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\$15 million gift to Reynolds Institute is MU's third largest.
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Gene Therapy
'Longevity' gene eases exercise for the elderly.
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Aug. 27, 2009
University of Missouri

Reducing MU's waste stream

FOOD FRIENDLY
Mizzou achieves record retention rates

Record student enrollments have become standard operating procedure over the past decade at Mizzou. This fall semester is no different. When classes began Aug. 24, MU welcomed nearly 31,000 students to campus, including a freshman class of 5,620.

What was different this year was a new program to welcome those freshmen and at the same time to introduce them to MU's campuswide sustainability initiative. Campus Dining Services added a new twist to its traditional "welcome to Mizzou" picnic Aug. 20 on the basketball courts behind the Student Recreation Complex.

Ordinarily, thousands of students chowing down on pulled pork, hot dogs, slaw, baked beans and locally grown tomato salad would generate mountains of trash. But this picnic was designed to be a zero-waste event — or as close to zero as possible.

All the tableware was made from compostable materials. Beverages and condiments were

served in bulk rather than in cans, bottles and foil pouches. Almost all the food packaging and trash bags could be composted or recycled, and the food left on plates was composted as well.

The picnic demonstrated how Campus Dining Services is working with student groups, such as Sustain Mizzou, to reduce the waste generated by thousands of hungry students who live in residence halls. A research study found that each student produces approximately four to six ounces of food waste per meal, says Julaine Kiehn, director of Campus Dining Services. "It doesn't take long to accumulate a ton of food waste. We're really focusing on decreasing that waste."

Currently, the dining service has a pilot program in which student volunteers collect some of that food waste from the dining facility at Rollins Hall, put it through a grinding machine, and transport it on bike trailers to a community garden in Columbia where it's composted. One sticking point to expanding that program is the lack of a facility in Columbia that can compost all the dining hall waste. "We've wanted to do a



Shane Epping photo

WASTE NOT, WANT NOT Reducing food waste, from plates and tableware to leftovers, was the focus of this year's "welcome to Mizzou" picnic for freshmen behind the Student Recreation Complex.

low-waste picnic like this for several years. But the question has always been who can take the compostable material," says

Eric Cartwright, executive chef for Campus Dining Services and an organizer of the picnic. Cartwright and other

planners worked with the city of Columbia to develop a one-time trial project. The city is taking **SEE Number on Page 4**

UM leaders propose multiyear plan on salary competitiveness

TOTAL COMPENSATION
University lags behind peers in faculty — and staff — salaries and benefits

University of Missouri System administrators provided Board of Curators members with a broad overview of the University's employee compensation package at an Aug. 20 meeting in Columbia of the board's compensation and human resource committee.

After crunching the numbers and comparing this institution's compensation package with those at peer universities,

the analysis found that on average the University's total compensation — including both salary and benefits — is lower than its peers, especially when it comes to salaries.

"As we present this information, it's going to become very clear that we aren't where we want to be in terms of providing what we view as competitive compensation and benefits for our employees at the University," UM President Gary Forsee told the curators. Leadership must develop a strategic plan that addresses total employee compensation, he said, and narrowing the compensation gap

with peer institutions will require a strategic multi-year investment.

The fact that employee compensation lags behind its peers becomes even more critical as a larger percentage of its employees nears retirement, said Betsy Rodriguez, UM vice president for human resources. Currently, 23 percent of University employees are 55 or older.

"The concern is that we have a smaller population coming behind, and we have predictions about labor shortages particularly in health care, information technology and education," Rodriguez said. "So we need to

be aware that we have this large number of people retiring, a smaller group coming behind and potentially a group that doesn't have the skills and education that we might need to fill the (vacant) positions."

She said as the University develops and adjusts its total compensation package, the goal is to attract and retain highly qualified employees through salary and benefits programs that meet three objectives: That those programs are competitive, cost effective and valuable. This fall, the University plans an employee survey to find out how they value the salary and benefit programs.

"Employees' needs and values change throughout their employment and employee life cycles. There's really no typical or average employee anymore," Rodriguez said. "The reality is there isn't any one package that's perfect for everybody." Instead, it depends on factors such as an employee's marital status, number and ages of dependents, medical history, and even whether they live in a rural or urban area.

Although University employee demographics vary widely, on average he or she is about 45 years old, has 10 years of service and earns \$50,000 a year or less.

SEE Salaries on Page 4

Color me Mizzou

Next Friday, Sept. 4th is national College Colors Day, an annual celebration that promotes the traditions and spirit that make the college experience great by encouraging people across America to wear apparel of their favorite college or university throughout the day. At Mizzou, of course, that means black and gold, and MU students, staff, alumni and fans are encouraged to participate by wearing their favorite black and gold attire.

College Colors Day also coincides with "back to school" and the kick-off of

intercollegiate athletics. Everyone knows that athletics is all about teamwork, and College Colors Day at Mizzou is encouraging campus offices and departments to celebrate the event as a team. Campus units can decorate their offices in black and gold. For more information about organizing office events, contact Linda Gilbert at 882-7256. Check Mizzou on Facebook at MU Black and Gold.

Developing staff potential

Are you a staff member trying to find funding to attend a conference or workshop? The Staff Development Award can help. Available to MU campus staff, the program is intended to assist in personal and professional development. Individual awards may not exceed \$3,500, and awards for groups may not exceed \$7,000.

Applications are screened by staff volunteers and winners are selected by Staff Advisory Council. The selection process is now under way so don't delay — applications must

be received by August 30 to be considered. To learn more about the awards and how to apply, go the Staff Advisory Council Web site at staffcouncil.missouri.edu/awards. With questions, call Gina Scavone in the Staff Advisory Council office at 882-4269.

An eventful semester

Mizzou Weekly's fall semester calendar isn't full yet, but time is running out to submit items for this semester's compendium of campus events. The calendar will be published in the Sept. 10 issue of *Mizzou Weekly*, and submissions must be received by noon, Wednesday Sept. 2. Send your information to Mizzou Weekly Calendar, 407 Reynolds Alumni Center or e-mail it to BeahlerJ@missouri.edu.

\$15 million gift is MU's third largest**SERVING SOCIETY**

In its first year, Reynolds Institute shows its potential

The Donald W. Reynolds Journalism Institute (RJI) at the School of Journalism has been awarded a five-year \$15 million gift from the Las Vegas-based Donald W. Reynolds Foundation. This is the third largest gift ever awarded to the University of Missouri. The largest, the \$31 million grant used to establish RJI in 2004, was also awarded by the Reynolds Foundation.

"RJI is poised to be one of the leaders in defining what form journalism will take in the 21st Century and beyond," says Fred W. Smith, the Reynolds Foundation chairman. "Our original grant allowed the University of Missouri to provide a state-of-the-art physical home and establish the programs of the Institute." This latest commitment will assure operation of the programs for another five years.

"This gift from the Reynolds

Foundation makes it possible for us to pursue our dream of an institute that supports democracies around the world by developing and testing 21st century models and technologies of journalism to serve civil society," says Chancellor Brady Deaton. "In its first year of full operation, RJI has shown its potential for restoring the connection between citizens and journalists that is essential to political, economic and personal freedoms."

Pam Johnson, RJI's executive director, says the institute staff looks forward to continuing their mission, which is to grow ideas that can change the future of journalism. The institute works with corporate partners including Apple, Adobe and AT&T to create new products. It conducts major industry research, participates with industry organizations and incubates promising business start-ups.

"We want to tell the industry our doors are open and we're ready to do business," Johnson says.

Alden contract extension aims to ensure continuing success**TEAM PLAYER**

Base salary remains at current level

Chancellor Brady Deaton announced earlier this month a five-year extension of Athletic Director Mike Alden's contract, which will now extend through June 30, 2017. This contract extension is designed to support the continuation of Alden's successful, quality athletic programs and his priority on student-athlete academic performance and sound financial management.

"Mike Alden's accomplishments at Mizzou have been nothing short of amazing," Deaton said. "He is responsible for building MU's Intercollegiate Athletics to its current status of being a national leader in Division I athletics. He has assembled an outstanding team of coaches, staff and student-athletes, who not only are committed to succeeding athletically, but also are committed to social responsibility and academic success. We hope

extending Mike's contract will help assure this continued success in all areas."

Alden is now entering his 12th year as athletic director, just ending the most successful athletic season in Mizzou's history, with Big 12 titles in basketball, softball and soccer and a second consecutive Big 12 North Division title in football. Since his arrival, MU has consistently led the Big 12 Conference in graduation and Academic Progress Rates (APR). Last year, the Tigers ranked as the national leader among BCS public institutions in this rating, which measures the academic progress of student-athletes.

"I'm very appreciative of the confidence that Dr. Deaton and the university leadership have in athletics, and I firmly believe this is a direct reflection of the outstanding job that our coaches, staff and student-athletes are continuing to do here," Alden said. "Mizzou is home for myself, Rockie and Jake — it's where we've always wanted to be."

Key terms of Alden's new contract include an extension of

the current contract, which ran until Aug. 31, 2012. The new contract will run until June 30, 2017. The new contract includes no increase in base salary or any other form of guaranteed income. Under the current contract, Alden's base salary is \$287,375, which ranks him approximately ninth in the Big 12, and his overall guaranteed income is \$537,375, which is approximately fifth in the Big 12. Any future raises in base salary are limited to the same percentage raises, if any, for MU.

The new contract gives Alden the potential to earn additional amounts, but only if he achieves specific annual performance goals and remains at the university for at least five years. At the end of each year, any amounts earned for achieving these performance goals will be placed in an "incentive and retention account" that Alden cannot access unless he remains as the MU athletics director through June 30, 2014. These performance-based incentives are based on academic achievement and social responsibility performance of MU student-athletes, and the financial performance of the Athletics Department.

Recent MU Service Champions**May 2009**Paul Pepper
KOMU**June 2009**

Jennifer Arnold

GERMAN AND RUSSIAN STUDIES

July 2009

Pam Cook

CASHIERS OFFICE



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- Campus Dining Services
- University Bookstore
- T.E. Atkins Wellness Program
- MU Intercollegiate Athletics

Service Champion nominations are accepted until the 15th of each month.

Nomination forms are available on the SAC web site.

MizzouWeekly**Volume 31 No. 1**

A publication for the faculty and staff of the University of Missouri, published every Thursday during the academic year and twice a month during the summer by Publications and Alumni Communication, a department of University Affairs, 407 Reynolds Alumni Center, 882-7357. News deadline is noon Thursday the week before publication. Annual subscriptions are available for \$30.

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calendar



Concerts & Plays

Sunday, August 30

FACULTY RECITAL: Iskandr Akhmadullin, assistant professor of music, will perform on the trumpet at 3 p.m. in Whitmore Recital Hall. A \$5 donation is suggested.

Monday, August 31

FACULTY RECITAL: Peter

Miyamoto, assistant professor of music, will perform on the piano at 8 p.m. in Whitmore Recital Hall. A \$5 donation is suggested.

Exhibits

MUSEUM OF ART & ARCHAEOLOGY

- "The Faces of Warhol," featuring "working" photographs by artist Andy Warhol, is on

- display through summer 2010.
 - "The Sacred Feminine: Prehistory to Post-Modernity" will open Aug. 29 and 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:**
- Art faculty members Joe Johnson and Lampo Leong will present a two-person exhibition through Sept. 3. Johnson will be showing "Local Weather," his ongoing photography

- series. Leong will display "Qi — The Dynamic Movement of Energy," an exhibit of "wild" cursive calligraphy. An artists' reception will be held from 4-6 p.m. Aug. 27. The gallery, located in the Fine Arts Building, is open from 8 a.m.-5 p.m. weekdays.
- STATE HISTORICAL SOCIETY**
- "Under Construction: Images of the Gateway Arch by Art Witman," features mural-size photos taken by photojournalist Witman as the St. Louis landmark was built from 1963-65.
 - "Wall Street and Main Street" features editorial cartoons by Robert Fitzpatrick on the economic crisis of the 1930s that were published in the St. Louis Post-Dispatch. The exhibit runs through Oct. 3. Gallery hours are 9 a.m.-4:30 p.m. Tuesday to Friday and 9 a.m.-3:15 p.m. Saturday.

and peppers at the fifth annual Tomato Festival beginning at 4 p.m. at MU's Bradford Farm, located 6.5 miles east of Columbia on Rangeline Road. MU researchers and extension specialists will give talks and answer questions about tomato and pepper production, including control of insects, weeds and diseases.

Genetherapy

A new MU study may shed light on how to increase the level and quality of activity in the elderly. Researchers found that gene therapy with a proven "longevity" gene energized mice during exercise and might be applicable to humans in the future.

"Aging is one of the biggest challenges to a modern society. A pressing issue in the elderly is the loss of activity. What one really wants is not a simple lifespan prolongation but rather a health span increase," said Dongsheng Duan, an associate professor of molecular microbiology and immunology. "After gene therapy with a 'longevity' gene, we studied how well the mice performed on treadmill exercises. We found that the gene therapy worked well and the mice functioned better after the treatment."

Earlier studies have found that mice would live longer when their genome was altered to carry a gene known as mitochondria-targeted catalase gene. However, such approaches would not be applicable to human. Duan and Deji Li, a post-doctoral researcher working with Duan, took a different approach and placed the gene inside a benign virus and injected the virus into the mice.

Once injected, Duan and Li tested the mice and found that they could run farther, faster and longer than mice of the same age and sex. Duan attributes this performance enhancement to the gene and believes it is responsible for removing toxic substances, known as free radicals, from the mitochondria, the powerhouse of the cell.

"Our results suggest similar therapy may one day improve the life quality of the elderly," Duan says. "This could have important implications for many diseases, such as muscular dystrophy, heart disease, diabetes and neurodegenerative diseases. These patients typically have too many toxic free radicals in their cells."

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Lectures & Seminars

Tuesday, September 1

FOOD FOR 21ST CENTURY SEMINAR: Shubhra Gangopadhyay, professor of electrical and computer engineering, will present "Nanoscale Self Assembly and its Applications in Sensing and Drug Delivery" at 4 p.m. in 105 Agricultural Engineering.

Wednesday, September 2

MUSEUM TALK: Benton Kidd, curator of ancient art at the Museum of Art and Archaeology, will present an exhibition tour of the museum's newest exhibit, "The Sacred Feminine: Prehistory to Post-Modernity," from 12:15-1 p.m. in the museum's exhibition galleries.

Special Events

Thursday, September 3

TOMATO FESTIVAL: Visitors can sample and rate tomatoes

Eric Cartwright
MU sustainability champion and executive chef with Campus Dining Services

Thanks to Cartwright, this year's Spirit Rally included a reduced-waste picnic. The City of Columbia composted or recycled everything (discarded food, napkins, cups, utensils and plates, shipping boxes) except bread and meat wrappers and lemonade drink-mix packages. 93% was diverted from the landfill.

MU CAMPUS FACILITIES
Sustainability Office
sustainability.cf.missouri.edu

Every little bit helps. Thanks for doing your part!

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waste from this year's picnic and composting it at a Columbia composting site. "We hope we can all learn a little bit from this and find out what the possibilities are if we can demonstrate that composting food waste can work," Cartwright says.

If so, reduced-waste picnics might become old hat for future freshman classes at Mizzou. This year's freshman class is down slightly from last fall, however it's still the second highest in

MU's history. This fall's freshman enrollment is 5,620 — that's 192 fewer students than last year's record-breaking class, but 593 more than two years ago.

Also this this year, Mizzou experienced record enrollments for minority student groups, including African Americans and Hispanics. On the first day of class, MU officials welcomed 484 African-American freshmen, up 14.7 percent from 422 last year, and 152 Hispanic freshmen, up 16 percent from 131 last year.

Overall, the university's first-day enrollment totals 30,831, while the number of undergraduates is 23,659. Both total and undergraduate enrollment numbers are the highest in the history of the university.

"Increasing the diversity on our campus has been our goal for several years," says Ann Korschgen, vice provost for enrollment management. "With great work from many across campus, including our dedicated enrollment management team,

we have seen those numbers rise steadily over the last several years. We are thrilled at this growth, and we are committed to helping all of our students have a successful college career while preparing them to be future leaders of our state and nation."

"The focus across campus has been on ensuring student success, which is reflected in the record retention rate of 85.4 percent of our 5,800 freshmen who enrolled last year," Korschgen said. "We are very pleased that these

students are staying at MU!"

This year's mean ACT score, a measure of the quality of this year's freshman class, is 25.6, the highest in eight years. The state average ACT score is 21.6. The national average is 21.1.

"Not only is our enrollment increasing, but the quality and diversity of our students is increasing as well," Korschgen says. "This demonstrates to us that Mizzou continues to be the top choice for scholars throughout the state."

Save on your prescription costs



The friendly pharmacists at the University Physicians-Green Meadows Pharmacy can provide you with information about the 90-day prescription plan available through University of Missouri prescription insurance. Call or stop by one of your neighborhood University Pharmacies to learn how you can save time and money on your prescriptions.

From left to right: Pharmacists Cee Jaye Pecorak, Paige Harris and Janet Nuse fill prescriptions at University Physicians-Green Meadows Pharmacy.

To fill a prescription or for details about MU's 90-day prescription plan, please call or stop by a University pharmacy:

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1101 Hospital Drive
(573) 882-8300

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(573) 882-3151

Fairview Pharmacy
101 S. Fairview Road
(573) 884-1100

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404 Keene St.
(573) 499-6022

Smiley Lane Pharmacy (drive-through)
2325 Smiley Lane
(573) 817-3555

Ellis Fischel Cancer Center Pharmacy
115 Business Loop 70, West
(573) 882-8890

 **Health Care**
University of Missouri Health System

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Employee turnover is about 13 percent a year, Rodriguez said. "That's a little bit misleading because our turnover is actually very high in the first five years (of a person's employment), and it's much lower in the next 10, 15 or 20 years."

Several curators pressed Rodriguez to explain why the University lags behind its peers in compensation. "I think what we're showing here in the data is that there are two problems," she said. "We have the combined problems of starting people too low and not having the percentage (salary) increases where we needed to be over time."

Rodriguez pointed to an analysis of the University's faculty salaries compared to public universities in the Association of American Universities. For the 2008-2009 fiscal year, salaries for ranked faculty at MU were second from the bottom among public AAU schools, ahead of only the University of Oregon.

In the 10 years between 1998 and 2008, salaries for MU's ranked faculty grew by nearly 28 percent, the lowest growth rate among public AAUs. Some schools in that group saw salary increases of 40 percent and even 50 percent over the same period.

The disparity continues even though the University boosted salaries by 7.2 percent for ranked faculty during the 2008-09 fiscal year. MU's salary increase that year for ranked faculty was by far the highest among public AAU schools, however MU remains second from the bottom in the rankings.

"We had a huge change last year" in faculty salaries, Rodriguez told curators. "As you all know, that was due to a very strategic decision on the part of the president and the campuses to put money into faculty salaries. The discouraging part is that we didn't move (in the rankings). That shows you how far behind we were."

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Local identifier MizzouWeekly(print)

Source information

Format Newspaper
Content type Text with images
Source ID Duplicate copies University Archives weeded out
Notes

Capture information

Date captured July-December, 2022
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Scanner model A300 Plus
Scanning system software Book Pavilion
Optical resolution 600 dpi
Color settings 8 bit grayscale for majority of pages;
 24 bit color for color illustrations/portraits/photographs
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