Minutes of IFC Meeting  
January 9, 2002

Members attending: Lawrence Barton, Judith Goodman, Leonard Koederitz, Joseph Martinich, Donald Myers, Lois Pierce, Kathleen Schweitzerberger, Jakob Waterborg; Ralph Wilkerson, Russ Zguta.

The meeting was called to order at 9:30 AM. The December 14, 2001, minutes were approved as submitted.

Each campus shared experiences with joint faculty appointments. UMR had limited experience and most were joint appointments with an academic unit and a research center. There were few untenured appointments but result have been mixed. For tenured full professors, there are examples of success, however, salary is determined by the primary department. UMSL has joint appointments in the Schools of Education and Arts & Science. In the Business School, faculty gave up joint appointments to go to the Business School. There were problems with being able to satisfy time demands of both departments. Tenure and promotion decisions may be made by two separate committees. UMC joint appointments are tenured in only one department but are evaluated by faculty in both departments (appears to be contrary to UM Collected Rules and Regulations 320.080). Problems exist in the School of Medicine and the Veterans Medical Center where there are some split salary lines. Joint appointments at UMC seem to work best when there are no split salary lines. Most joint appointments at UMKC have the salary lines from one department. There are no known problems with tenure for joint appointments.

There was a consensus that such new tenure faculty joint appointments should receive specific attention including: written provisions in the letter of appointment that clearly delineate the responsibilities of both the primary and secondary unit; appointment of a mentor from the primary unit; and early evaluations. It was concluded that the issues and recommendations would be discussed with Vice President Lehmkuhle when he joined the meeting.

UM Collected Rules and Regulations 140.020B provides that appropriate committees with faculty members at the system…levels shall be created or designated to advise in educational planning, to appraise resource needs and fiscal conditions, and to advise on allocation and reallocation of resources. Concern was expressed that the extent of involvement of faculty at the system level is limited to IFC. Consensus was to discuss the item with V.P. Lehmkuhle and to modify 20.100 to link with 140.020. Joe Martinich will draft a proposed change to be submitted at the February IFC meeting.

There was a discussion of whether the 5% “budget reserves” were held by the campus or the system and what was the impact at the campus level by investment fluctuations. It was suggested that they “reside” at the campus level and are already committed. Clarification would be requested from the V.P. Lehmkuhle and President Pacheco.
V.P. Lehmkuhle and Associate V.P. Graham joined the meeting at 10:30 A.M.

UMSL expressed frustration with international GRAs (from the Orient) who are accepted by a department and then after joining the department uses that as a “stepping stone” to look for an appointment in the United States elsewhere, or in another program, typically Computer Science. UMR indicated similar concerns. There is interest in determining whether a GRA that has been accepted and funded can be required to complete the appointment. IP 66 Form is specific for a given area/program. V.P. Lehmkuhle will investigate the possibilities of strengthening the regulations.

Kathleen Schweitzberger reported that since the January Curators meeting is only one day and no breakfast, the UMKC Faculty Senate will host a luncheon rather than the more traditional breakfast with the Curators.

The joint appointment issue was discussed with V.P. Lehmkuhle. Assoc. V.P. Graham indicated that the Public Affairs Department has a checklist of requirements. Although an “up-front” agreement is necessary, it is not sufficient. V.P. Lehmkuhle felt that the solution was not to modify the UM Collected Rules and Regulations 320.080, but to develop a list of best practices for joint appointments. V.P. Lehmkuhle and Assoc. V.P. Graham will provide a best practices list that will be proposed to be added to the Chairs Handbook.

V.P. Lehmkuhle suggested that the matter of faculty inclusion in financial planning at the system level should be discussed with President Pacheco. IFC members expressed the opinion that faculty input on critical issues of which they have unique insights would be useful input to the planning process. V.P. Lehmkuhle expressed concern about the need to avoid provincial discussions. He was assured by IFC members that level of discussion was not what was being requested.

V.P. Lehmkuhle reported that the proposed Copyright Policy currently is in the UM Legal Department for consideration. The default policy of “ownership of the copyright resides with the author” will be maintained. Where there are uses of substantial university resources the University has rights to the ownership. Such rights must be established in a written agreement up-front. Patent policy will be modified to cover those situations for software that may be patented. The policy will be submitted to IFC and the ad hoc Copyright Committee following completion of Legal’s review.

V.P. Lehmkuhle reported that the Curators had approved the requirement of campus use of an Academic Planning Document. It will attach to the campus strategic plan to provide for programmatic plans. Included will be early stage programs (5 years out) to late stage programs (at campus review process preparing to go to the Curators for approval). Proposals for new degree programs will be required to include enrollment projections based on market analysis. Two projections will be required: expected enrollment; and minimum number of students needed by the end of 5 years to be a viable program. If the minimum is not achieved at the end of 5 years, the program is subject to re-evaluation.
Campus academic plans will be presented to the Curators beginning with UMC in January, and followed in successive meetings with presentations by UMSL, UMKC, and UMR.

The annual survey for English Language Proficiency was reported by V.P. Lehmkuhle to be in process. The complaint rate is reduced significantly from last year. There is concern that there may be some backlash from "9-11" in the next survey.

V.P. Lehmkuhle reported that 22,000 letters have been sent to parents of students that are under the age 21 as part of the Parental Notification Alcohol and Controlled Substance Violations Program (UM Collected Rules and Regulations 180.020). There were 224 parents that chose not to receive any notification. There have been 13 notifications to date. There will be a program conducted this spring to determine if the program is having an impact.

V.P. Ralph Caruso joined the meeting at 11:00 AM.

Presently there are 20 Distinguished Teaching Professors and 70 Curators Professors in the UM System. IFC last year recommended excluding Distinguished Teaching Professors and Curators Professors applications but that was not the case for named chairs. There seems to be a perception that the Presidential Awards rotate from campus to campus. There is no such requirement. V.P. Lehmkuhle recommends that there be no official position and to maintain flexibility in making the Presidential Awards.

Associate V.P. Graham reported that there is a conceptual agreement for Faculty Disability and Parental Leave Policy. It is presently being reviewed by UM Legal and Human Resources with details being “hammered out”. The policy specifies “campus level” funding. There is a 3 years minimum requirement of service for the employee to receive the benefits. The main issue is with “parental leave” because maternity leave is already included under short-term disability. Faculty-staff equity is an issue in both cases.

V.P. Caruso reported on Credit Card E-Commerce policy. There are a multitude of regulations to be complied with including Treasury, Banking, and Credit Card regulations. Efforts are in progress to make the site secure. Campus IT will have a single payment server for credit card use. Ultimately both U.S. and non-U.S. credit cards will be accepted.

V.P. Caruso reported that the committee is working with the campus student system leadership committees on advising software systems. UMSL and UMR are using the DARS (University of Miami in Ohio) software. Campuses have the choice of switching to PeopleSoft or continue with DARS. Both systems are being considered. V.P. Caruso will provide a list of the campus student system leadership to IFC.

V.P. Caruso reported that there is an effort to standardize PC desktop systems (WinTel). The work with vendors is on a system basis to significantly reduce the prices by FY03.
President Pacheco and V.P. Ron Turner joined the meeting at 11:30 A.M.

President Pacheco reported that there will be a mid-year budget rescission. The Chancellors are currently working on the budget reductions. The total for FY02 will be an annualized 8.4% giveback for a total of $40 million. For FY03, the current planning assumption is a 10% budget reduction from the original FY2002 base. This reduced base will become the base for future planning. It is to be determined what will require curtailment/modification and their effects. Educational fees increase will be needed. Consequences to be considered are: (1) more efficient operations/reallocations; (2) extent of students sharing in pain; and (3) determine long-range state funding effect.

President Pacheco met with the Governor yesterday and the planning assumptions are on target. In adjusting to current withholdings some were real cuts, and some were delayed expenditures. It is anticipated that more cuts are required. Budget planning assumptions to be reviewed include: (1) 5% reserve; (2) 4% faculty salary increase; (3) 1.5% maintenance; and (4) 3% E&E.

President Pacheco feels that there will still be additional cuts required and that state budget problems are likely to continue for 5 years. Issues included how much can we preserve of what we do now and what needs to be eliminated. The Governor’s staff suggested that priorities should be lined up and the bottom ones should be eliminated. This approach is not one that fits with the nature of the University. Some approaches to consider include: (1) identify low enrollment programs on all campuses and consider sharing faculty across the campuses; and (2) looking at multi-campus cooperative efforts for new academic programs. There will be no capital expenditures. Task Force for Higher Education will not be supported by the Governor and as such will not be useful. President Pacheco and other State education institutions will travel around the State to advocate the need for long-term support for higher education state institutions.

President Pacheco informed IFC that there was effort by a legislator to have him removed from office based on the “9-11/KUMO flag controversy”. The President had indicated publicly that he agreed that the Station Director has authority to make such a decision.

President Pacheco, in answering questions from IFC members, indicated that the 1.5% reserve for maintenance is based on facility replacement value. Also, he indicated that the 5% reserve funds resides in the campus budgets but is maintain at the System level.

President Pacheco indicated that an early retirement program is not being considered but if it is, it will have to be of a different basis than the latest program. The cost for the last program was more than saved.

The lack of meeting UM Collected Rules and Regulations 140.020B requirements that “…appropriate committees with faculty members at the system levels shall be created or designated to…appraise resource needs and fiscal conditions, and to advise on allocation
and reallocation of resources” were brought to President Pacheco’s attention. It was indicated that a delayed response would be provided after the opportunity for President Pacheco’s further review. He expressed concern over Curators responsibilities and consistency between campuses. The IFC members assured him that University funding among the campuses was not considered a part of this concern. Rather IFC was of the opinion that faculty brought unique insights that were important to be factored into System level financial planning.

Campus Reports:

**Columbia**
The new Life Science Building construction has started. The grievance procedure and time line for appeals is under review at the President’s level. The basketball team dropped from second to seventeenth in the national polls.

**Kansas City**
The basketball team received a vote in the national polls for a first time ever.

**Rolla**
The Chancellor is opening class size limits to let students in closed classes. Retention and enrollment is increasing.

**St. Louis**
Budget meetings are ongoing, and there have been several meetings with the administration. Delay in Desktop PC replacements and the elimination of new hires are being considered. Vacated faculty positions may result in lost department positions. Units may not get promised summer school profits. (There may be elimination of units.) State Senator Peter Kinder will be the commencement speaker.

President Pacheco indicated that he and former V.P. McGill served as defendant witnesses recently in the ongoing “tuition (vs. educational fees) lawsuit”.

The meeting was adjourned at 1:30 PM.

Respectfully Submitted,

Lenn Koederitz and Don Myers