Minutes of IFC Meeting  
February 16, 2001

In attendance: Lol Barton, Mark Burkholder, Bruce Cutter, Judith Goodman, Max Skidmore, Jakob Waterborg, Russ Zguta, Ralph Wilkerson, Don Myers, Jeff Caulfield, Joseph Martinich, Curator Mary James

The meeting was called to order at 9:34 a.m.

There were no additional comments related to the minutes for the previous two meetings that were sent out by e-mail, so final versions of the minutes for the past two meetings will be sent out later.

The meeting began with brief reports from each campus regarding its financial situation and the expected impact on the raise pool. UMC and UMSL reported that they were still expecting a 4% raise pool, but the sources of those funds are in question (UMC anticipated that 1% would be from the deans through reallocation, and UMSL reported that all 4% would be through reallocation.) UMKC had no word on raises, nor did UMR, although UMR reported that it was anticipating a $3.7 million deficit for the year, which could impact raises.

UMC reported on its concern regarding the new general education articulation agreement. The UMC faculty are giving serious consideration to not complying with the agreement. They are especially concerned with moving away from discipline-based distribution requirements and with the number of general education credits their students will have to take if UMC retains the upper level aspects of the UMC general education program.

UMR asked about the experiences of the other campuses regarding the use of plus/minus grading. There was no general agreement by the faculty about whether it was better or worse than not having plus/minus, but there was some sense that the students, who were initially supporters of changing to plus/minus, are no longer as supportive.

Vice-President Lehmkuhle and Assoc. Vice-President Short joined the meeting at 10:15. The Vice-President reported that he has proposed to the Strategic Planning Steering Committee to use $250,000 of Funding For Results (FFR) money to provide a faculty orientation program for new faculty through the campus teaching and learning centers. Paula Short elaborated on the plan. The program would be aimed at faculty in their first three years on campus. There will be system-wide activities to get new faculty in the same disciplines, but from different campuses to interact with and support each other. The funding would be used to:

1. Support individual campus activities,

2. Provide additional vehicles to expose faculty to other teaching methods,

3. To develop collegiality and promote research on teaching,

4. To develop a culture of teaching on each campus.
Each campus-designed workshop would be open to new faculty on the other campuses, and there would be three System-wide workshops. There would also be a “teaching portfolio” retreat.

Marty Imers, the new Director of Institutional Research for the System, presented some faculty salary data. The IFC reps asked for some additional data tables which show salary levels as a function of years in rank.

The IFC then received a brief update from Kandis Smith regarding the Intellectual Property Rights document for web-based material. It is believed that it is at the System Patent Office for comment.

Vice-President Hutchinson joined the meeting to discuss dependent fee waiver. VP Hutchinson wanted to correct a statement in the December minutes that he was not supporting such a policy, but that he would study and consider the issue in light of the overall budget plan.

VP Hutchinson also reported that the issue of changing the contract year is very complicated, especially because of retirement plan implications, so that will not be changed in the near future. But he pointed out that the University is providing “Day 1” health insurance coverage for new employees, but the units must submit the required paperwork.

After lunch President Pacheco discussed the following issues.

1. It appears that there will be no inflationary increase in operating funds from the State, only mission enhancement funds, and it may be difficult to hold onto these during the Legislature’s budget process.

2. The Strategic Plan assumed 2% annual increases in the core operating funds from the State, so the University will be hard-pressed to meet the 4% salary increase goal, and It may have to back off from this goal. The Chancellors have been asked to develop budget based on three funding scenarios: 2% increase in State funds, 0% increase, and 1% decrease. However, salary increase are still a top priority. The President does not want another “$400 increase year.”

3. There is no information on the legal cases affecting impounded funds.

4. In response to a question, the President said a 1-yr surcharge on student fees in not out of the question.

5. The President pointed out that part of the State funding problem is due to increases in mandatory health care costs the State faces.
Campus Reports

UMC

1. General education is an issue; the campus faculty are not happy with the articulation agreement. There will be a campus vote by the faculty to determine their desires. The Committee on Undergraduate Education has voted against accepting the articulation agreement. The President inquired whether the faculty have considered fully the possible consequences of not accepting the articulation agreement. The UMC reps assured him that they have.

2. The Council will be discussing a report from the Committee on the Academic Grievance Process.

3. The Academic Calendar is under discussion.

4. An alcohol abuse/parent notification policy is being developed.

5. Plus/minus grading has been brought up by students for discussion.

6. There is discussion about making dormitories smoke-free.

7. The Council may invite the administrators of the Hospital and clinics to address it.

UMKC

1. There is a new Vice-Chancellor for Student Affairs.

2. The Provost search is ongoing; interview will start soon.

3. A new Political Science professor has co-authored a study about punch-card voting that has received national attention.

4. The Chancellor is forming an “extended cabinet” of about 170 people, which includes faculty, staff, and students.

5. Emergency telephones have been modernized.

6. There is a new student health and wellness clinic.

7. Part of the “Blueprint for the Future” is to make all classrooms state-of-the-art. The campus will modernize the three largest classrooms this summer to act as demonstration projects to help in raising private funding.
8. Southwestern Bell wants to remove 2/3 of the pay phones because they generate insufficient revenue.

9. The CIO is putting computers on a replacement schedule.

10. The School of Education rep to the Faculty Senate has raised the issue of who makes recommendations about hiring department chairs.

11. The Chair of the UMKC Faculty Senate is leaving the University for Moorhead State University in Minnesota.

12. UMKC reported some problems with PeopleSoft implementation. The President pointed out that these problems are part of the normal debugging and implementation process.

**UMR**

1. Enrollment is up for the Winter semester.

2. To the Chancellor’s credit, he is taking the new Annual performance Review policy seriously and is trying to move the process forward. However, it appears that the UMR administrators are taking the position that it is in their domain to establish the minimum performance requirements, which is clearly contradictory to the policy.

3. Plus/minus grading was brought up on campus; students oppose this change.

**UMSL**

1. I-70 highway construction has begun near campus, including demolishing some old buildings on university property.

2. Homecoming will be held next Saturday.

3. Parental notification of abuse violations is a hot issue.

4. Senate is considering a change to the course number scheme.

5. Campus will receive a presentation on general education committee soon.

6. Enrollment for Winter semester is a bid better than forecast.

7. Campus is waiting for guidance from UM System before it approves the next calendar.

8. Science course scheduled has been disrupted due to the delay in renovations of the Science Complex.
9. There are frustrations about the share of UM funding going to the campus. A discussion following with the President, during which the President pointed out that student headcount is not a good measure for funding needs, and a study indicates that the St. Louis campus has been treated better than the other campuses in some ways.

10. Several administrator searches are ongoing, including the VC for Academic Affairs and the VC for University Relations.

11. The Senate Chair attended a meeting of Faculty Senates in Missouri.

Don Myers requested that reps from the other campuses send him copies of their administrator review instruments.

VP Lehmkuhle announced that there is ongoing discussion of a 4-campus bio-information center.

A brief discussion followed with Curator James regarding dependent fee waivers, budget and salaries, and parental notification.

The meeting adjourned at 1:55 p.m.