Minutes of IFC Meeting  
February 15, 2002

Members attending: Lawrence Barton, Judith Goodman, Leonard Koederitz, Donald Myers, Catherine Parke, Kathleen Schweitzberger, Max Skidmore, Jakob Waterborg; Ralph Wilkerson, Russ Zguta.

The meeting was called to order at 9:40 AM. Don Myers expressed his appreciation to the members that had offered modifications to the January 9, 2002, draft minutes. The January 9, 2002, minutes were approved as submitted with the suggested modifications included in the approved minutes.

The meeting proceeded with the discussion of additional items to be added to those listed on the distributed agenda. It was suggested that raises for personnel, e.g., post docs, on grants should be discussed with administration even if they conclude that there are to be no raises for FY2003.

UMKC expressed concern as to the number of Research Board grants received at their campus. It was pointed out that the number of UMKC applications were proportionately low. This item will be discussed with V.P. Lehmkuhle.

Lol Barton reported that as a result of attending the most recent Missouri Association of Faculty Senates (MAFS), he observed that faculty at other Missouri institutions are much more active politically than the University of Missouri faculty. Advice will be requested of President Pacheco as to the appropriateness of more political involvement of UM faculty.

The issue of how campuses handle the selection of nominations for Presidential awards was discussed. The nominations are managed by administration on three campuses. UMSL uses a Faculty Senate committee.

Concern was expressed about the need for the Promotion and Tenure policies to address collegiality as a consideration for faculty promotion and tenure. The concern was with whether there was a need to distinguish between professional collegiality and personal collegiality. It was noted that consideration of collegiality in P&T decisions often impact two situations, i.e., where the faculty member is disruptive but fair to good and poor to fair but affable. This item will be discussed with V.P. Lehmkuhle.

Modification of the UM Collected Rules and Regulations dealing with IFC (20.100) will be considered.

UMR expressed concerns about the practice of their administration posting the “Ds, Fs, &Ws” for each class. This will be discussed with V.P. Lehmkuhle.

In consideration of the first agenda item on the distributed agenda, Campus Academic Affairs Policies, there were no further campus items suggested for consideration.
Under the **Budget Status and Planning** agenda item, it was proposed that 20.100A (Purposes and Functions) of the UM Collected Rules and Regulation should be modified to add “including system resource committees as required by 140.020B” at the end of the first sentence such that the sentence would read “The IFC serves as a liaison committee between the President and his staff and the four campus faculties including system resource committees as required by 140.020B. It communicates to the President….” A motion was made and seconded. The motion was unanimously approved. V.P. Lehmkuhle will be informed of the action and asked to advise on how to proceed with approval by the Board of Curators.

Concerns were expressed for **UMKC Libraries** (and the state-wide library Mobius system) financial difficulties beyond the current budget problems. Mobius includes 53 state institutions. The concerns were with cutting core journals and whether there was coordination among the institutions to insure the availability of such journals. This will be discussed further with V.P. Lehmkuhle.

It was reported that UMC faculty strongly voted against the implementation of the **General Education Articulation Agreement**. However, it is a non-issue. This item will be discussed further with V.P. Lehmkuhle.

Steve Lehmkuhle, V.P. Academic Affairs, Steve Graham, Associate V.P. Academic Affairs, and Kandis Smith, Special Assistant to the Vice President, joined the meeting at 10:30 AM.

It was reported that at the recent **MAFS meeting**, Barbara Frazier, Chair of the Funding Committee, expressed embarrassment about funding for higher education in Missouri. There was concern at the meeting about a proposed bill tying fee increases to cost of living increases. It is not consider likely to pass. There is a resolution of State Fair Community College to offer general education courses in Jefferson City. Concern was reiterated for the failure of the UM faculty to lobby effectively, especially at UMSL. UMC indicated that the Faculty Senate Vice-Chair, Bruce Cutter, is primarily a lobbyist position.

It was reported that there have been UMKC faculty approached by Phoenix University to teach courses on a part-time basis. This would be a violation of the conflict of interest policies in the UM Collected Rules and Regulations. Each campus is to report at the next IFC meeting about known such activity.

Associate V.P. Graham reported that he tried to rewrite the **Parental Leave Policy** and review it with UM Legal. Difficulties arise unless the concept of faculty leave is completely revisited. Linking parental leave to short-term disability particularly complicates the issues. This item will eventually require Board approval. There is a desire to do “the right thing”. V.P. Lehmkuhle suggested that the need is to address pregnancy leave at this time and not parental leave. It is appropriate and expected that during and after pregnancy teaching should be covered without excess requirements, e.g., extra teaching after returning from the leave. If this is not followed, the remedy is via
grievance. It was suggested that Federal law states short-term and pregnancy leave can not be separated. Issues to be resolved will require a meeting of campus committees with UM Legal. The Campus Chief Academic Officers seem to think they deal with the issue routinely. UMKC has combined all leaves (Chancellor’s Memo 100). Lehmkuhle, Graham, committee, and Legal will meet.

Kandis Smith reported that there is no cost to a department for international graduate students other than recruiting. International students must initially come to the institution that accepts them. However, they may transfer to another institution after that. There is major concern by UMSL. Other campuses seem to deal with the matter.

Associate V.P. Graham handed out a draft Joint Appointment Guidelines document. Main items include: clearly articulate upfront the details of the agreement in writing; must be dialog with all departments; there must be a primary and a secondary department, i.e., no 50/50, per the UM Collected Rules and Regulations. There was concerned expressed relative to the effectiveness with untenured joint appointments. It was agreed that there would be tracking and reporting at the V.P. Academic Affairs level of the untenured joint appointments.

The proposed Copyright Policy continues with the principle that the default position is that the faculty member has ownership unless substantial university resources are used and there is a written agreement upfront as to the rights of the University and author(s). There is concern being expressed by administration about the situation where there is grouping of various resources and there is no one individual substantial University resource identified. It was suggested that this issue could be alleviated by placing the burden on the faculty to certify to the resource requirements without shifting the burden from the University to prove substantial resources.

President Pacheco, V.P. Ralph Caruso, V.P. Jim Cofer, V.P. Ken Hutchinson, and V.P. Nikki Krawitz joined the meeting at 11:30 AM.

President Pacheco reported that he brings no good news. There have been several hearings since the Governor’s budget recommendations. In general, they have been “non-productive”. The President has met with the Governor relative to “education giving” to the budget cuts. Of $620 million, $97 million has come from higher education, i.e., 17% as compared to receiving 11.9% of the state budget. With the inclusion of rainy day funds, higher education is at 20%. Finally if casino funds increase, higher education still will remain at $97 million cuts putting its contribution at 41%. “Education is not being affected” is the Legislature’s position—but that does not include higher education. The point that is to be emphasized is that when recovery occurs, higher education should be the first in line to recoup the inequitable cuts that are presently being incurred. The planned statewide public relation meetings in Missouri college communities are designed to educate and encourage the public to express concerns for higher education to their legislators to minimize the risks of further cuts. The value of education will be emphasized, including that it is an economic driver. Without use of rainy day funds, etc., a bigger shortfall still looms on the horizon. The Legislature is not
likely to approve use of rainy day funds or accept new sources of funds. Legislation has been introduced to remove UM funds for community colleges based on UMC’s failure to approve the General Education Articulation Agreement.

President Pacheco indicated that the hospital situation in Columbia has to be addressed and possibly system or campus funds might be required for the solution. There is a proposal to cut off services to certain categories of patients and eliminating some services. The problem cannot be allowed to impact the Columbia campus and the UM System.

UMC reported that relative to the General Education Articulation Agreement it was indicated that there were no problems at 4 year institutions. However, community colleges have legislators ready to introduce legislation if there is no compliance per President Pacheco. UMC will need to reconstitute their committee.

Relative to lobbying by faculty, President Pacheco expressed the view that most campuses have good relationships with their legislators. Most legislators in areas that do not have higher education institutions view faculty as “foot loose and fancy free, i.e., it will not do any good to approach legislators in non-college communities. He did indicate that the alumni alliance has been helpful for UM but it is primarily in the metropolitan areas. The recommended position for lobbying is “protect what we have now”.

President Pacheco reported that fee increases will be approved at the Curators meeting in March and will be announced at that time. In reply to a question, he stated that if there is a salary freeze it will apply to all employees, including post docs, of the University no matter the source of funds. There is no present UM consideration of a salary freeze. The UM System will determine a minimum salary pool that must be complied with at each campus. Each campus will have the discretion to increase the salary pool if funds are available.

President Pacheco will review the approved IFC change in the Intercampus Faculty Council policy (20.100) and assign implementation.

Campus Reports:
Columbia
The Chancellor shares budget information with the faculty. Communication has been excellent. There is concern with the tenure procedure process both with tenure-track renewable and non-renewable terms. There is a need to clearly spell out non-tenure requirements on a yearly basis. The issue is with not having to state reasons for non-continuance of a non-tenure track appointment that leads to collegiality issues. There is a grievance that is 2 years old.

Kansas City
There is free firewood in Kansas City—one million cubic yards as a result of the ice storm! Classes were closed for 3 days. Larry Gates, recently transferred from UM System to UMKC to assume responsibilities for finance, has been advising units and the
Faculty Senate on tools, etc., to address financial issues. The budget is the BIG campus issue. There is concern over raise policies, i.e., system and campus-wide. (President Pacheco is disinclined to consider salary reductions, if such, decisions will be made at the March Board meeting.)

Rolla
Academic Council is reorganizing. It is anticipated that the number of committees will be reduced substantially. Campus enrollment continues to increase. There is an issue relative to the administration posting of high “Ds, Fs, and Ws” by course section. This is perceived to be an academic standard issue. (President Pacheco says no, but agrees it should not be a public posting. V.P. Lehmkuhle suggest getting the National Student Engagement Survey from Ron Bieniek at UMR.)

St. Louis
The campus will be hosting the March Board meeting with the Senate sponsoring a breakfast. Academic plan is under consideration. There will be involvement with February 27th Lobbying Day. Enrollment is up and applications for fall are up. There is much discussion about budgets on campus. The reorganization of the Senate into a smaller body has not resulted in the anticipated increased participation. There are major revisions being made in the tenure and promotion process. Bids for the new parking garage are to be received soon. The new PAC construction is ahead of schedule.

President Pacheco indicated that the Board is going to devote time to member development. There will many issues for consideration at the March meeting including opening the president search process.

Relative to the agenda item on libraries, V.P. Lehmkuhle indicated that library directors meet to insure coordination of programs. He recommend that V.P. Caruso be invited to the March meeting to provide his insights relative to this effort. There is a problem with the library repositories filling up.

V.P. Lehmkuhle reported that all institutions are (or are supposed to be) reviewing courses to determine the degree of compliance with the CBHE guidelines. CBHE has had significant staff cuts and is of limited capabilities resulting in likely extended timelines. Possibility is that legislation will require that all courses will be transferred—period!

The matter of UMKC receiving an apparent low proportion of Research Board grants because of a low number of proportion proposal was confirmed by V.P. Lehmkuhle.

It was reported by V.P. Lehmkuhle that there are 15 tobacco money proposals with 77 linked partnerships across institutions. The money for this year is “in hand and available”. 
V.P. Lehmkuhle will report at the next meeting on the issue of faculty privacy. He will email a copy of the article on collegiality from The Chronicle of Higher Education to all IFC members.

The meeting was adjourned at 2:05 PM.

Respectfully Submitted,

Lenn Koederitz and Don Myers