In attendance: Lawrence Barton, Judith Goodman, Lenn Koederitz, Don Myers, Kathleen Schweitzberger, Lois Pierce, Jakob Waterborg, Ralph Wilkerson, Russ Zguta (joined at noon), Curator Mary James

The meeting was called to order at 9:30 AM. President Pacheco, Steve Lehmkuhle, and Paula Short joined the meeting.

1. The meeting opened with President Pacheco joining the meeting earlier than is customary since he had scheduled travel later in the day. He addressed some of the effects on the University community as a result of the September 11th terrorist acts. The military deployment will result in student call-up. Consideration needs to be given in how to accommodate these students relative to courses, etc., as well as concern for assistance with support for their dependents. In addressing the State financial situation, it was indicated that there will be no release of capital funds as a consequence of UM’s negotiations to lessen the threatened 15% withholding. There has been significant variation of state revenues over the past two months. September 11th acts will likely worsen the situation. FY2003 base budget will be the same as FY2002 prior to the 5% withholding. Although it is possible for further withholdings for FY2002 (this year), there is no such planning for that contingency at this time. Despite any reduced State funding, President Pacheco considers it essential to maintain the University’s strategic directions. It would be expected that the planned 4% annual raises will be implemented to insure that faculty and faculty teams are not lost. It may be necessary at some point to limit hiring to critical areas with UM System approving any such hires. It is reasonable to expect that efficiencies will be pushed, including in academics. If it becomes necessary as a result of State funding cuts, increases in tuition will be implemented. The result may be that UM tuition will be higher than most Big 12 institutions, however it will still be on the low end of Big 10 institutions to which UM is most similar. There are plans being made with other Missouri public higher education institutions for public relations activities relative to tuition increases. CBHE is looking at a new formula for funding distribution among state institutions. CBHE is pushing an FTE performance based system. There is no distinction being made between undergraduate credit hours and graduate credit hours. The rule of thumb for the relative cost is for every $1 of cost for undergraduates, it is $3 for Masters students and $7 for PhD students. President Pacheco indicated that he intends to be aggressive to making these distinctions with CBHE.

2. Campus Reports:
   Columbia
   1. There will be a vote in October on the acceptability of the CBHE negotiated 42 (versus 51) credit hours General Education block being transferred from other state institutions.
2. There is a committee of five members looking at the grievance procedure. Thirty procedures of other institutions have been reviewed. Consideration is being given to recommending standing committees.

3. The Medical School is facing potential problems with accreditation because many departments are lacking a critical mass of faculty. There are many positions that are not filled in these departments. (President Pacheco pointed out that the distinction between the School of Medicine and the Hospital must be remembered.)

4. Research funding has a growth rate of 57% the last 3 years.

5. The Student Success Center is open and deals with issues of retention, advising, etc.

Kansas City
1. There were some communication problems relative to the September 11th activities. Inconsistent statements were being circulated on campus relative to class being dismissed for a memorial service.

2. The Director of the bookstore evidently made a unilateral decision to cut the number of textbooks to be ordered for the semester that created difficulties.

3. The Faculty Senate has a high degree of satisfaction with the new Provost.

4. There was a recent article in the alternative Kansas City paper on UMKC. (A copy was provided for President Pacheco.)

Rolla
1. There was a new Provost and Dean of Enrollment Management administrative positions created last year and both have been filled. The Dean of Arts & Science announced his resignation. The formation of a School of Management has been announced.

2. Enrollment is up 5.5%.

3. A UMR alumnus was lost with the September 11th activities.

St. Louis
1. UMSL has adopted the General Education block that CBHE has mandated will be transferable among state institutions.

2. A reorganization has occurred resulting in a School of Fine Arts being established.

3. Enrollment is up 4% with 11% increase of first year students, 1900 transfer students, and 1000 residential students.

4. The campus now has 12 Curators Professors and 3 Distinguished Teachers.

5. Additional parking space has been constructed.

6. It was noted that some of the new administrators lack the normal expected experience.

7. Note was taken of the criticism of the Chancellor in the VERIP report.

8. Research funding has increased, primarily from the endowed professors.

2. Chair Myers reported that the retreat minutes are under construction and the agenda for the meeting was set.
3. The IFC meeting dates were discussed and it was the consensus of those in attendance to continue with the original announced meeting dates.

4. Steve Lehmkuhle discussed the Systems Awards. A new award will be made for the Entrepreneur of the Year that includes $15,000 for activities related to patent licensing. A process is needed on each campus to make 2 nominees for this award. The Thomas Jefferson Award will be a biennial award in order to make a larger financial award. The small number of applications for this award justify making this change from an annual award.

5. A report was distributed showing the breakdown of Faculty Performance Shares awarded by each campus. Steve Lehmkuhle noted that the campuses made awards based on the strategic goals of each. It was noted that performance shares should be migrated to performance review to recognize contributions (or lack thereof) by all.

6. Steve Lehmkuhle distributed a copy of explanatory notes on the proposed UM System copyright policy drafted by Edward P. Richards of UMKC. The policy provides that the copyright belongs to faculty unless there is a prior agreement. The proposed copyright policy is presently in the UM Legal Office for review. The faculty of each campus will be consulted much like last year’s “Post Tenure Review” policy hearings. Steve Lehmkuhle and/or Kandis Smith will be available to visit the campuses if requested. The goal is to take the policy to the Curators in January for approval.

7. Steve Lehmkuhle reported that there will be $2 million available for Research Board Awards this year. This represents a reduction of $1 million from last year as a result of the 5% withholding by the State. Although the reductions will come from the Associate Professor and Professor awards, the Research Board did not want a limitation that the awards be made to the Assistant Professors (younger faculty).

8. Steve Lehmkuhle reported that strategic planning process is based on key success factors (KSFs). These are factors that must be achieved in order to be successful. Goals, objectives, action steps, and performance indicators are developed to achieve the KSF. System and campus plans must be coordinated. Action is to be at the campus level. Strategic themes developed at the System level include: access to learning, community engagement, and improving core processes. A “balanced score card” system is used for performance measurement. They are global measurement indicators and not to be used to compare campuses. The UM Strategic Planning Committee is revisiting the Strategic Plan assumptions in light of the present financial environment. There have been no changes in the academic assumptions. Financial assumptions have been modified from a 3 to 4% growth to no growth in appropriations for the next 2 years and as a result tuition will need to be increased. Steve suggested that faculty input on Strategic Planning should be made at the campus level.
9. Paula Short reported on the New Faculty Teaching Scholars Program. A report of the participants from each campus was distributed. The program is designed for faculty in their first three years.

Ken Hutchinson and Ralph Caruso joined the meeting at 11:00 AM.

10. Ken Hutchinson distributed a report analyzing various scenarios for tuition waiver for dependents. The questions are should we pursue this benefit and how much. It was suggested that 50% coverage of tuition costs is a viable option.

11. Ken Hutchinson reported that the contract starting date for new faculty when they have to begin work prior to the official starting date in their first year should be adjustable to the true time period, i.e., 12.5 months, etc., to avoid an extended waiting time for the first salary payment. It is being tested presently on PeopleSoft.

12. Mary James reported on the Presidential Search process. The Curators had met the previous week to discuss attributes and experience desired in candidates. A meeting is scheduled for next week. Curator John Mathes is chairing the search committee.

The meeting was adjourned at 1:30 PM.

Respectfully Submitted,

Don Myers and Lenn Koederitz