Members attending: Lawrence Barton, Judith Goodman, Leonard Koederitz, Joseph Martinich, Donald Myers, Kathleen Schweitzberger, Max Skidmore, Jakob Waterborg, Ralph Wilkerson, Russ Zguta

The meeting was called to order at 9:35 AM.

The minutes of the October 19, 2001 meeting were approved with corrections.

The following agenda items were discussed.

**Parental Leave Policy:** Judith Goodman reported that a proposed Disability and Parental Leave policy is being circulated and modified.

**Copyright Policy Status and Modification:** There are versions of the proposed Copyright Policy circulating on the campuses that indicate that there has been a change from the “default” position of ownership by faculty to ownership by the University. This will be discussed with Steve Lehmkuhle.

**Update on Budget Issues:** The question of whether there is a policy of a 5% contingency fund requirement for campus budget planning will be discussed with the President.

The matter of whether there was campus policy of partially funding tenured track position with “soft” money was discussed. UMKC uses soft money for summer salary. This was will be discussed with the President.

Faculty involvement in financial planning at each campus was discussed. UMC and UMKC faculty have significant involvement. The involvement at UMR and UMSL is lacking. There are significant differences on the four campuses in the availability of budget information. Clarification of the policies will be requested of the President.

**Campus Academic Affairs Policies:** Requirements for final examinations were discussed. There is a proposed policy of making finals mandatory at UMSL. UMC and UMKC are required to meet on finals week.

**Joint Tenure Track Appoints on New Faculty:** Policy and practice of joint tenure track faculty appointment at each campus was discussed. UMC, UMR, and UMSL have not had satisfactory experience with such appointments for untenured faculty. This item will be discussed with Steve Lehmkuhle.

**General Education Requirements:** It was reported that there has been no discussion with the general academic officers of the four campuses (????). The only campus that has posted their requirements is UMSL. UMKC will have a different set of general education requirements for each unit. UMC’s vote on the requirements resulted in 59% of the
returned ballot against the requirements. UMSL will conform to the general education requirements by making minor modifications to existing requirements. UMR academic officers are addressing the issue. A UMR faculty committee has just been appointed to work with the Provost.

**Loyalty Tax:** The administration will be requested to update their study made last year on the relative standing of faculty salary based on the number of years with the University.

Vice President Steve Lehmkuhle and Associate Vice President Steve Graham joined the meeting at 10:30. Steve Lehmkuhle discussed the U-wide committee appointment process. He provided a list with each committee and committee membership identified except for the Research Board committee. The committee appointment process is done through the chancellors. Each campus is to work with their chancellor on the appointment process. The chairs of each committee are appointed with the President’s approval. Both undergraduate and graduate fee committees work through the chancellors. These committees are reviewing fee structures for various degree programs both on and off campus. The Research Board is not addressed by the University Collected Rules and Regulations. Concerns for the Research Board makeup has been more concerned with discipline balance than campus balance. There was general consensus of IFC that was appropriate.

Vice President Lehmkuhle announced that Steve Graham has been appointed as Associate Vice President replacing Paula Short who has accepted a position outside of the University.

In addressing the status of the Copyright Policy, Steve Lehmkuhle outlined the process for the development of the policy. The proposed policy distributed to IFC should be viewed as an initial draft by the appointed ad hoc committee and the starting point for copyright policy discussions. Each campus was given the opportunity to review and provide comment. It is anticipated that there will be a number of iterations. It is expected that there will be continued involvement by the ad hoc committee, IFC, and UM Legal. VP Lehmkuhle was unaware of any change by UM Legal in the basic “default” principle. He assured IFC that the principle “the University does not have rights unless the University acts” would remain. It was suggested that reconsideration of the present version of the policy should be given such that the differences in rights of faculty and staff in copyrightable materials be recognized, i.e., the policy should address faculty copyright issues and a separate policy should address staff copyright issues. It was explained by VP Lehmkuhle that the administration wanted one policy to cover both and tried to distinguish where there are differences. VP Lehmkuhle indicated there is concern about how to cover the rights of ownership in any potentially patentable software developed for instructional purposes (software may be protected by both copyright and patent). Since the University takes rights in patents under the patent policy and the proposed copyright policy provides for default to the faculty, there could be situations where there is conflict between the policies. VP Lehmkuhle distributed the University of Kansas policy that addresses copyright ownership issues when manuscripts are submitted.
by faculty to academic journals. The KU policy encourages the submitting faculty member to retain a right to provide the University a royalty-free non-exclusive right to use the manuscript.

Vice President Ken Hutchinson joined the meeting. A proposed policy for Faculty Short-Term Disability and Parental Leave was introduced by Judith Goodman. Staff members are covered by the Sick Leave Policy. However, there is no such policy for faculty. Evidently UMKC has not had problems with a lack of policy for the situation. UMR and UMC have concerns. It was proposed that funds should reside with the Provost for this purpose to insure equity across the campus. Steve Graham will collect data relative to the management of related situations at each campus. VP Hutchinson expressed concern for equity with staff and non-regular adjunct faculty. VP Hutchinson and Lehmkuhle will collect data, review the proposed policy, and report back to IFC at the December meeting.

VP Hutchinson handed out financial data relative to the impact of various scenario implementations for a Tuition Wavier for Dependents policy. Reconsideration will be given to proceed with the development of a policy when the University budget situation improves. It was requested that an estimate of how enrollment would increase to create a “revenue neutral” scenario from additional enrollment. For dependent from a campus, each campus would bear the cost when dependent went to another campuses.

Following lunch, President Pacheco addressed the financial outlook for the University. He reported that the State financial outlook is “murky”. There have been no additional announced cutbacks or withholdings. The Governor’s proposed budget will become available in January. The University takes the position that it has already given—and given heavily. The alternative to State cuts will be to increase student fees. The goal of four percent (4%) salary increases remains although it will be dependent upon the financial situation. He indicated that all campuses are meeting the withholding requirement. The President plans to travel throughout the State during 2002 with other public higher education institution presidents to promote the importance and need for continued support of higher education.

President Pacheco reported that he discussed the matter of faculty consultation with the chancellors and he instructed them that they had an obligation to solicit faculty input even though the faculty input was advisory. The amount of control in related matters was suggested to best be resolved at each campus in accordance with the Collected Rules and Regulations. However, merely reporting to the faculty does not constitute consultation. The President indicated that “information from U-wide is not distributed with the intent that it is to be withheld”. He indicated that consultation would be discussed again with IFC and in the meantime he would address the subject with each chancellor.

The President stated that there is a five percent (5%) reserve guideline is a planning item as is the one and half percent (1.5%) maintenance and repair guideline for budgetary planning which has temporarily been reduced to one and quarter percent (1.25%). In a time of financial difficulty, the 5% reserve could be subject to review.
President Pacheco responded to the question of whether there were any guidelines or policy on partial funding of tenure track positions with “soft” funding by indicating that would be an individual campus decision. However, good management practice would be to not create permanent positions with soft money. It is the obligation of the Chancellor to see that the campus functions at a maximum given the finances.

Campus Reports:

**Kansas City**
The new parking facility is now open. Kathleen Schwietzberger has been elected the Senate Chair and will be a part of the Chancellor’s cabinet. The soccer team is playing in the national championships. There are many searches for administrators, faculty, etc. There is an organization effort to support repeal of the Hancock amendment. The campus held a Life Science Day.

**Columbia**
A faculty vote was conducted November 2-14 relative to the Public Higher Education General Education policy. There were 1216 ballots with a 47% return rate. Of the returned ballots, 59% were opposed to the policy and 41% voted for the policy. UMC will work with CBHE to resolve the issue. There is a new campus initiative for enrollment management. There are attempts to determine the optimal size through various growth scenarios. The campus mediation program has been launched. The Chancellor made a report to the Senate on the budget status.

**Rolla**
The Budgetary Affairs committee has been reformatted to permit more data exchange with administration. An ad hoc committee has been formed to work with the Provost to review the proposed Division of Foundation Studies for the purpose of increasing retention and make first and second year experiences more fruitful. The administration is proposing changes in the search committee composition and process. The Academic Council is reviewing the proposal. The campus is looking forward to hosting the Curators meetings next week.

**Saint Louis**
There was successful campus hearing on the proposed Copyright Policy. The Vice Chancellor of Academic Affairs got into “hot water” at the Faculty Senate meeting when he was representing the Chancellor. The Post Dispatch coverage of UMSL is not helpful. Concerns continue with the campus funding formula. The Chancellor’s does not have the best style to communicate with the faculty. There has been a new Dean of Fine Arts and Education appointed. There is work being done on the General Education requirements.

VP Lehmkuhle explained that the General Education policy was not created by CBHE but rather owned by the Missouri Public Higher Education committee. The efforts now are for the campuses to map courses to the required competencies, i.e., knowledge/skills. Note that not all of the courses in the block are required to be mapped.
Relative to the issue of joint appointments particularly for untenured faculty, VP Lehmkuhle indicated that such appointments are the responsibility of the Dean(s). Interdisciplinary appointments are viewed favorably by the administration. It is VP Lehmkuhle’s opinion that the joint appointments have worked. He will ask for examples/history of untenured joint appointment the next Chief Academic Officers meeting. (Note: VP Lehmkuhle distributed by email the Collected Rules and Regulations for Joint Appointments following the meeting.)

VP Lehmkuhle agreed to get last year’s study of faculty salary relative to time with the University, i.e., a/k/a the loyalty tax study, extended to include the latest data.

A cease and desist order has been issued for use of credit cards for e-commerce purchases. VP Lehmkuhle will forward the request for revision to Ralph Caruso. The problem is with the lack of encryption and the related University liability.

VP Lehmkuhle will be making a report on the full latitude on fees for out-of-state courses at the November Curators meeting.

There is a K-16 Coalition that is encouraging funding of a mathematics academy for middle school teachers. It has been determined that most students not taking algebra are not going to college. There is an effort to eliminate the achievement gap in urban schools. The majority of teachers in the urban schools are teaching out-of-field.

The effort to develop a Request For Proposal to build life science research capacity using funds from the Tobacco Trust is underway. There will $21 million available for 2002 and thereafter $30/$40 million annually for several years.

The meeting was adjourned at 2:00 PM.

Respectfully Submitted,

Don Myers and Lenn Koederitz