benefit the employee?

A. AE will benefit employees in many ways:

- Provide employees with a more efficient and accurate means of reporting their time worked and use of paid leave.
- Automate the leave request and approval process. This eliminates having to fill out a time sheet.
- Provide real-time tracking of paid-leave balances and the ability to track future requests.
- Eliminate double data entry of staff members entering their time on a time sheet then a departmental payroll processor entering the time again into Webtime.

• First step toward shortening the 11-day lag for biweekly paid staff.

Q. Will hourly students and GRA/TAs also use this system?

A. All staff paid on an hourly basis will have their time record maintained in AE.

Q. Will this eliminate some jobs in Payroll or division fiscal offices?

A. The implementation was not initiated with the expectation that jobs would be eliminated but instead to provide employees with additional functionality and at the same time make the payroll process more efficient.

Q. How much time is this going to add to the fiscal person in charge of payroll?

A. The goal is to reduce the amount of time spent processing payroll at the division/department level.

Q. Who is going to monitor the ones in charge of payroll to make sure they are accurate in their personnel records?

A. The way the application will work for the University of Missouri is still in the early design stages. Once the design becomes more mature, the managers in charge of payroll at the UM System and campus levels will update the procedures for documenting and monitoring payroll transactions and train departmental fiscal staff on how the new application may change current expectations.

Q. How will hourly employees clock in and out? ?

A. Staff will be assigned by their department into staff groups that allow them to enter time in one or more of the following ways:

- Pay by schedule. This option would allow staff to capture time worked by indicating the schedule that was assigned to them was worked.
- Enter hours worked. This option would allow staff to record time by entering the time they actually worked.
- Enter punches or punch in-out on the Web. When assigned to this group, it allows the staff person to enter start-stop times worked and also to be able to punch time online to record start-stop times worked.
- Capture time on a hardware time clock. Staff in this group will record start/stop times worked by recording their time through a hardware time clock.

If none of these options is available to the staff member due to extenuating circumstances — staff members traveling during the close of the pay period and they are unable to access the Internet to edit their time record — then their time information can be communicated to the supervisor or department payroll processor and the time can be entered by them.

SEE Q&A on Page 8

classifieds

FOR RENT

Four-bedroom house near MU for rent. Available mid-Jan thru July 2007. Fully furnished, screened porch, all appliances, cable & wireless. Bikes and car available, too. \$900/mo plus utilities. Call 573-441-0767.

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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 Classifieds, Mizzou Weekly, 407 Reynolds Alumni Center, Columbia, Mo. 65211

The MU College of Business presents the Tom and Betty Scott CEO Forum

"What I Learned from Mom and Dad"

Barnett C. Helzberg, Jr.
Former Chairman
Helzberg Diamonds



Helzberg led Helzberg Diamonds as chairman for more than 30 years, growing the company from 15 stores into a nationwide jewelry retailer. In 1995, when Helzberg Diamonds was sold to Berkshire Hathaway it had annual revenues of \$280 million, and today is the third largest jewelry retailer in the nation. He created the I Am Loved® theme, a tagline first printed on giveaway buttons to bring customers into Helzberg stores. Helzberg is the author of two books, including *What I Learned Before I Sold to Warren Buffett*.

Thursday, November 2, 2006 • 3:45 pm
Bush Auditorium • Cornell Hall

M College of Business
University of Missouri-Columbia
www.business.missouri.edu

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 College of Business at 882.6768.

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CONTACT KARLA CARTER 882-7957; CARTERKA@MISSOURI.EDU

Honoring outstanding alumni and faculty

The MU Alumni Association honored 16 outstanding faculty and alumni Friday, Oct. 27, at its 39th Annual Faculty-Alumni Awards ceremony in Reynolds Alumni Center. The awards included the Distinguished Service Award and the Distinguished Faculty Award, the two highest awards that the association bestows. The ceremony also honored 14 alumni and faculty members for their achievements and for their contributions to Mizzou.

Ralph Clark, a retired information technology executive from Sanibel,

Fla., received the annual Distinguished Service Award.

Clark, AB '62, MA '64, had a distinguished three-decade long career with IBM that began with a computer sales job in St. Louis. He moved through management and around the country before landing at IBM headquarters.

Developing his skills in marketing management, manufacturing, finance, product development and educational services, he ultimately reached the position of division president and corporate vice president before his retirement in 1994.

After retiring Clark was

chairman of a Swedish-based software company, and now is a director of Leggett & Platt and a director of three private software firms. In 1990 Clark sponsored IBM's \$3 million equipment grant to the journalism school, which catapulted the school to the leading edge of computerization in editorial instruction.

Susan Flader, professor of history at MU, received the annual Distinguished Faculty Award. She pioneered the scholarly discipline of environmental history four decades ago, and she remains one of the country's leading environmental historians. Whether as an educator or activist Flader has passionately dedicated herself to preservation of the natural and cultural environment.

Her scholarship has included a biography of Aldo Leopold, an edition of Leopold's writings and her own works on the history of forests, Missouri state parks and the history of soil and water conservation. Since 1973 Flader has taught Missouri history, the history of the West, and American and world environmental history to more than 6,000 undergraduates at Mizzou. She has influenced public policy on the environment around the world, co-founded the Missouri Parks Association and helped lead the effort for the parks and soils sales tax that has made Missouri a national model.

Other Faculty-Alumni Award recipients for 2006 are:

Mary Beck
Professor of law
Columbia

Mary Beck, JD '88, has worked to help domestic abuse victims and reform the country's domestic violence laws. After nine years as a nursing faculty member at MU, in 1993 she joined the MU law faculty. She also is director of the law school's Domestic Violence Clinic, in which Beck's students represent victims of domestic violence, learn and write about domestic violence issues, draft and lobby for legislation to address the issues of modern domestic violence and prosecute civil cases. She is conducting an interdisciplinary investigation of the Missouri justice system's response to domestic violence and is reporting the results annually.

Cynthia J. Brinkley
Telecommunications executive
St. Louis

Cynthia Brinkley, BJ '91, serves her company, her community and her alma mater. As president of AT&T Missouri, she is responsible for all regulatory,

legislative, governmental and external affairs activities in the state. Her responsibilities have grown steadily since she joined the company in 1986. Ever supportive of Mizzou, she facilitated a \$1 million gift from her corporation to help establish an information technology degree program in the College of Engineering. She also contributes her time and leadership skills to Mizzou's Corporate Roundtables in St. Louis and as a chair of the For All We Call Mizzou capital campaign.

John M. Cooper
Associate dean and professor emeritus
Bloomington, Ind.

John Cooper, BS Ed '34, M Ed '37, EdD '46, has been a pioneer in basketball and the science of human performance. "Hop John" Cooper was among the first to take basketball above the rim. Since most opponents had never seen a jump shot, they had no idea how to guard him, and he never had a shot blocked his entire college career. He set Big Six records with up to 47 percent of the Tigers' season scoring. Cooper created the world's first doctoral program in kinesiology at Indiana University. He went on to pioneer the use of computer simulation, high-speed photography, holography and laser beam technology in biomechanics.

Stuart A. Fraser
Business executive
New York

Stuart A. Fraser, BA '83, vice chairman and partner of Cantor Fitzgerald LP in New York, joined the firm in 1983 and has led it through rebuilding after the terrorist attacks of 9/11 claimed the lives of 658 of his 1,050 staff. His efforts to change the traditional "open-outcry" environment to an automated trading system have revolutionized the industry. He was named Man of the Year in 2000 by Harlem RBI, a non-profit organization that supports underprivileged children for which he serves as a board member. He serves on the Cantor Relief Fund Board that has contributed over \$150 million to the families of those who perished in the World Trade Center.

Trudy Lewis
Professor of English
Columbia

Since the publication of her first novel in 1994, Trudy Lewis has been a rising star in fiction writing, combining well-crafted writing with a powerful social

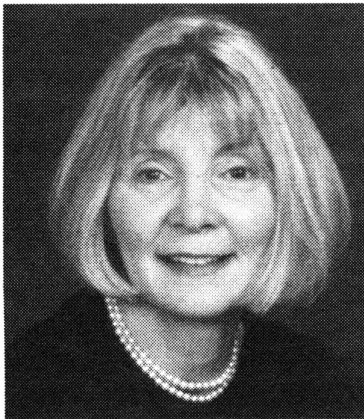
and feminist consciousness. *Private Correspondences* won the William Goyen Prize for Fiction. Lewis' short story collection, *The Bones of Garbo*, won the Sandstone Award for Short Fiction. She also has been challenging and inspiring creative writing students at MU since 1992, communicating the values of social equality, intellectual curiosity, artistic integrity and human potential. She collaborates with other writers, artists, filmmakers and musicians through the arts collective Anvil/lyre Studio.

Richard A. Mendenhall
Real estate executive
Columbia

Richard Mendenhall, BS Ed '70, M Ed '72, is the fifth generation of his family in the Boone County real estate business. A past president of the National Association of REALTORS®, Mendenhall led the professional trade association of 1.2 million members in response to the 9/11 tragedy. That afternoon, he established the REALTORS® Housing Relief Fund, which collected \$8.5 million. He also established the HOPE Awards to honor efforts to help minority families become homeowners. Locally, he serves in leadership roles in banking, economic development and chamber activities. He co-founded and chairs the Mizzou Flagship Council, Inc., a non-profit corporation established to promote MU's best interests.

Judith H. Miles
William Thompson
Chair in Autism
Columbia

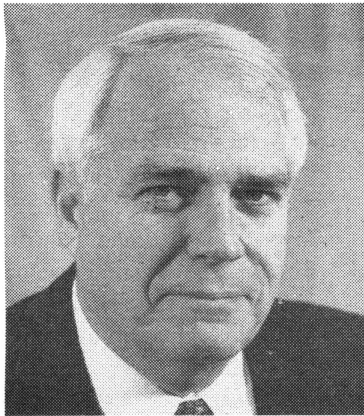
Scientist, physician and administrator, Judith Miles, MD '75, PhD, has devoted much of the last 10 years to the study and treatment of autism, a debilitating disorder that affects at least one in every 200 children. Three years after graduating cum laude from MU's School of Medicine, she joined the faculty in 1978. As director of the Autism Clinic, she treats children and adults with autism and trains medical students and residents in her methods to diagnose and treat autism. William and Nancy Thompson to gave MU \$8.5 million to establish a center for autism and neurodevelopmental disorders and name her the first William Thompson Chair in Autism.



Mary Beck



Cynthia Brinkley



Ralph Clark



John M. Cooper



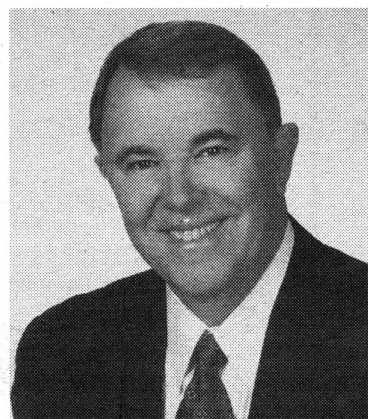
Susan Flader



Stuart Fraser



Trudy Lewis



Richard A. Mendenhall

Walter L. Pfeffer II
Insurance executive
Columbia

Wally Pfeffer, BGS '89, has championed countless causes for his industry, his community, his alma mater and his fellow alumni. He began this dedication as an involved MU student. As an alumnus, he has served the MU Alumni Association in almost every capacity. In addition to all he does for MU, he has been very successful in his insurance business as a sales and service representative for Mutual of Omaha, working with people of all ages to help them ensure a secure financial future and has received numerous professional awards. He also finds time and energy to serve extensively in the Columbia community.

Marilyn J. Rantz
Professor of nursing
Columbia

For 20 years, gerontology researcher Marilyn Rantz has been at the forefront of developing knowledge about quality care delivery in nursing home settings. A professor in the Sinclair School of Nursing, Rantz is executive director of the Aging-in-Place project, which includes TigerPlace, an innovative, independent living environment for seniors. Her research team has developed a way for researchers, regulators and consumers to quickly tour a facility and make a sound judgment about quality of care. Rantz developed the Quality Improvement Program for Missouri and the "Show-me Reports," a statewide reporting system of quality of care for nursing homes.

Mark R. Ryan
Director, School of Natural Resources, Curators' Teaching Professor and William J. Rucker Professor of Wildlife Conservation
Columbia

An accomplished researcher and teaching scholar, Mark Ryan is nationally known for his work with the endangered piping plover. His research helped establish legal protection standards and management strategies to recover the U.S. plover population. Described as a "student's professor," Ryan has received virtually every teaching award for which he is eligible. On top of his teaching and research, he has chosen to become a teaching scholar; he studies the science of teaching and assists others in his profession to enhance their pedagogical skills and is recognized as an expert on problem-based learning.

Jeffrey S. Sanders
Physician
Jefferson City

Jeff Sanders, MD '83, is a leader in medicine and in his community. He is vice president of Capital City Medical Associates and medical director of the intensive care unit, cardiac catheterization laboratory and the progressive care unit for Capital Region Medical Center. A 1992 mission trip to Rwanda changed his worldview. During the 1994 Rwanda genocide, he led a mission team to work with Rwandan orphans in Zaire. After leading several more mission trips to Africa and India, he decided to pursue regular mission work closer to home by seeing patients at the Salvation Army Shelter. In 1996, founded the Jefferson City Free Medical and Dental Clinic.

Lillian C. Wilkins
Professor of journalism
Columbia

Well before the disasters of 9/11 and Hurricane Katrina, Lee Wilkins, BA, BJ '71, was studying media coverage of disasters and presenting workshops to journalists about planning for and improving disaster coverage. One of 25 scholars working with the National Academy of Sciences to develop a protocol plan for a nationwide disaster/terrorism warning system, she is under contract to write a fourth book in this field. An expert in environmental and risk communication, Wilkins is also internationally known for her research on ethics. Her most recent book in the field, *The Moral Media: How Journalists Reason about Ethics*, generated much media attention and accolades for her research and scholarship.

Dalton C. Wright
President and publisher
Lebanon, Mo.

Military veteran and civic leader Dalton Wright, BS '66, and his newspaper, *The Lebanon Daily Record*, have been recognized as national leaders and pioneers in the use of the Internet in community newspaper journalism. After earning a business degree from Mizzou and serving as a Navy pilot in the Vietnam War, Wright took over the family business after his father died. Wright has been a member of the Lebanon Chamber of Commerce and Rotary Club since 1972. He chairs the State of Missouri Military Preparedness and Enhancement Commission. Wright is a past president of the Missouri Press Association

and the National Newspaper Association, a distinction only one other Missourian can claim—Walter Williams, the J-School's founder.

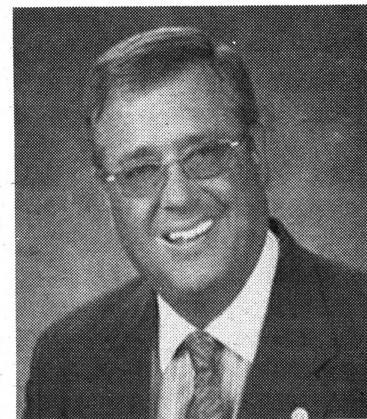
Barbara E. Wurtzler
United Way executive
Kansas City

Barbara Wurtzler, AB '70, began her work with the United Way behind the scenes as a volunteer, but her leadership ability, business sense and commitment to the community quickly propelled her into the forefront of the organization. In 1989 she became the first woman to chair the United Way campaign in

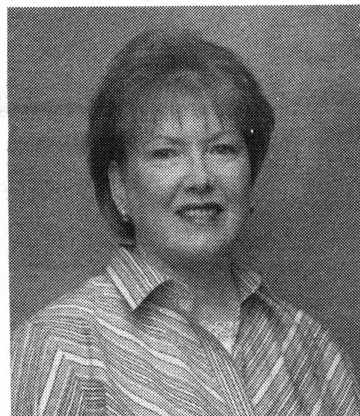
St. Joseph, and the first chair to raise \$2 million. Later when she served 15 years as president and chief professional officer, the annual campaign achieved one of the highest per capita giving levels in the nation. Currently she is as senior vice president for marketing and resource development for Kansas City's Heart of America United Way.



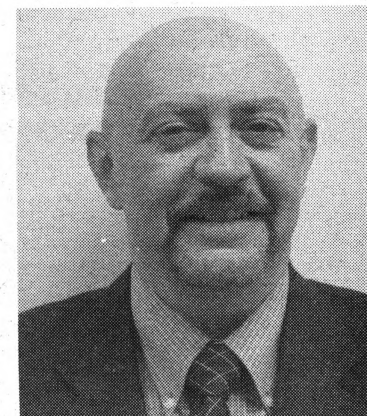
Judith H. Miles



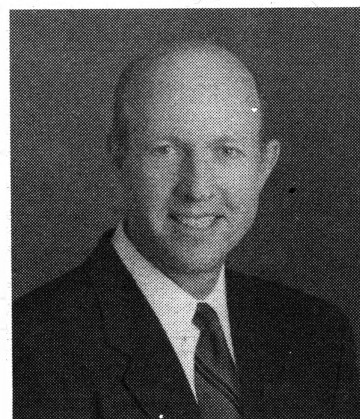
Walter Pfeffer II



Marilyn Rantz



Mark Ryan



Jeffrey Sanders



Lillian Wilkins



Dalton Wright



Barbara Wurtzler

Tracking the molecules of life

RADIO RESEARCH

New device provides detailed images of protein molecules

This radio-like device does more than tune into talk radio and play today's Top 40 hits. The Nuclear Magnetic Resonance (NMR) spectrometer helps researchers in Missouri and nationwide unravel submicroscopic mysteries surrounding health and disease.

Steven Van Doren, associate professor of biochemistry, uses NMR technology to better understand the structure and movement of proteins, particularly those that contribute to cancer, emphysema, aneurysms and atherosclerosis, which cause heart attacks and strokes. The information, he says, can be used for pharmaceutical development. Van Doren's

research team also uses the technology to study proteins that plants use to fight infections.

The NMR spectrometer works like a radio, using MHz frequencies and an antenna to transmit and receive signals. However, it is more powerful than a radio, much larger in size and consists of several components; the most important is a superconducting magnet, which stands about 10 feet tall.

A pencil-sized test tube, containing the research sample, is inserted at the top of the large magnet. Radio waves stimulate the molecules inside the test tube, transmitting radio waves back to the machine that are converted into detailed images representing the protein molecules. The images are displayed on a computer monitor.

Van Doren's NMR research

has resulted in breakthroughs regarding TIMP, a protein that suppresses cancer and arthritis by fighting the formation of new blood vessels. TIMP proteins are now being engineered to enhance their therapeutic potential.

"When you understand the molecular basis of life and disease, you better understand how to interfere with processes that lead to disease," Van Doren says.

He expects additional breakthroughs when MU acquires a more powerful spectrometer.

"The performance goes up exponentially with the number of MHz," Van Doren says. "We'll be able to study much larger assemblies of these molecules of life and tackle much more challenging problems of greater medical, agriculture and biotechnology interest."

Q&A from Page 5

Q. What about a person that leaves early to pick up supplies at Office Depot?

A. Staff members in an employee group that allows the entry of time can enter that time at a later date. Otherwise, the supervisor or departmental payroll processor can complete the time record for the employee for that day.

Q. What about the work we do during non-business hours or on vacations?

A. The time worked can be entered electronically as described previously.

Q. How does the supervisor approve overtime/comp time?

A. All components of pay — overtime, vacation, comp time — will be approved by the supervisor or payroll processor when they approve the time record at the end of each pay period.

Q. How much will it cost departments that already have limited budgets to implement this program?

A. The cost for AE is a small part of a larger charge to the campus by AITS for technical applications. The campus covers this expense for GO-funded units so there will not be a cost to them. For service operations and auxiliary units, it is part of the institutional support charge but constitutes less than 1 percent of that charge. Many of the departments already using the earlier version of the application are service operations and auxiliaries and the portion they pay for AE through institutional support is less than the maintenance they have been paying directly to the company on their own. Departments deciding to install physical time clocks will have to purchase them for around \$1,500 each.

Q. For the places that have comp time instead of overtime, will they start getting overtime pay?

A. Departments that choose to offer comp time as an alternative to overtime will continue to be able to do so as they do today. The new application will be designed to support our existing payroll rules and help automate the comp time process.

Q. Can employees still submit timesheets if their payroll paperwork has not gone through the system?

A. Staff will be able to report time in the system before the Personnel Action Form (PAF) makes it through the approval and data entry process. Time will be collected as unapplied until the PAF is processed. Upon completion of the PAF process, the employee record will be loaded to AE and the time credited to the employee.

Q. Will the Web self-service option be robust enough to handle thousands of employees accessing it at the same time?

A. AITS has multiple Web servers dedicated to the AE implementation. Load testing will be part of testing the application before using it in production. Since the implementation is phasing, it also gives the University the opportunity to scale up the hardware supporting the application if it is found that

technical resources are taxed too heavily.

Q. What do employees do if the network is down?

A. Though this rarely happens, the staff member or the supervisor/payroll processor for the department can enter the time when connections are restored.

Q. Does the AE system use the Empl ID or social security numbers?

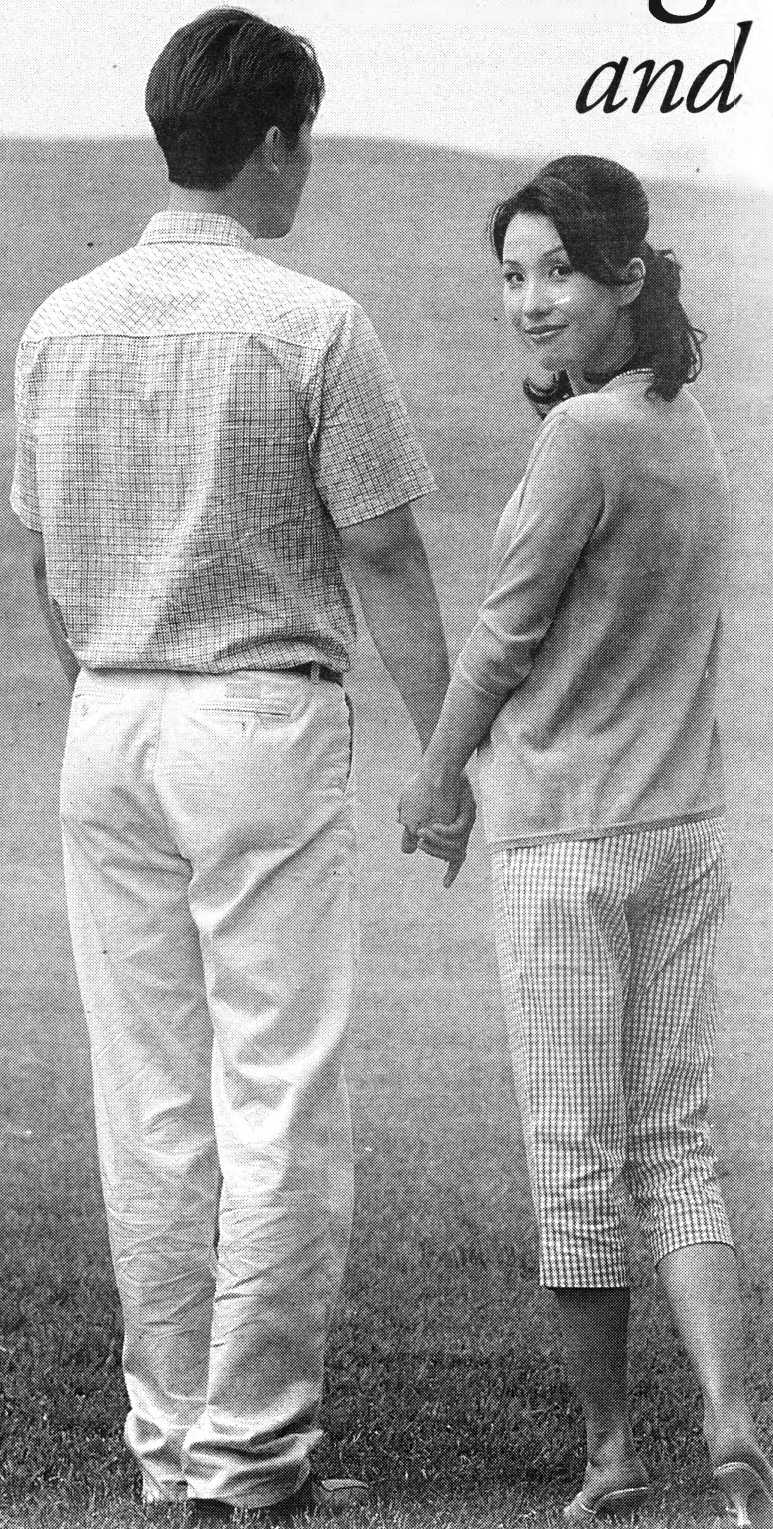
A. AE will use EMPLID.

Q. Once a personal, vacation or sick day has been entered into the system, can the individual change the number of benefit hours used or will it require the help of the fiscal officer?

A. The use of AE will help automate the leave process and will not require the intervention of a fiscal officer. Leave requests will be approved by the supervisor and automatically appear in the staff member's time

record as the day approaches. Paid leave balances viewable by the staff member will automatically be adjusted when the leave transaction occurs. Supervisors and payroll processors will have the ability to edit leave balances to fix errors that may occur.

Waiting, Hoping *and* Coping



You are not alone.

More than 7.3 million American men and women suffer from infertility.

**Fertility seminar
Saturday, Nov. 4**

10 a.m. to 1 p.m.

Conference Center at Columbia Regional Hospital, 402 Keene St.

**Educational presentation on
fertility issues including:**

- Advances in infertility care
- New treatment options
- Strategies to cope with the stress of holidays
- Patients sharing their story of infertility

Registration and continental breakfast begins at 9:30 a.m.

Lunch is provided

Speakers include Danny Schust, MD and John Cassels, MD, both reproductive endocrinologists and fertility specialists with Missouri Center for Reproductive Medicine and Fertility. Also speaking is Denise Pinkerton, MSW.

Register by calling Jennifer Baskett, RN, at (573) 499-6071.

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