Minutes of IFC Meeting  
March 8, 2002

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

The meeting was called to order at 9:35 A.M. The February 15, 2002, minutes were approved as submitted.

The meeting proceeded with the discussion of additional items to be added to those listed on the distributed agenda. The General Education Requirements Block status on the UMC campus was discussed. It was reported that the statewide public relations meetings held in Rolla on Tuesday, March 5th, should have benefits as a result of the press articles. However, many of the influential attendees felt their time was not well spent. No legislators were in attendance.

Concern was expressed for the reduced number of Research Board grants as result of funding having been decreased from the original $4 million to now $2 million. Both UMKC and UMSL feels this is good program even thought the grants received at their campuses are proportionally less as a result of fewer applications.

It was requested that Vice President Lehmkuhle be ask to report on his efforts to organize the UM Patent Committee to address some related issues.

The matter of faculty participation in the presidential search will be discussed with V.P. Lehmkuhle.

Relative to the items listed on the agenda, it was reported by UMR that meetings are to be held on campus to discuss the matter of “unsatisfactory grades” with apparently a change in position by the administration in addressing this issue.

UMKC inquired as to the holding on convocations on the other campuses. Their convocation process is being revised. UMSL has a Founders’ Day that includes faculty awards and a report to the community by the Chancellor on the state of the campus. It is held off-campus and usually downtown. UMC has a dinner for faculty awards and student convocation at the beginning of the academic year. They also have individual awards at the college level due to the large size of the campus. UMC interacts with the community in the United Fund kick-off. UMR has a dinner for faculty awards.

As budget status and planning, a report will be made later in the meeting by Nikki Krawitz, Interim Vice President for Finance and Administration.

Relative to campus reports on activity to recruit faculty to teach for distance education institutions, UMR reported 2 known contacts, UMSL had not made an inquiry, and UMC reported that they do not track the activity. UMC has discussed the matter of “conflict of
interest” vs. “conflict of commitment”. Conflict of commitment involves the matter of teaching the same course at two institutions. UMC has just established a conflict of interest committee. It was concluded that faculty should be made aware of the conflict of interest policy. V.P. Lehmkuhle will be made aware of the issue.

It has been suggested that U-wide grade reports combines D’s, F’s, and W’s when reporting unsatisfactory grades. It has been learned from the UMR Registrar that these items can be separated with an agreement among the campus registrars. Such an agreement was suggested by the UMR Registrar could be accomplished readily.

An inquiry was made as to whether a faculty member could choose to avoid the Post Tenure Review requirement of designating “satisfactory” or “unsatisfactory” on the annual review considering that some chairs do not review the faculty activity reports. It was also ask if standard forms are used for this purpose. V.P. Lehmkuhle will be ask about the implementation of PTR.

Steve Lehmkuhle, V.P. of Academic Affairs, and Steve Graham, Associate V.P. of Academic Affairs, joined the meeting at 10:35 A.M. V.P. Lehmkuhle was asked about the conflict of interest and commitment concern for distance education. He suggested that the Academic Leadership Institute could be used to educate on how to identify and manage these conflicts. It was noted that many conflicts of interest can be managed with awareness. Research officers are driving the discussion. Academic officers would prefer shelf-disclosure. The System should be making the faculty aware of the process for resolution. This item will be placed on the IFC April agenda.

V.P. Lehmkuhle reported that the implementation of Post Tenure Review resides with the Chief Academic Officers and there may be a request to report on the progress of PTR implementation by the Board of Curators.

Relative to budgetary affairs faculty involvement, the IFC was encouraged to make their input today with the report from V.P. Krawitz.

Associate V.P. Graham provided a Parental Leave Policy update. He reported that information is still being collected. Kate Marke, UM Legal was visited. Issues include: Is faculty interested in opening up sick and vacation leave? and Is the real need for pregnancy and post pregnancy leave? He is suggesting that a group of Human Resources, chairs, faculty, and Legal be formed to discuss the issues. Concern was expressed by IFC that small departments be represented on such a committee. UM System is concerned that such a policy does not lead to additional problems. The UM System commitment is to create an all-inclusive group, not to avoid the issue.

An updated document on “Joint Appointment Guidelines” was distributed by Associate V.P. Graham. It is being presented to and discussed with the Chief Academic Officers. It can be discussed with faculty.
The proposed Copyright Ownership Policy has been returned to V.P. Lehmkuhle by UM Legal. He will provide his response to them.

V.P. Lehmkuhle provided a report of the K-16 Task Force. Some deans are uncomfortable with the report. It does not have the weight of policy but does provide a platform for a point that one may want to make.

An article taken from the Columbia Daily Tribune was provided by V.P. Lehmkuhle. It announced that UM and Compaq had reached an agreement intended to boost life-science research at the system’s 4 campuses.

V.P. Lehmkuhle reported that an email had been received from Representative Ken Legan indicating that he intended to submit legislation requiring UMC to adhere to the CBHE General Education block transfer requirements.

V.P. Ken Hutchinson and Interim V.P. Krawitz joined the meeting at 11:00 A.M. V.P. Hutchinson reported that the VERIP policy will be extended to August 31, 2004. The policy will revert back to the original guidelines, i.e., some faculty and staff who retired under the plan continue working in non-benefit eligible positions at less than 75% FTE.

A question was raised relative to the allowance for salary raises where it built into grants. V.P. Lehmkuhle reported that he was collecting information related to the issue.

Nikki Krawitz, Interim V.P. of Fiscal Affairs, made a presentation of the budget report to be made to the Board of Curators at their meetings on March 21-22 at UMSL. Raises based on grant funds will also be limited. IFC will be used as an advisory group in response to it’s request for inclusion in budgetary considerations.

V.P. Ralph Caruso joined the meeting at 11:30 A.M. He reported that the state-wide library Mobius system will be finished by July. No library reductions will be required in FY2002. UMC and UMSL libraries will incurred budget cuts in FY2003. Electronic journals are requiring significant additional resources.

V.P. Lehmkuhle reported that the Research Board funds include $2 million in endowments as a result will be constant. One million dollars in state funding is currently gone. He noted that one-half of the Research Board funds go to assistant professors.

It was noted that there is a need for administration to think about means to maintain motivated faculty with the elimination of salary increases. This could include consideration of extra compensation as well as some sharing arrangements directly with individuals to encourage “entrepreneurship”. It was noted that any such rewards must be for appropriate activities.

V.P. Lehmkuhle reported on the status of the presidential search. An open session is to be held at the March 21st Board of Directors meetings for inputs on the criteria for the presidential search. The Board has not considered search committee members. UMC
had passed a resolution prior to the extension of President Pacheco term requesting faculty inclusion in the process. IFC is of the opinion that faculty input should be used in determining the search criteria. It was determined that a letter should be sent to President Mathes requesting faculty inclusion in the search process and to include a “participative management” requirement in the selection criteria. The Board member chairing the search committee will be invited to attend the IFC April meeting to discuss these concerns.

The matter of including collegiality criteria for promotion and tenure was discussed. It was suggested that there are some questions one doesn’t really want to ask in this process. Others indicated that further discussion should be given to whether professional or personal collegiality criteria should be considered. This item will be considered again at the April meeting.

V.P. Lehmkuhle reported that 2 sub-committees have been formed from the UM Patent Committee. One will revisit the role of the Patent Committee and the other will consider reform of the royalty-sharing algorithm. Inquiry was made of a report from UMR that royalties are not being distributed for certain license agreements. It was suggested that in one case the royalties are not being distributed because the licensee has not paid the proper amounts owing to UM. In the other case, a full disclosure is needed. It was suggested that the UM Patent Committee policy was developed when minimal budget was available for patent applications. It is the intent to revisit the appropriateness of the policy for the present situation. V.P. Lehmkuhle reported that over 100 patent applications were filed this year using existing earnings. This represents an increase of three times over the previous year.

In response to a question from UMR, it was agreed by all campuses that 3 years in not the required time for promotion to professor. Rather it is a minimum requirement.

V.P. Lehmkuhle reported that the UM Faculty Entrepreneurship award will made at the UM 2002 Technology Transfer Showcase in St. Louis on April 25th.

The meeting was adjourned at 2:05 PM.

Respectfully Submitted,

Lenn Koederitz and Don Myers