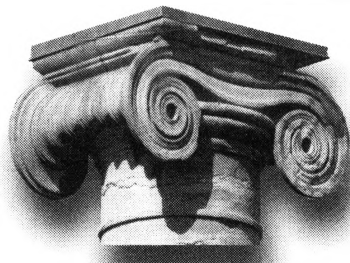


Mizzou Weekly



Humanitarian Visit
A former "boy soldier" in Africa visits campus next week.
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Feb. 12, 2009
University of Missouri

'Serving students'

BOTTOM LINE

Campus budget process emphasizes academic priorities

Mizzou's more inclusive budgeting process has helped Missouri's flagship campus remain focused on its academic priorities even during tough budget times, Chancellor Brady Deaton told the Board of Curators at its Jan. 6 meeting in Columbia.

As MU has responded to the recent hiring freeze and a mandate to cut non-payroll expenses, the goal has always been to protect the university's

core mission, Deaton said. "We're doing everything possible to ensure that our resources are going into serving the students of this university — that's vital in everything we do — and minimizing our support for the administrative side. Staying competitive is the bottom line."

The chancellor gave some concrete examples of how the budget process emphasizes MU's academic priorities: Between the 2004 and 2008 fiscal years, budget allocations for instruction at MU have grown by just under 40 percent. During that same time period, allocations for "institutional



Rob Hill photo

BUILDING A BUDGET Chancellor Brady Deaton outlined to the Board of Curators Feb. 6 how MU's budgeting process focuses on academic priorities even during tough economic times. An example: The graph below shows instructional support grew by 40 percent in recent years while administrative support grew by 5 percent.

Forums will address economic crisis, benefits changes

UM System President Gary Forsee and MU Chancellor Brady Deaton invite faculty and staff to an open forum at 9 a.m. next Friday, Feb. 20, in Jesse Auditorium. They will discuss the current economic crisis, its potential effect on the university, and actions being taken to assure the future stability and success of MU and the UM System. They will welcome questions from the audience; the session will conclude by 11 a.m. Supervisors are encouraged to provide opportunities for staff to attend. The forum proceedings also will be available by web cast at www.unsystem.edu

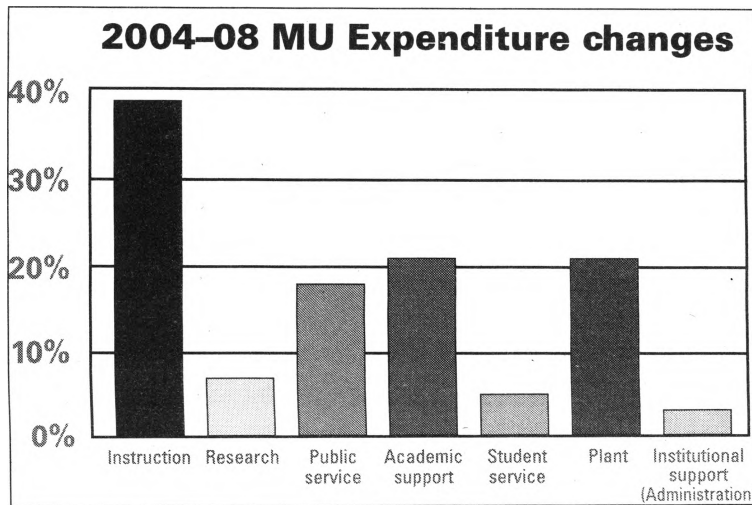
In addition, Betsy Rodriguez, UM vice president of human resources, will lead two general

information sessions for faculty and staff. One will be held from 1 to 2:30 p.m. Monday, Feb. 16. A second session will be held from 1 to 2:30 p.m. Wednesday, March 4, in the Bond Life Sciences Center's Monsanto Auditorium. After a short presentation, Rodriguez will answer questions on the following recent actions by the Board of Curators: transition assistance, overtime for hourly employees, changes to the retirement plan and furloughs. A link to a live web cast of the presentations will allow those who aren't able to attend to watch from their desktops. The link is at www.more.net/services/videostreaming/events.html.

support" — or administration — grew less than 5 percent.

At the same time, budget allocations to different academic divisions have varied significantly. Deaton said. Over the past five years, funding increases to different schools and colleges have ranged from 13 percent to 46 percent as the administration worked with individual divisions to identify changing priorities and new opportunities.

"So anyone who says that differential allocations are not occurring in a very important way toward the strategic priorities of this university hasn't really examined the data very carefully," he said. Those tough budget choices aren't necessarily top-



down decisions, Deaton said. "This comes from a grass-roots approach of departments and colleges working together

with the administration."

For example, several years ago the College of Agriculture,

SEE Deaton on Page 4

Curators approve employee contributions to University's retirement plan

'A PERFECT STORM'

Board also gives Forsee furlough, transition assistance authority

Unusual challenges sometimes require unusual problem-solving approaches. Faced with what University of Missouri System President Gary Forsee described as "a perfect storm" of financial challenges, the Board of Curators last week approved a package that Forsee proposed to meet some of those challenges.

At their Feb. 5 and 6 meeting in Columbia, curators voted to require employees to contribute one percent to two percent of their pre-tax salaries to the University's retirement plan. The University currently pays the entire cost of the pension plan.

Curators also gave Forsee authority until this June 30 to institute unpaid employee furloughs pending further board approval, and they authorized a transition assistance program for employees who lose their jobs

because of budget reductions.

The transition program would continue access to medical insurance for laid-off workers and provide severance pay based on years of University service. Forsee said that furloughs would be unpaid time off that would give the University the ability to reduce salary costs on a one-time basis.

Both the transition program and furloughs are "contingencies, neither of which I would like to put into action," Forsee said.

"A furlough, in my view, would be event-driven. It wouldn't be something that we cart out just because. It would be event-driven, likely because of a state withholding requirement."

Forsee stressed that no early retirement package is being considered now because such a plan would be too expensive and too disruptive to the workplace. He also said budget plans for next fiscal year call for no salary pool for merit raises, although they do include a 1 percent pool

for faculty promotions, market adjustments and emergencies.

Because of the continuing economic downturn, Forsee pointed to a number of uncertainties in the University's budgeting process. Last November, state legislators asked Missouri higher education institutions to submit scenarios for 15, 20 and 25 percent reductions in state funding. "That request has not been rescinded," he said. "That request is still

SEE Curators on Page 2

Roses and romance

Here's a Valentine's Day poem for you, gentle reader:

*Roses are red
Violets are blue
Better send flowers
to your sweetie
Or you're in deep doo-doo*

Several student-run organizations can help keep you keep on the romantic high ground this Valentine's Day. MU's Horticulture Club will be holding its annual rose sale from 9 a.m. to 5 p.m. Friday, Feb. 13, in the lobby of the Natural Resources Building. Club members will offer roses in a variety of colors and arrangements.

If Valentine's Day dawns and you're in a panic to pick up that perfect bouquet of roses, don't despair. Tiger Garden, the student-run flower shop in 2-34 Agriculture Building, will be open from 10:30 a.m. to 2:30 p.m. Saturday, Feb. 14, with everything from fresh arrangements and plush animals to candies and balloons. Their Web site at tigergarden.missouri.edu will let you know what's available or call 884-1191 to place an order.

A humanitarian visit

Ishmael Beah, a former "boy soldier" in one of the many conflicts that have ravaged the African continent, will visit campus Feb. 18 and 19. Beah, author of *A Long Way Gone: Memoirs of a Boy Soldier*, and his "American mother," storyteller and humanitarian Laura Simms, will take part in a number of activities here.

Beah will present a public lecture at 7 p.m. Feb. 18 in Jesse Auditorium, where he and Simms will read from their work and share their stories. The event is free for students, with a suggested \$8 donation for others.

On Thursday, Feb. 19, there will be a free public reception for Beah and Simms at 5:30 p.m. at the Reynolds Journalism Institute followed by a book signing. From 7:30 to 9 p.m. Feb. 19, a panel that includes Beah, Simms and Palestinian-born poet Ibtisam Bakarkat will discuss "Narrative as a Pathway to Reconciliation."

Through March 7, a photography exhibit by Gina Bramucci, titled "The Face of Refuge in Darfur, Central African Republic and Uganda" will be on display through March 7 in Lee Hills Hall rotunda. Bramucci is an award-winning journalist,

photographer and humanitarian relief worker who recently returned from eastern Congo.

CURATORS from Page 1

active, and we are still planning for those outcomes, hopefully not outcomes of that magnitude."

Gov. Jay Nixon's spending proposals for next year include a flat appropriation for higher education in exchange for a pledge not to raise tuition. However, there is still the possibility that Nixon will be forced to withhold some of the University's appropriation for the current 2009 fiscal year, which ends June 30.

"We know the state is facing a shortfall; we don't know exactly what that shortfall is," Forsee said. "Therefore, we don't know if there is going to be a withholding yet. That hangs over us right now as it relates to our current planning."

Faced with those uncertainties and with the deteriorating economic climate, it is only prudent for the University to look at both short-term and long-term actions to shore up vital funding, he said.

"The worst thing that can happen is that we delay actions, that we wait for the perfect answer to come, and then we find out that we can't execute (a plan) without doing something that would dramatically affect our mission," Forsee said. "At least on my watch, we're going to do everything we can to avoid that."

One of those vital actions, he said, is to preserve the University's pension funding. As salaries have slipped in recent years compared to peer institutions, "we protected one of our core resources, which has been our pension plan," Forsee said.

The move to require an employee contribution to the retirement plan, he said, will help ensure "that this pension funding stays whole so that we don't have unfunded pension liability and find out five or ten years from now that we missed the opportunity to deal with that."

Leaders of some faculty and staff groups at MU say they

recognize that a bad economic climate is forcing the University to take another look at its pension plan. "Times are uncertain, money is tight, and the University can't spend money that isn't there," said Marijo Dixon, chair of MU's Staff Advisory Council. "It is the council's hope that our contribution to the retirement fund will reduce the need for furloughs or layoffs, which would impact those individuals much more severely."

Because of the economic situation "there are no good alternatives now. We are taking the best of some bad deals, just as I think most people in this country are now," said Tom Phillips, chair of Faculty Council.

However, the MU campus chapter of the American Association of University Professors, in an open letter from its executive committee, opposed the employee contributions, calling them a "back-door pay cut."

Phillips said he hasn't heard

any alternatives from the AAUP. "What is their alternative? Do they want layoffs? Do they want an underfunded pension fund?" said Phillips, professor of biological sciences. "There's no denying that our take-home pay will go down, but is that back-door? No one's trying to hide the fact that we'll be getting less money."

The employee retirement contribution plan was designed to minimize the impact to lower paid employees and to maintain the University's competitive position among peer institutions. Beginning this July, all full-time, benefit-eligible faculty and staff will contribute 1 percent of their pre-tax salary up to \$50,000 and 2 percent of salary over \$50,000.

For instance, an employee earning \$30,000 will make an annual pre-tax contribution of \$300; someone making \$80,000 will contribute \$1,100. The money raised, an estimated \$11.9 million a year based on current salaries, will be committed to the retirement fund. Those contributions will not change the pension benefit that retirees receive when they retire.

Employees who contribute but don't stay at the University for the five years necessary to be vested in the retirement plan will have their contributions returned with interest.

The University currently pays the entire cost of its retirement plan for employees. In 2008, it contributed \$68.4 million to the retirement fund — 5.87 percent of total benefit-eligible payroll — and paid out \$119.4 million in benefits to retirees. In most years, investment earnings from the retirement fund more than cover the difference between University contributions and payouts.

But a plunging stock market has changed the playing field for the University and many higher education institutions around the country. On Sept. 30, 2007, the University's retirement fund had \$2.98 billion; by Dec. 31, 2008, the fund's market value had dropped to \$2.1 billion.

But even with those losses, University benefits officials stress that the retirement fund is sound. They say the University manages the fund conservatively and takes a long-term outlook on its performance.

Instead of looking at a single year's numbers, managers use a rolling five-year average of the fund's performance. That means that last year's loss was tempered by significant gains in previous years: 26.4 percent in 2003, 11.8 percent in 2004, 10.6 percent in 2005, 14.7 percent in 2006 and 9.9 percent in 2007.

Before the national economic meltdown, University benefits officials projected an 8 percent annual return on the fund's investments. At that rate, they calculated that the normal cost of the plan would be about 7 percent of payroll on an ongoing basis.

As they brace for additional losses to the retirement fund, benefits planners have since proposed a revised investment outlook. In that outlook, given the current economic climate, a best-case scenario is that the fund would earn nothing in the current plan year and 8 percent thereafter. If that happens, the University in several years might have to contribute as much as 12 percent of payroll — approximately \$120 million — to keep the fund healthy.

Hewitt Associates recently analyzed the University's retirement plan and compared its "relative value" to plans at 15 peer institutions. That analysis not only looked at the total value of each plan, but also the employer-paid value of each plan.

The University was rated near the top — between the second and third spots — on the employer-paid value of its plan, but for the plan's total value, which includes both employer and employee contributions, it was near the bottom, between the 14th and 15th place rankings. That's because 13 of the peer institutions in the analysis require employee contributions to their retirement plans.

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Concerts & Plays

Saturday, February 14

STEP AFRIKA PERFORMANCE: Step Afrika, the world's first professional company dedicated to the tradition of stepping, will perform at 7 p.m. in Jesse Auditorium. The group will present a workshop at 1 p.m. at the Gaines/Oldham Black Culture Center.

Sunday, February 15

UNIVERSITY CONCERT SERIES: *The 25th Annual Putnam County Spelling Bee* will be performed at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Wednesday, February 18

JAZZ SERIES: Vanguard Jazz Orchestra will perform at 7 p.m. in the Missouri Theatre Center for the Arts, 203 S. Ninth St. For ticket information, call 449-3001.

Thursday, February 19

UNIVERSITY CONCERT SERIES: Illusionists Kevin and Cindy Spencer will present "Spencers: Theatre of Illusion" at 7 p.m. in Jesse Auditorium. For ticket information, call 882-3781.

Exhibits

MUSEUM OF ART & ARCHAEOLOGY: "Driven," a national juried exhibition of young artists with disabilities will run through April 19. 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.

BLACK CULTURE CENTER: A Black History Month exhibit featuring artists Dell Godbold, Ron Garnett and Ruthie Ingram will be on display through Feb. 28 in the Gaines/Oldham Black Culture Center.

STATE HISTORICAL SOCIETY:

- "The St. Louis Gemini Story" details contributions by workers at McDonnell Aircraft Corp. in St. Louis to NASA's moon project.
- "Keith Crown: A Retrospective" celebrates the nationally known watercolor artist's 90th birthday in an exhibit that runs through June 5. Gallery hours are 9 a.m.-4:30 p.m. Tuesday to Friday and 9 a.m.-3:15 p.m. Saturday.

BINGHAM GALLERY: "Undergraduate Juried Exhibition" will be on display Feb. 16-26. A reception will be held from 4-6 p.m. Feb. 26. The museum, located in the Fine Arts Building, is open from 8 a.m.-5 p.m. weekdays.

Lectures & Seminars

Thursday, February 12

NUTRITION & FITNESS SEMINAR: Patricia Williamson-Hughes from Archer Daniels Midland Corp. will present "The Intersection of Food, Nutrition, Society and Health in the Food Industry" at 4 p.m. in Acuff Auditorium, MA217 Medical Sciences Building.

Saturday, February 14

SATURDAY MORNING SCIENCE: Mike Roberts, Curators' Professor of Animal Science and Biochemistry, will present "How to Make Stem Cells without Using Embryos" from 10:30-11:30 a.m. in the Life Sciences Center's Monsanto Auditorium.

Tuesday, February 17

JAZZ SERIES FORUMS: A pair of educational forums moderated by jazz critic Dan Morgenstern with Bob Brookmeyer and members of the Vanguard Jazz Orchestra will be presented from 2-5 p.m. at Whitmore Recital Hall in the Fine Arts Building. Forum I will include "One-on-One" while Dan Morgenstern interviews Bob Brookmeyer from 2-3:15 p.m. Forum II is "Four Decades of Monday Nights at The Village Vanguard" from 3:30-5 p.m.

BLACK HISTORY LECTURE: Noliwe Rooks, associate professor of African-American studies at Princeton University, will present "Back to the Future: Black Studies

in the 21st Century" at 7 p.m. in the Gaines/Oldham Black Culture Center.

PEACE STUDIES LECTURE: Chris Hedges, a journalist and author specializing in American and Middle Eastern politics and society, will present "What We Should Learn From Our Ventures in the Middle East" at 7:30 p.m. in Ellis Auditorium.

Wednesday, February 18

WRITING PROGRAM SEMINAR: Evan Smith, a curriculum specialist with the Center for Independent Study, will present "A Writing Intensive Course Offered Through Independent Study: Pedagogical and Technological Concerns" at noon in the Conley House.

Thursday, February 19

NUTRITION & FITNESS SEMINAR: George Brooks from the University of California-Berkeley, will present "Lactate: Darth Vader or Jedi Knight of Exercise Physiology" at 4 p.m. in Acuff Auditorium, MA217 Medical Sciences Building.

BLACK HISTORY LECTURE: Flore Zephir, professor of Romance languages and literatures, will present "Haitian Immigrants in the United States and Their Quest for Citizenship" at 7 p.m. in the Gaines/Oldham Black Culture Center.

CREATIVE WRITING LECTURE: Poet Seido Ray Ronci, a Zen monk and an assistant teaching professor of English, will discuss his new collection of poems, *The Skeleton of The Crow - New*

and *Selected Poems: 1978-2008*, at 7:30 p.m. in Memorial Union's A.P. Green Chapel.

Friday, February 20

BLACK HISTORY PANEL: Graduate students Megan Boccardi, Leroy Rowe and Marlin Barber will present "Creating Citizens: The Struggle for African-American Citizenship in Missouri from 1820-1940" from 1-3 p.m. in the Gaines/Oldham Black Culture Center.

Saturday, February 21

SATURDAY MORNING SCIENCE: Marge Skubic, associative professor of electrical and computer engineering, will present "How Home Sensors Can Keep People Functionally Active" from 10:30-11:30 a.m. in the Life Sciences Center's Monsanto Auditorium.

Films

Thursday, February 12

SPIRITUALITY & HEALTH FILM: *Worlds Apart* will be shown at 7 p.m. in Memorial Union's Wrench Auditorium.

Friday, February 13

MSA/GPC FILM: *Nick & Nora's Infinite Playlist* will be shown at 7 p.m. and 9:30 p.m. today and tomorrow at Memorial Union's Wrench Auditorium, Memorial Student Union. Admission: \$1.

Wednesday, February 18

MSA/GPC FILM: *Trouble the Water* will be shown at 8 p.m. at Memorial Union's Wrench Auditorium.

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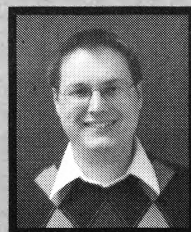
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Wednesday, March 11 at 4 pm in the Life Sciences Building, room 572



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DEATON from Page 1

Food and Natural Resources and the College of Engineering approached the administration about creating a new biological engineering department — an academic specialty for which there has been a huge and growing national demand, Deaton said. “That resulted in money then being shifted around to move the strategic mission of the university forward.”

Budget allocations to academic divisions also have shifted to meet changing student enrollment patterns in schools and colleges, he said. Being ready for changes like those requires campus budget planners to look many years down the road for an “environmental scan” that tries to project emerging trends, not only in enrollment but also in economic and political situations, strategic opportunities

and potential competition from other institutions.

Building budgets at MU also relies on input from every segment of the university community to ensure a transparent process, Deaton said. For example, the chancellor’s Strategic Planning Resource Advisory Council is made up of administrators, faculty, staff, students and alumni who provide guidance and feedback to the administration on budget matters.

In addition, Deaton said, he and his staff regularly confer with divisional deans, Faculty Council and the Staff Advisory Council, student government, and ask for input from faculty at general faculty forums. Those budget discussions with campus constituents are an important part of the process, Deaton said.

“These are vital communications that keep us from being too surprised when some real problems hit us.”

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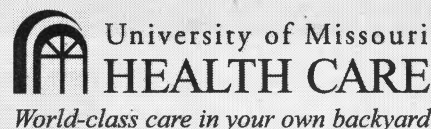
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