Minutes of IFC Meeting  
October 19, 2001

Members attending: Lawrence Barton, Judith Goodman, Leonard Koederitz, Donald Myers, Catherine Parke, Lois Pierce, Kathleen Schweitzerberger, Max Skidmore, Ralph Wilkerson, Russ Zguta

The meeting was called to order at 9:30 AM.

The minutes of the September 21, 2001, and August 2-3, 2001, minutes were approved with corrections.

After a brief discussion of the agenda, David Currey, Director of International Students Scholar Service at UMC, was introduced to discuss the agenda item of proposed Federal legislation related to international students. He indicated the main problem is that once students are admitted to the United States, the University may not know for up to a year whether the student has in fact appeared on campus. International student applications to UMC are up. At this time, it would not appear to be a need for further consideration of this matter by IFC.

The need for written minutes and if so the extent of details of the minutes were discussed. Historically they have not been in a detailed format. It was concluded that there should be minutes but they should essentially be in a summary form with only the agenda being posted on the UM Academic Affairs website.

The process for U-wide committee appointments was discussed. Vice President Steve Lehmkuhle indicated that nominations are requested from each Chancellor’s office. Each campus uses a different selection process, possibly varying the process for different committees. Steve will generate a list of committees, criteria, and members for the November IFC meeting.

It was reported by Steve Lehmkuhle that the copyright policy is in draft form currently and campus informational meetings are being held. The fundamental concept of the policy is “your work is your work”. When there is substantial use of University resources in the work, the University takes ownership. Concern was expressed that when the University has ownership use outside the originating unit may not be restricted. It was indicated that the IFC will have the opportunity to review the policy prior to submittal for Curators approval. Although it was originally suggested that submittal to the Curators for their January meeting was targeted, it is not essential that date be maintained.

Associate Vice President Paula Short offered some insights on parental leave. There is existing federal legislation mandating a 12 week leave. UM staff personnel can use annual leave and/or vacation time with pay and their job is guaranteed on return if within a 12 week period. There is no UM policy presently for faculty parental leave. The major problem for faculty leave is with how to cover teaching responsibilities. It was suggested that perhaps each campus could create a pool of funds for teaching responsibilities. Steve
Lehmkuhle suggested that a generic solution should be pursued without creating a pool. The conclusion was that the parental leave policy needs to be system-based rather than campus-based. A proposed policy is being drafted and will be shared with IFC to get input from the campuses.

Relative to the agenda item on processes for insuring that UM policies are followed by campuses, Steve Lehmkuhle indicated that the President is responsibility for seeing that the policies of the Curators are followed.

President Pacheco in discussing the budget situation, indicated that many of the surrounding states are considering budget shortfalls. Missouri is evidently unable to address the issue because of the inability to collect the necessary information for assessing the situation. It can be expected that there will be a minimum of an additional 5% withholding ($21 million). This year’s budget withholding was managed to a large extent by postponements, i.e., mission enhancement, maintenance, etc. There will probably need to be tuition fee increases (8-10%) proposed in January. This is likely to affect enrollment. Each 1% increase in fee represents $2 million. It is important to try to maintain the plans for the 4% salary increases. No enhancements will be considered for inclusion in budget planning. It was indicated consideration of increased fringe benefits was not realistic given the financial situation.

President Pacheco will meet with the Governor on November 1st to discuss the base funding for the University and to request 4% increase with additional one time funds. The Governor’s state budget will be proposed in January. That information will provide the basis for whether tuition increases are needed. It was suggested that it is reasonable to assume that there will be 2 more years of economically difficult times for the State. It can expected that a new tax for transportation will be proposed. Passage of such a tax would preclude an opportunity of tax revenues for education.

The President indicated that he stayed away from campus policy enforcing, but was responsible for seeing that policies of the Board of Curators was followed. He suggested that he would point out to the Chancellors that campus governing bodies should see that policies are followed at the next General Officers meeting. He indicated that the subject would be revisited in 3 months with the IFC.

Campus Reports:

_Columbia_

The campus is reviewing the grievance process. There will be a vote on the General Education block using their website for information.

_Kansas City_

Revisions are being made on their tenure policies. Budgets are being decentralized.
Rolla

No report.

Saint Louis

Procedures on P&T are under revision but it had become somewhat of a contentious matter, with the Senate Chair getting into hot water for trying to be helpful. A previous Vice Chancellor for Academic Affairs had tried to impose changes in a system that worked and trying to unravel the problems he caused was not easy. Other points mentioned included the campus response to the events of September 11th, receipt of $400,000 HUD Community Outreach Grant to link UMSL to Old North St. Louis, an historic neighborhood north of downtown St. Louis, General Education Report went in, per the CBHE requirement, several edicts from the Vice Chancellor for Academic Affairs on attendance at Commencement and faculty office hours, etc. were causing concern, increases in enrollment, and the apparent poor treatment of recent retirees by the HR department.

Vice President Ken Hutchinson in addressing the 80 and Out Retirement additional benefit would increase the payroll budget 1 to 1¼% ($6.5 million) with post retirement expenses continuing. The result is that such a benefit is not likely. Additional data is being considered for tuition wavier for dependents benefit. The goal is to have the data available for next year’s budget deliberations. Information will be shared at the next IFC meeting.

Steve Lehmkuhle indicated that he would provide IFC with a copy of a white paper on academic planning.

Respectfully Submitted,

Don Myers and Lenn Koederitz