

Spectrum

Volume 26, Number 1, February 1999

Schwartz steps down, Lamb to be interim chancellor



Gordon H. Lamb

Gordon H. Lamb, a music professor and former president of a public urban university, was named interim chancellor of the University of Missouri-Kansas City, effective Feb. 1. Lamb succeeds UMKC Chancellor Eleanor Brantley Schwartz, who announced her desire to retire from administrative responsibilities Jan. 13.

Lamb's appointment was recommended by Manuel T. Pacheco, president of the University of Missouri System, and approved by the Board of Curators in its meeting on the UM-St. Louis campus Jan. 29. Lamb, who has said he will not be a candidate for permanent appointment, will head the UMKC campus while a national search is undertaken for a new chancellor.

Schwartz, chancellor of the University of Missouri-Kansas City since 1992 and dean of the Bloch School of Business from 1980 to 1986 said that she had requested and received permission from President Pacheco to retire from administrative duties effective Feb. 1.

Schwartz, 62, said she had considered such a move nearly a year ago, but delayed her request because of some unresolved public issues involving UMKC. Reorganization of the medical school curriculum and other administrative and academic changes have resulted in constructive comments from the medical education accrediting agency, she said.

Schwartz also was at the center of a battle over a controversial UMKC campus expansion plan that angered neighbors. University administrators recently came to an agreement to alter the plan.

Schwartz, who is a tenured professor in the Bloch School of Business and Public Administration, will be given sabbatical leave to prepare for her return to teaching and research.

"Chancellor Schwartz has devoted much of her professional life to UM-Kansas City," Pacheco said, "and the University of Missouri is far better for her many contributions as teacher, researcher, chief academic officer and chancellor. I respect her request to retire from administrative duties. She has borne the responsibilities of chancellor for nearly six years, which exceeds the average for CEOs of public universities. It is no secret that the past year has brought exceptional, stressful and difficult challenges. Because her first consideration has been the welfare of the University, she has seen those challenges through."

Pacheco said that Schwartz was determined to leave her office with UMKC poised to pursue long-term goals under new leadership. She has led the effort to achieve Carnegie Research University II status, he said, and UMKC is within striking distance of meeting the criteria, which measure quality and breadth of academic programs, funding of research and strength of doctoral programs. UMKC also plans a major capital campaign, he said.



Eleanor B. Schwartz

Schwartz joined UMKC as a dean in 1980. She served as interim vice chancellor for academic affairs in 1986-87 and was vice chancellor for academic affairs from 1987-1991. She was named interim chancellor in 1991 when George A. Russell became president of the UM System. Schwartz became UMKC's chancellor in 1992.

"Dr. Lamb has just the background and outlook we need at this juncture in the life of the University of Missouri-Kansas City," Pacheco said. "He is an effective administrator, he has dealt for years with the special challenges facing a public, urban university, he has outstanding academic credentials and he is attuned to the performing arts, which are so much a part of our Kansas City campus." Pacheco said his choice of Lamb also was influenced by the fact that Lamb is an "outsider" and that Lamb will not compete for the permanent appointment. "He will be able to bring an unbiased perspective to campus decision making," Pacheco said.

The search for a permanent chancellor will begin promptly, Pacheco said, in hopes of having a new chancellor on board by next August or September.

Lamb, 64, who served as interim chancellor at the University of Wisconsin-Parkside from July 1997 to March 1998, was President of Northeastern Illinois University, in the metropolitan Chicago area, from 1986 to 1995. From 1979 to 1986, he was vice president for academic affairs

at the University of Texas at San Antonio. From 1974 to 1978, he was professor of music and director of the Division of Music at UT at San Antonio, and from 1970 to 1974, he was assistant professor of music at the University of Texas at Austin.

He earned his bachelor's degree in music education from Simpson College (Iowa) in 1956, his master's in music from the University of Nebraska, Lincoln, in 1962 and his Ph.D. from the University of Iowa in 1973.

Board OKs anti-discrimination rule

The Board of Curators approved, by a vote of 6 to 2, a new university-wide non-discrimination policy in its Jan. 29 meeting on the campus of the University of Missouri-St. Louis. The Board action was taken in response to concerns expressed by members of the University community that the University's existing non-discrimination policies were insufficiently inclusive and not widely known. The full text of the policy is reprinted on the next page.

The Board approved the recommendation of UM President Manuel T. Pacheco to adopt an amended version of Executive Order No. 3, which prohibits discrimination based on any factors other than performance, as official Board policy. Pacheco said this feature would ensure that changes to the non-discrimination policy could only be made by an action of the Board.

Curator Mary Gillespie spoke in support of the proposal but said she feared the University would be lax in enforcing it. "I want to appeal to your integrity, to make sure that you will enforce this. I think we have covered the topic quite well. The important thing today is that we get beyond this."

Student Representative to the Board Sarah Welch said, "This resolution is not fully what students desire, but it is a step in the right direction."

Curator Fred Hall said the decision represented neither rejection nor acceptance of any particular lifestyle. "Our only objective is to provide a work environment where people will not be discriminated against and that's what I think this does," he said.

Paul Steele said he voted against Pacheco's recommendation not because he wanted sexual orientation added to the policy, but because he believed the president's proposal went too far.

"Sexual orientation is a private matter, or should be. I believe it should remain that way," Steele said.

After the vote, about 25 people began chanting "inclusion now!" and drowned out the board's attempts to begin discussion of the next agenda item. President Paul Combs adjourned the meeting for about 15 minutes, and the protestors moved to a hallway outside the meeting room to continue their demonstration. On the way out, Dean Anderson, a former MU staffer who has urged curators to add sexual orientation to its policy, shouted, "We won't stop fighting!"

The Board also approved recommendations by Pacheco to widely publish the new policy and to give the policy more teeth by developing clearly delineated procedures for appeals. Finally, Pacheco underscored the importance of exposing members of the University family to non-discrimination materials. He said the materials would be made available to campuses during the current Winter 1999 semester.

At the Board's October, 1998, meeting in Columbia, protestors urged Board members and administrators to add "sexual orientation" to the list of protected categories listed in the University-wide non-discrimination policy. Categories protected by state and federal law include race, color, religion, sex, national origin, age, disability and status as a Vietnam-era veteran.

Then-Board President Ted Beckett asked the Board's Executive Committee, then chaired by Curator Paul Combs, to study the University's non-discrimination policy and to report its findings to the Board.

The Executive Committee conducted a public hearing Friday, November 13, on the Columbia campus. More than 40 individuals, representing faculty, staff and students from all four campuses and University Outreach and Extension, addressed the public hearing. In addition, interested parties communicated with the Executive Committee by written statement, letter, e-mail, facsimile, and telephone. Their communications were made a part of the record compiled by the committee.

The Executive Committee met Dec. 1 and asked Pacheco to analyze the issue and bring his actions or recommendations to the Board's January meeting.

Under the newly adopted policy, "discriminatory practices based on reasons not expressed by state or federal laws, such as sexual orientation, which are not related to educational or work requirements, are also prohibited," Pacheco said.

"I believe these recommendations will provide and maintain a positive work environment in which individuals are respected for their competence, ability, performance and potential," Pacheco said.

"I said in last November's hearing that the University must eliminate all types of intimidation and harassment and must honor in word and deed the inherent worth and dignity of all members of the University community. I remain committed to that goal and to seeing that this University exhibits the highest standards of civility and human understanding," he said.

Paula Short named associate vice president for academic affairs



Paula M. Short

Paula M. Short has been appointed the UM System's associate vice president for academic affairs, Vice President for Academic Affairs Steve Lehmkuhle announced Jan. 7.

As associate vice president, Short will assist Lehmkuhle in promoting intercampus cooperation, developing mission enhancement proposals, making reports to the Board of Curators and state Coordinating Board for Higher Education, and other duties.

"Through her leadership in the development of a statewide Ed.D. program in Educational Leadership, Paula demonstrated her talents to forge partnerships in higher education that promote both access and quality," said Lehmkuhle. "It is precisely these talents that are needed to help our office find ways to enhance programmatic quality and access through collaboration and partnership among our four campuses."

Short previously served as professor and chair in the Department of Educational Leadership and Policy Analysis at the University of Missouri-Columbia. During 1998-99, she has served as UM System Faculty Fellow. She has been a professor at several universities including The Pennsylvania State University and served as an administrator in the North Carolina public schools. Short received her Ph.D. in Educational Administration from the University of North Carolina at Chapel Hill.

A nationally recognized scholar and researcher in the field of educational administration, Short was chosen as the recipient of the 1993 James A. Culbertson Award, given by the University Council for Educational Administration to the outstanding professor of educational administration who, within the first ten years in the professorship, made distinguished contributions in research.

Short has been president of the National Council of Professors of Educational Administration, the Southern Regional Council on Education Administration and the University Council for Educational Administration, a consortium of 58 research universities in the U.S. and Canada that prepare educational leaders.

Student fees to increase 3.2 percent next year

The UM Board of Curators approved a 3.2 percent increase the estimated rate of inflation to student educational fees for academic year 1999-2000. The exception is educational fees for the Doctorate of Pharmacy Program at the University of Missouri-Kansas City, which will increase by 13.5 percent.

The increase, effective with the 1999 summer session, brings the Missouri-resident undergraduate rate per credit hour to \$132.60. The undergraduate nonresident rate per credit hour will be \$396.40. Missouri-resident graduate students will pay \$167.80 per credit hour, and nonresident graduate students will pay \$504.80. All other students, except those in the UMKC School of Pharmacy, also will pay an increase of 3.2 percent over 1998-1999 rates.

Curators also voted to increase the instructional computing fee assessed to all UM students from \$8 to \$8.30. Student activity fees range from a 1 percent increase for undergraduates at UM-Rolla, to a 5.1 percent increase for all students at UM-St. Louis. Students at UMSL voted four years ago to pay this activity fee to finance a new student center.

UM Board of Curators Policy on Maintaining a Positive Work and Learning Environment

The University of Missouri is committed to providing a positive work and learning environment where all individuals are treated fairly and with respect, regardless of their status. Intimidation and harassment have no place in a university community. To honor the dignity and inherent worth of every individual student, employee, or applicant for employment or admission is a goal to which every member of the university community should aspire and to which officials of the university should direct attention and resources.

With respect to students, it is the university's special responsibility to provide a positive climate in which students can learn. Chancellors are expected to provide educational programs and otherwise direct resources to creative and serious measures designed to improve interpersonal relationships, to help develop healthy attitudes toward different kinds of people, and to foster a climate in which students are treated as individuals rather than as members of a particular category of people.

With respect to employees, the strength we have as a university is directly related to maintaining a positive work environment throughout the institution. The university should provide a positive recruiting and work environment focused on the duties and skills of the work to be performed. It is the expectation of the university that all employees and potential employees will be treated on the basis of their contribution or potential contribution without regard to personal characteristics not related to competence, demonstrated ability, performance, or the advancement of the legitimate interests of the university. The General Officers are expected to provide training programs for supervisors to assist in achieving this objective.

With respect to violations of the policy, faculty, staff and students may utilize their respective grievance procedures approved by the Board of Curators. The approved grievance procedures are

as follows: Grievance procedure in Section 370.010 for faculty; grievance procedure in Section 380.010 for staff; and grievance procedure in Section 390.010 for students, and each such procedure shall be deemed as amended to include grievances filed under this policy. This policy shall not be interpreted in such a manner as to violate the legal rights of religious organizations, or military organizations associated with the Armed Forces of the United States of America.

Pacheco reviews funding recommendations for FY 2000

At the Curators' Jan. 29 meeting at UM-St. Louis, UM President Manuel Pacheco told the Board that Gov. Mel Carnahan has recommended another \$15 million in Mission Enhancement funding for the next fiscal year. Gov. Carnahan also recommended a total of nearly \$26 million for capital improvements throughout the UM System.

The capital recommendation comes close on the heels of the governor's Jan. 11 release of nearly \$49 million in capital funds appropriated last year but held in reserve pending a legal challenge. The Governor released the funds after the Missouri Supreme Court refused to hear an appeal of the case.

The governor recommended another two percent addition to the core operating budget, including appropriations for Funding for Results and inflation. "Although this recommendation would not meet our real inflationary costs, the Governor's strong support of our Mission Enhancement request does, in effect, undergird some of our most important, long-term objectives," Pacheco said.

He said the University's Fiscal Year 1999 appropriation for operations is nearly \$395.1 million. Carnahan's recommended two percent increase for inflation would add approximately \$7.8 million in funding, plus \$15 million for mission enhancement would total \$417.9 million in state funding for operations next year.

The governor also recommended a two percent inflationary increase for other programs at the University, including University Hospital and Clinics, Ellis Fischel Cancer Center, the Missouri Rehabilitation Center, the Institute of Mental Health, the Missouri Kidney Program, Alzheimer's Research and the State Historical Society.

He also recommended \$1.2 million for improvements to MOREnet, the Missouri Research Network, a means of access to the internet the University manages for the benefit of schools and others in the state.

For Fiscal Year 2000, the governor's capital recommendations total \$25.9 million, including \$11.1 million for the Business and Public Administration Building (Cornell Hall) at MU, \$12.2 million for the Civil Engineering Addition and Renovation at UM-Rolla and \$2.5 million for Lab Animal and Chemical Storage Renovations at UM-Kansas City.

Endowed Chairs and Professorships reach limit for state matches

Vice President for Academic Affairs Stephen Lehmkuhle told the Board Jan. 29 that 120 endowed positions have been created since 1994 by combining donors' contributions and state matching funds.

"As you know, we received \$4 million on a recurring basis as part of the first year of mission enhancement to provide a state match to leverage donors' contributions for endowed professorships and chairs," Lehmkuhle said. "These state-matching funds have generated more than \$90 million in private contributions. However, we have reached the limit in the amount of the total endowment that can be matched by the combination of one-time funds and the \$4 million in recurring funds provided by mission enhancement. As a consequence, we must conclude this phase of the endowed professorship and chair program."

Lehmkuhle said because many of the endowed positions have only recently been created, there has not been sufficient time for searches to be completed to fill all positions. As a consequence, only about 38 percent, or 45 of the 120 positions, have been filled.

At UMC, eight endowed positions are filled and 32 remain to be. UMKC has 20 positions filled with 23 searches pending, UMR has three filled positions and nine unfilled, and UMSL has 14 filled positions, 11 to be filled.

Titles of Mission Enhancement Endowed Chairs and Professorships

UM-Columbia

- Arvarh Strickland Professorship in History and Black Studies
- Burns Chair for the Diabetes Center
- C.W. La Pierre Mo. Professorship in Engineering
- Community Newspaper Management Professorship
- Curtis B. Hurley Chair in Public Affairs Reporting
- E. Paige Laurie Mo. Professorship of Equine Medicine
- Eastern Television Communications Ltd. Chair in International Journalism
- Elwood Thomas Mo. Endowed Professorship
- Floyd R. Gibson Mo. Professorship of Law
- Gibreath-McLorn Mo. Professorship of Vet. Cardiology
- HealthSouth Professorships I, II and III
- Houston Harte Mo. Professorship of Journalism
- Hugh E. Stephenson, Jr., M.D. Mo. Chair of Surgery
- James E. Campbell Mo. Professorship of Law
- Kenneth L. Lay Chair In International Economics
- Knight Mo. Chair in Journalism
- Korea Studies Mo. Professorship Endowment
- Kraeuchi Mo. Professorship of Vet. Ophthalmology
- Lee Hills Mo. Chair of Free Press Studies
- Leggett & Platt Professorship in Marketing

- Maxine Wilson Gregory Chair in Journalism Research
- Miller-Wurdack Chair in Animal Reproduction - Nutritional Sciences
- Millsap Mo. Professorship Fund
- Millsap Mo. Professorship in Human Development and Family Studies
- Mo. Soybean Merchandising Council Professorships I, II and III (includes Mo. Seed Improvement and Professor Sam Anand's Gifts)
- Ralston Purina Mo. Professorship of Small Animal Nutrition
- Russell and Mary Sheldon Chair in Anesthesiology
- Sam M. Walton Mo. Executive Professorship of Marketing
- Scott Mo. Professorship of Veterinary Oncology
- Society of American Business Editors and Writers, Inc. (SABEW) Professorship in Business Journalism
- Thomas M. and Betty C. Scott Mo. Professorship of Veterinary Oncology
- Tom and Betty Scott Mo. Professorship in Business
- William F. Fratcher Mo. Professorship of Law
- Wurdack Chair in Animal Science
- Wurdack Chair In Pytoremediation Studies and Sustainable Ecosystem Preservation

UM-Kansas City

- Arthur W. Robinson Chair in Internal Medicine
- Arvin Gottlieb/Missouri Chair in Bus. Econ. and Finance
- Arvin Gottlieb/Missouri Chair in Strategic Management
- Chair in Law
- Charles N. Kimball, MRI/Mo. Chair in Management of Technology and Innovation
- Dale and Dorothy Thompson Professorship in Nursing
- Daniel J. Lauer/Mo. Chair in Metabolic and Vascular Research
- Desmond and Betty Ann Curran Mo. Professorship in Macular Disease
- Dorothy and Dale Thompson/Mo. Professorship in Arts and Sciences (Global Art)
- Douglas Stripp/Mo. Professorship of Law
- Edward A. Smith Chair in Law, the Constitution and Society
- Edward P. Nelson Professorship in Pediatric Dentistry
- Edward T. Matheny, Jr. Chair in Neuroscience
- Ewing Marion Kauffman Foundation/Mo. Faculty Chair in Interdisciplinary/Interprofessional Services
- Ewing Marion Kauffman Foundation/Mo. Faculty Chair of Teacher Education
- Ewing Marion Kauffman Foundation Mo. Chair III
- Ewing Marion Kauffman/Mo. Chair in Entrepreneurial Leadership
- Helen Kemper Buettner Professorship in Accounting
- Jack Strandberg Mo. Chair of Piano
- Joseph Boon Gregg/Children's Mercy Hospital Chair in Pediatric Cardiac Surgery
- Lorena Cravens Millsap/Mo. Professorship in Composition
- Marion H. Bloch/Mo. Chair in Leadership
- Marion Merrell Dow Mo. Professorship in Structural Biology
- Marion Merrell Dow/Mo. Chair of Pediatric Clinical Pharmacology
- Marion Merrell Dow/Mo. Chair of Pediatric Medical Research

- Mary Jane Starr Professorship/Chair in Women's and Family Studies
- Maxwell G. Berry Chair in Internal Medicine
- Merl and Muriel Hicklin Mo. Chair in Medicine
- Missouri Endowed Chair in Cardiovascular Clinical Research at MAHI
- Norman Royall Professorship in the College of Arts and Sciences
- Paul and Marilee Williams/TMC Chair/Professorship in Community and Family Medicine
- Paul Koontz Chair at St. Luke's Hospital
- Rose Ann Carr/Marvin Millsap/Mo. Professorship II (Cello)
- Sam and Helen Kaplan/Children's Mercy Hospital Chair in Genetics and Molecular Medicine
- Schutte Chair in Medical Leadership (Women's Health)
- Sosland Chair in Trauma Services/Truman Medical Center
- St. Luke's Chair or Professorship in Breast Disease
- St.Luke's/Mo. Chair in Emergency Medicine
- The Westport Anesthesia Services/Mo. Endowed Chair in Anesthesiology Research
- UMKC/TMC Department of Surgery Professorship
- Valentine Radford/Missouri Professorship in Marketing
- Victor E. & Caroline E. Schutte/Mo. Professorship in Urban Affairs
- William D. Grant Professorship in Jazz Studies

UM-Rolla

- Cindy Tang Mo. Professorship in Computer Engineering
- Donald L. Castleman/FCR Mo. Professorship of Discovery in Chemistry
- Hasselmann Professorship in Geological and Petroleum Engineering
- John and Susan Mathes Mo. Professorship of Civil Eng.
- Keith Bailey Mo. Professorship in Mechanical Engineering
- Lester R. Birbeck Mo. Professorship in the School of Mines and Metallurgy
- Mary K. "Jimmie" Finley Mo. Professorship in Computer Engineering
- Maxwell Weiner Professorship in Humanities
- Mo. Soybean Merchandising Council Soybean Research Professorship
- Robert H. Quenon Mo. Professorship of Mining Engineering
- Robert V. Wolf Mo. Professorship in Metallurgical Engineering
- Vernon and Maralee Jones Mo. Professorship of Civil Engineering

UM-St. Louis

- DAAD Mo. Professorship of German Studies
- Des Lee Foundation Endowed Professorship in Art Education
- Des Lee Foundation Endowed Professorship in Museum and Community History Studies
- Dr. Y. S. Tsiang Professorship in Chinese Studies
- E. Desmond Lee and Family Fund Professorship in Music Education
- E. Desmond Lee Endowed Professorship in Urban Education in conjunction with the St. Louis Public Schools
- E. Desmond Lee and Family Fund Endowed Professorship In Zoological Studies

- E. Desmond Lee and Family Fund Professorship in Science Education
- E. Desmond Lee Professorship in Youth Crime and Violence
- E. Desmond Lee Professorship in Community Collaboration and Public Policy
- E. Desmond Lee Professorship in Tutorial Education
- E. Desmond Lee Professorship in African Studies
- Emerson Electric Co. Professorship in Technology and Learning
- Hubert C. Moog Endowed Nursing Professorship
- Jefferson Smurfit Corporation Professorship in Irish Studies
- John W. Barriger II Mo. Professorship in Transportation Studies
- Mercantile Library Professorship in Transportation Studies
- Professorship in Italian Studies
- E. Desmond Lee and Family Fund Professorship in Botanical Studies
- E. Desmond Lee and Family Fund Professorship in Science Education II
- Robert Bosch Foundation Professorship in German Studies
- Sanford N. McDonnell Professorship in Character Education
- Teresa M. Fischer Professorship for Citizenship Education
- The Hellenic Government-The Karakas Family Foundation Professorship in Greek Studies
- William R. Orthwein, Jr. Professorship In Life-Long Learning for the Science

UMSAEP Committee announces 1999 awards

The University of Missouri South African Education Program Committee has announced faculty exchange grants for 1999. Grants to UM Faculty provide partial funding for research and teaching at the University of the Western Cape, Cape Town, South Africa.

UM faculty receiving grants include UMC associate professors Tola Olu Pearce, Sociology, and Johnetta Wade Morrison, Human Development, who will share a \$13,300 grant; UMSL Sociology professor George McCall, \$6,600; UMSL Nursing associate professor Janice Attala, \$6,000; UMKC Health Administration associate professor Greg Arling, \$10,000; and UMR Geology/Geophysics Curators' Professor Richard Hagni, \$4,100.

Exchange grants were also awarded to three University of the Western Cape faculty members for exchange visits to UM. They are Kay Jaffar, English, \$7,600; Paul Schlotfeldt, Earth Sciences, \$9,900; and Reginald Domoney, Earth Sciences, \$4,100.

South African Partnerships Program awards to provide partial support for projects in South Africa have also been announced. Projects under this program are not limited to the University of the Western Cape. Awardees are UMC Professor of Mechanical & Aerospace Engineering Aaron Krawitz, \$3,700; UMC Political Science Professor K.C. Morrison, \$8,460; UMR Associate Professor of Geology/Geophysics Francisca Oboh-Ikuenobe, \$3,550; and UMKC School of Education Dean Bernard Oliver, \$2,750.

Henry Mitchell scholarships in the amount of \$1,250 each, have been awarded to three UM-Rolla undergraduate students. Jeremy Strohmeyer, Shauna Oppert, and Elizabeth Morris will participate in a research project directed by Neil Anderson, UMR professor of Geology/Geophysics, at the University of the Western Cape in May and June.

Research Board announces awards

The University of Missouri Research Board, a panel of 18 faculty members, has awarded more than \$2 million to support 60 research projects across the University's four campuses. Researchers from the UM System filed 139 requests for grants, totaling \$5.7 million. About 43 percent of the requests were granted.

The board granted 19 engineering requests for a total of \$750,653; nine in humanities and fine arts for \$124,833; 13 in life sciences for \$574,100; 12 in physical sciences and mathematics for \$476,172; and seven in social and behavioral sciences for \$177,351.

The Research Board is aided by a system of peer reviewers in selecting projects. The board has established a network of UM experts in each discipline, and they address specific criteria in evaluating a request. The board then considers the recommendations of the peer reviewers. Scott Decker, professor of criminology at UMSt. Louis, is chairman of the board.

UM-Columbia

Robert Benfer, Anthropology, \$29,820

Anand Chandrasekhar, Biological Sciences, \$49,600

Carlos David, Surgery, \$26,000

Corinna-Barbara Francis, Political Science, \$40,000

Rangira Gallimore, Romance Languages, \$12,000

Vellore Gopalaratnam, Civil Engineering, \$45,736

Loukas Grafakos, Mathematics, \$17,400

Thomas Guilfoyle, Biochemistry, \$35,000

Roger Hill, Mech. & Aero. Engr., \$30,840

John Howe, Finance, \$13,745

Sam Kiger, Civil Engineering, \$35,692

Ehud Kroll, Mechanical Engineering, \$27,846

John Kultgen, Philosophy, \$2,000

Henry Liu, Civil Engineering, \$98,780

J. Erik Loehr, Civil Engineering, \$27,967

Timothy Lyons, Geological Sciences, \$39,832

Dorina Mitrea, Mathematics, \$12,000

Roy Morris, Biochemistry, \$35,000

Helen Mullen, Internal Medicine, \$30,000

Margaret Olsen, Romance Languages, \$9,000

Perngjin Pai, Mechanical & Aerospace, \$31,544

Karen Piper, English, \$6,000

Marcus Rautman, Art Hist. & Archaeology, \$23,222

John Reid, Educ. & Psych/Neurology, \$34,460

Donald Riddle, Biological Sciences, \$45,000

Youssef Saab, Comp. Eng. & Comp. Science, \$12,500

James Schadt, Dalton C. V. Res. Ctr., \$45,000

Kathy Sharpe-Timms, Ob/Gyn, \$44,500

Jonathan Sperber, History, \$26,470

Carsten Strathausen, German, \$24,911

William Wilson, Cardiothoracic, \$40,000

Shuqun Zhang, Biochemistry, \$45,000

Yunxin Zhao, Computer Engineering and Computer Science, \$40,128

Xinhua Zhuang, Comp. Eng. & Sci., \$29,946

UM-Kansas City

Keith Benjamin, Conservatory Of Music, \$13,500

Douglas Crawford, Molec. Bio. & Biochemistry, \$35,000

J. David Eick, Oral Biology, \$109,000

Zhonghua Peng, Chemistry, \$36,492

Michael Schaefer, Molecular Biology & Biochemistry, \$35,000

Katharine Smith, Nursing \$9,556

UM-Rolla

Jack Boone, Electrical & Comp. Engr. \$70,000

Fikret Ercal, Computer Science, \$33,355

Mark Fitch, Civil Engineering, \$33,421

Daniel Forciniti, Chemical Engineering, \$30,000

Frank Liou, Mechanical Engineering, \$100,000

Wen Lu, Mechanical Engineering, \$30,000

Norbert Maerz, Geological Engineering, \$27,000

Ashok Midha, Mechanical and Aerospace Engineering, \$23,907

Susan Murray, Engineering Management, \$21,991

Oran Pringle, Physics, \$49,398

Jay Switzer, Chemistry, \$50,000

George Waddill, Physics, \$100,000

Shufeng Zhang, Physics, \$32,734

UM-St. Louis

Donald Becker, Chemistry, \$48,300

Valerian D'Souza, Chemistry, \$39,736

Ricardo Flores, Physics and Astronomy, \$18,480

E. Terrence Jones, Political Science, \$23,300

Thaddeus Metz, Philosophy, \$19,200

John Rawling, Philosophy, \$15,000

Shiyong Zhao, Mathematics and Computer Science, \$31,800

Nominees sought for first Ratchford Fellowship

The first C. Brice Ratchford Memorial Fellowship will be awarded this spring to a UM faculty member on a campus or in the field who personifies the ideals and life work of the late UM president emeritus and extension director.

Nominations for the \$5,000 fellowship may be made by any member of the University community. The deadline for nominations to Executive Vice President Ron Turner's office is March 1. Guidelines for nominations are on the web at:

<http://outreach.missouri.edu/about/Ratchford/guidelines.html>

The Ratchford Fellow will be named by the Board of Curators, based on recommendation by President Manuel Pacheco. The president will be advised by a panel, chaired by Turner. Panel members are Charles E. Campbell, UMC associate professor and natural resources extension specialist; Cynthia Crawford, Central Missouri consumer and family economics specialist; Nancy Flood, Northeast consumer and family economics specialist; Bud Frew, retired MFA Inc. chief executive; Joel Glassman, UMSL director of international studies; Julie Middleton, UM system program director; Michael Nolan, UMC rural sociology professor; James C. Olson, UM president emeritus; John Sheffield, UM interim system program director; and Gary Widmar, special assistant to the chancellor for international affairs at UMKC.

Governor honors UM faculty for excellence in teaching

Four University of Missouri System faculty members received special recognition Dec. 10, during the 1998 Governor's Conference on Higher Education. In recognition of faculty commitment to excellence in education, the Governor's Award for Excellence in Teaching was presented to 62 faculty members, each representing a Missouri college, university or technical/professional school.

UM recipients of the awards were: Richard Cass, a professor in the Conservatory of Music at UM-Kansas City; Meera Chandrasekhar, professor of physics at UM-Columbia; Bob Henson, professor of physics and astronomy at UM-St. Louis; and Roger LaBoube, professor of civil engineering at UM-Rolla.