Minutes of IFC Meeting  
December 14, 2001  

Members attending:  Lawrence Barton, Judith Goodman, Joseph Martinich, Donald Myers, Max Skidmore, Jacob Waterborg, Ralph Wilkerson, Russ Zguta.

The meeting was called to order at 9:00 AM with President Pacheco, Vice President Lehmkuhle, and Associate Vice President Graham joining the meeting.

The meeting began with President Pacheco addressing the status of the budget. He indicated that there would be an announcement today in Jefferson City by the Governor of further state budget reductions for the fiscal year 2002. It is expected the reductions will include a $20 million reduction for UM. There continues to be softness in the State revenue projections leaving uncertainty about the need for future reduction. There will be a meeting with the Chancellors next week to discuss the consequences of the announced reductions. It has been concluded that it will not be possible to have a tuition surcharge for the 2002 winter semester because of legal considerations. There may be a need to move quickly. There is a goal of maintaining a five percent (5%) reserve. One option is to just “eat the cut” and recoup the reduction from increase in academic fees. There is a significant likelihood of reductions for fiscal year 2003 also. There continues to be a need to “protest” the reductions through coordinated public relations efforts.

Relative to campus governance, President Pacheco said he had discussed the issue with Chancellor Thomas. It was his opinion that details of the process need to be pursued at the campus level. He will also discuss the matter with the Chancellors at UMKC and UMSL. It was noted that the “level of transparency” on the UMC campus is a result of the media coverage.

President Pacheco announced that the “tuition case trial” starts next Monday. There is a significant financial risk to UM should there be an adverse court decision.

Campus Reports:  
Columbia  
The Mizzou Tigers basketball team is ranked second in the nation. There is continuing coordination with campus undergraduate administrators, Steve Lehmkuhle, etc., on the General Education block requirements.

Kansas City  
The Chancellor has been appointed to the prestigious U.S. President’s Science and Technology Advisory Committee. The new parking garage is now open. There was a national social security conference held on campus recently. There will be another significant national conference on campus in March that addresses issues related to “glass ceilings for women in their professional advancement”. The campus bookstore problems seem to have been resolved.
Rolla
The Budgetary Affairs Committee has reorganized and the Chancellor has appointed himself as the administrative representative. There have been recent committee meetings with the Chancellor participating.

St. Louis
Faculty members have authored two recently published books. Progress has been made with ATP (Appointments, Tenure, and Promotions) procedure modifications. The administration has accepted faculty input. The allocation of UM resources among the campuses formula continues to be of strong interest at St. Louis.

President Pacheco responded by indicating that resources will not be reallocate from other campuses to support a particular campus. Any such problems will be dealt with by allocation of “new” resources received. He recognized that UMSL is no worse off than UMC.

President Pacheco and Vice President Lehmkuhle excused themselves from the meeting at 10:10 AM.

The meeting proceeded after a brief break. The minutes of the November 21, 2001, meeting was approved with the addition of Joseph Martinich and Max Skidmore as members in attendance.

The agenda item of joint tenure track appointments for new faculty was addressed. There is a policy in Paragraph 320.080 of the UM Collected Rules and Regulations (previously distributed to members by VP Lehmkuhle) that address the matter of “Joint Appointments & Joint Titles”. It was the general opinion that there are particularly difficult problems with “untenured” faculty. The general consensus was that each campus needed flexibility to manage the process. The critical need is to require that the issues be resolved at the time of hiring and put in writing. It was concluded that each of the campus IFC representatives would collect information about experiences in dealing with issues in the P&T process and report at the January meeting.

VP Lehmkuhle will be requested to report at the January meeting on the planned process for review of the proposed Copyright Ownership Policy after the legal review is complete.

The Loyalty Tax Study Extension is being followed by VP Lehmkuhle.

Associate VP Graham agreed to provide a report at the January meeting on the development of a Faculty Disability and Parental Leave Policy. It was expressed that the policy needs to keep it simple and to be able to deal with potentially fraudulent situations as they arise. The starting point was suggested to be with parental leave and the President’s Executive Order.
VP Cofer, Hutchinson, and Turner joined the meeting at noon. In response to a question raised by UMKC part time employees, VP Hutchinson indicated that it would be very expensive, i.e., $7,500 per year, for part time employees to purchase fringe benefits through the UM. In addition, such an offering has costs implications when it is optional for the employees, i.e., only the ones with the highest risk would likely accept. VP Cofer provided further insights into the Governor’s announced reductions and future fiscal concerns in answering committee member questions. A brief discussion was pursued of possible fringe benefit options if there was a small increase in funding, i.e., rule of 80, tuition wavier for dependents. It was suggested that these would be appropriate benefits that could be considered. However, the planning presently includes a ten percent (10%) reduction for fiscal year 2003. Likewise, it is expected that insurance costs will increase significantly next year.

Relative to the Campus Academic Affairs Policies agenda item, it was concluded that campus governance should continue to be an agenda item. The issue of the appropriateness of “early tenure” was discussed. Experiences were shared when members were encouraged to make application for tenure early and the resulting negative impact when it was unsuccessful. However, the consensus was that such cases should be “managed” and that any changes in policy would be inappropriate.

Discussions of Faculty Appointment Policy Using Partial “Soft” Funding supported the President’s position that any such approach should be fiscally conservative.

Associate VP Graham announced that the submission deadline for the Presidential Award is March 1, 2002.

The meeting was adjourned at 1:15 PM.

Respectfully submitted,

Don Myers and Ralph Wilkerson