Exciting things happen each day on the University of Central Missouri campus. These periodic updates share important news, recognitions, and progress reports regarding ongoing and new initiatives. Updates can be found at http://www.ucmo.edu/about/president/letters.cfm.

- Aaron Podolefsky

FY2010 Salary Questions

Several people have asked about salary increases received by faculty and staff members in FY 2010, a “flat budget year.” The common misconception is that the university had determined that no salary adjustments, other than faculty promotions, were to be made in FY10. A decision, based in part on recommendations from governance groups and the SPRC, was made that there would be no across-the-board raises in order to avoid additional reallocation of base funds. However, there was never a decision to suspend other compensation and personnel policies at UCM.

Every salary increase in FY10 is consistent with university policy and procedures, and was a result of one of the following:

- Faculty promotion in rank
- Faculty salary increases to the minimum of the fall 2009 base-range salary (not involving promotion in rank)
- Board approval to provide modest salary adjustments for full-time employees earning less than $25,000 per year
- Re-classification of positions and changes in position responsibilities, including those resulting from elimination of administrative and staff positions and reassignment of duties to other staff members
- Counter-offers in response to verified offers of employment from other universities
- Resolution of a long-standing equity issue
- Incorrect listing of a salary in the Budget Book (now corrected)
**Budget Updates from COPHE and CBHE Meetings**

Meetings of the Missouri Council on Public Higher Education and the Coordinating Board for Higher Education took place Sept. 9-10 in St. Louis. During the meetings, several state budget items were discussed that you may find of interest.

- Missouri is currently experiencing cash flow problems due to a low level of general revenue receipts. The FY10 state budget was built on a projected 1 percent decrease in general revenue over last year. In the first three months of the new fiscal year, however, state receipts are 5.6 percent less than during the same period last year. Approximately 75 percent of general revenue comes from state income tax and sales tax. Both have been down due to reduced employee hours and layoffs statewide.

- Deputy Commissioner for Higher Education Paul Wagner said, despite the shortfall in general revenue, it will be tough to implement a withholding for higher education in FY10 due to the federal stabilization funding guidelines.

- The Missouri State Employees’ Retirement System (MOSERS) suffered a negative 19.1 percent investment return in FY09. To offset part of those losses, there is discussion about possibly instituting an employee contribution in the future.

- In FY11, the state anticipates a shortfall in federal stabilization monies. It is projected that the FY11 higher education budget will be 5 to 6 percent short. To adhere to the stabilization funding guidelines, general revenue funds will need to be found to “backfill” that shortage unless a waiver is received from the federal government.

- Deputy Commissioner of Higher Education Paul Wagner cautions that cuts in general revenue funding will not be a short-term predicament. It is a “permanent revenue versus expenditure problem” – not a “couple of years” issue. To align budgets, he said Missouri institutions will need to make decisions regarding elimination of programs and services.

- In preparation for FY11 budget planning, state departments received instructions from the State Budget Office mandating that any request for state funding increases be accompanied by corresponding funding reductions within a department’s own budget. In keeping with these instructions, the CBHE approved the Department of Higher Education’s recommendation not to request an increase for institutional operating budgets for FY11. In other words, the CBHE is recommending that UCM’s state appropriation remain the same in FY11 as it is this year.

We will want to keep all of these items in mind as the campus community continues its budget planning discussions.

**Facilities Evaluation**

As part of the planned transition from out-sourced management to in-house management of Facilities, Planning and Operations (FPO), a comprehensive review of the operation is being
conducted by the Division of Administration and Finance. Interviews have been conducted with staff members at all levels of the FPO organization, including management and the bargaining unit. The interviews help identify ways to improve project processes and working conditions. After more than two decades with third-party management, this transition is the ideal time to update job descriptions to reflect changes in tasks and technology.

**Department of Energy (DOE) Grant**

UCM will receive a portion of a $5 million federal grant awarded through the U.S. Department of Energy involving Advanced Electric Drive Vehicles (AEVs). The three-year grant was awarded to a partnership of institutions including Missouri University of Science and Technology at Rolla, University of Central Missouri, Linn State Technical College, and the St. Louis Science Center. UCM’s portion of the grant is over $650,000.

Scott Wilson and Terry Nicoletti, automotive technology management faculty members in the School of Technology, are the principal investigators of UCM’s portion of the grant. Terry Butler, director of the Missouri Safety Center, is another key participating member. Wilson and Nicoletti will develop an undergraduate certificate program for AEVs and educational materials for technicians and trainers who will be involved with electric vehicles. Butler will manage the development and/or delivery of training for end users of the vehicles to include: fleet purchasers of the vehicles, fleet maintenance and technicians, drivers, law enforcement and emergency medical services, as well as the public.

**Suicide Prevention Tutorial**

Upon learning of the UCM Counseling Center's development of a web-based suicide prevention tutorial, the Statewide Suicide Prevention Planning Group in Higher Education obtained a grant to further develop and refine the tutorial and share it with other Missouri universities. The newly revised edition of this web-based tutorial, "Ask - Listen - Refer," is now available on the UCM Counseling Center's web site [http://www.ucmo.edu/cc](http://www.ucmo.edu/cc) or directly [http://www.asklistenrefer.org/ucm](http://www.asklistenrefer.org/ucm).

UCM’s web-based suicide prevention tutorial was originally created by the Counseling Center with the contributions of many other departments on campus, such as Academic Media Services and ITI-Technical Projects. It was designed to overcome the disadvantages of the workshop format often used for educating "first responders" on how to identify and be helpful to persons that may be considering suicide. The tutorial is convenient, available 24-7, and provides just-in-time training whenever a user wants.

**Hispanic Heritage Month Celebration**

UCM’s Office of Community Engagement encourages understanding and appreciation of all aspects of human diversity within the Central Missouri community. As such, the university is celebrating Hispanic Heritage Month through Oct. 15. The month-long celebration will include performances and forums focusing on this rich culture.
Aviation Department Unveils Advanced Trainer

The Department of Aviation recently celebrated the arrival of its new Boeing 737NG Advanced Aviation Training Device. The new equipment will help the department advance its goal of training students in the most modern cabin class jet aircraft in airline fleets today. The department plans to begin integrating the trainer into its curriculum this fall, and will eventually develop short courses for individuals currently working in the aviation industry. The device is located in T.R. Gaines Technology Building, Room 207.

ESCO Town Hall Meeting

UCM is continuing to hold ESCO Town Hall meetings. The next one is scheduled for 4 p.m. Wednesday, Sept. 23 in Lovinger Auditorium, Room 1290.