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

The meeting was called to order at 9:30 A.M. The March 8, 2002, minutes were approved as submitted.

The Chair announced that Curator Paul Steele would be joining the meeting to discuss the Presidential search process.

The meeting proceeded with the discussion of additional items to be added to those listed on the distributed agenda. There was a discussion of honorary degrees concerning what degrees (titles) are appropriate. Clarification what be requested of Vice President Lehmkuhle. It was suggested that IFC should discuss with V. P. Lehmkuhle about release time for the IFC Chair. In addition to other responsibilities, the Chair should be attending Curators meeting. It was reported by UMR that a directive may have been issued that faculty were not to contact V.P. Lehmkuhle and/or President Pacheco without the approval of the Chancellor. UMKC expressed concern that there has been mis-use of funds, e.g., computer designated funds used for other purposes.

Curator Steele joined the meeting at 10:00 AM. After introductions to the IFC members in attendance, he outlined the planned Presidential search process. It is an effort that will affect UM for years to come. The Curators do want faculty input during the process. Each Chancellor has been asked to submit a panel of four names to the Board from which the Board will select a consultative committee. The panel of four shall include the names of two of the campus’ Curators Professors and two of the campus’ Distinguished Teaching Professors. They will select one Curators’ Professor and one Distinguished Teaching Professor from each campus to serve on the Faculty Consultative Committee on Presidential Succession to assist in the Presidential search.

After the Board has produced a list of 3 to 5 candidates, the consultative committee will review the candidates and offer their advice to the Curators. The time frame for the search is to complete it by the end of this calendar year. There are 3 Curators leaving at year-end with considerable experience and knowledge of UM. The year-end target is a goal, not a requirement.

IFC is requested to select a person from their membership to serve as Chair of the consultative committee. Confidentiality relative to the search process is required. The selection process has begun with advertising in The Chronicle of Higher Education. Resumes are being collected. Applications will be compiled in June. Bill Funk has been retained as a Consultant for the Board. V.P. Ken Hutchinson is providing administrative assistance for the Board and is not representing the UM Staff in the selection process. Student representation is through the student Curator. A copy of proposed criteria for
personal characteristics for presidential succession were shared with IFC. These criteria are recommended but are only ideas to be used. The faculty consultative committee will be permitted to develop their guidelines. The advertisement used in The Chronicle of Higher Education was selected to be short in length since a lengthy advertisement was determined not to be more effective by Bill Funk and Curators President John Mathes. IFC will make the recommended Chair selection for the Faculty consultative committee at the May meeting.

In a discussion of the process for selecting faculty representatives for the consultative committee, it was noted that the Curators’ Professors and Distinguished Teaching Professors may not be as involved in the overall campus process. UMSL has only three Distinguished Professors. Although it may be too late for this search process, future faculty committees when formed should be more representative. The Board of Curators will indicate the schedule to be maintained by the consultative committee. All members of the Board will serve on the selection committee. In reply to the question of how to sell the position given the current State financial environment, Curator Steele pointed out that most states are in a similar economic condition. The campuses have much to offer: students; facilities, faculty, and good chairs. The UMKC Chancellor’s position is an example of being able to sell to desirable potential candidates. Curator Steele, in response to a discussion of future funding mechanism needs with limited state funds, indicated that the future President will need to seek federal funding.

Vice President Steve Lehmkuhle and Associate V.P. Steve Graham joined the meeting at 11:05 AM. Associate V.P. Graham reported the campus academic officers have seen the proposed Joint Appointment Best Practices document.

The Parental Leave Policy committee will be formed and meet May 10th per Associate V.P. Graham. The committee will consist of faculty, administration, and legal representation. In response to the question, will parental leave be differentiated from short-term disability, V.P. Lehmkuhle indicated that the focus is on parental leave, not on short-term disability. Another issue for consideration is how this would affect non-regular faculty. The problem is compounded by lack of financial flexibility.

V.P. Lehmkuhle handed out a revised draft Copyright Policy. The principle of faculty holding the copyright unless the University can demonstrate if should own the copyright because of use of substantial University resources will be maintained. Concern was expressed with paragraph A(2)(d)2. It was requested that copies of the draft policy be distributed on campuses for comments. V.P. Lehmkuhle stated he was willing to meet with faculty if desired. If campuses approve the policy, the next step is to go to the Board of Curators for approval.

Two committees have been formed from the UM Patent Committee: one to review the scope and charge of the committee; and another to review the sharing (royalty) algorithm. There will be a meeting on March 20th at UMR relative to campus concerns.
President Pacheco, V.P. Ralph Caruso, V.P. Ken Hutchinson, V.P. Nikki Krawitz, and V.P. Ron Turner joined the meeting at noon. President Pacheco reported “Same ol’, same ol’” for budget status. At this time there is no attempt to increase withholding. The budget situation is not likely to improve this year or the next fiscal year. There is no viable attempt to approve rainy day funds, etc. The President is hopeful that funds removed because of specific legislative concerns at campuses will be restored. Campus responses have been well constructed and tempered. Some Senators have indicated that punishing each campus was inappropriate. The Chancellors, etc., are looking at how to address shortfalls. If there are additional budget cuts, it will be necessary to consider “financial exigency”, resulting in the elimination or consolidation of programs. Concern was expressed over time constraints if this happens. The President indicated there would probably be a massive review of each campus that could not be constrained by time.

The President indicated that the recent meeting in St. Louis for the higher education public relations effort resulted in positive articles being written (non-editorial). Meetings have shown the value of higher education and have pointed out the negatives of continuing State cuts of higher education budgets. Legislature Tom Bircham called President Pacheco to contend that the funds are state funds, not University funds. Future meeting are to be held in Jefferson City and Maryville. Jim Moody (former State Budget Office Director) has explained that the State has too many non-discretionary commitments. Higher education is treated as discretionary leaving it and other discretionary commitments taking all the budget cuts.

Campus Reports:

Columbia
Report on enrollment management was made to the Council two weeks ago. It includes: increased retention and graduation rates, increased enrollment, and increased minority enrollment. The Ken Lay (Enron) Endowed Chair has caused concern among faculty. There is a meeting scheduled with the Chancellor concerning this issue. The money was given two years ago before the collapse of Enron. As a result of a recommendation by AAP, there is an audit of grievances over the past five years to alleviate the rumor that no grievances have been won by faculty. There is a management budget shortfall for the hospital. Administration’s inclusion of faculty in addressing the issues is impressive.

Kansas City
There was an all faculty meeting for budget input with the Chancellor. There were 150 faculty in attendance. It resulted in faculty working with Larry Gray in developing a budget fact sheet. A prototype front page for websites has been developed. The Chancellor has been having open buffet lunches to meet with faculty. There is a draft for CBHE articulation requirements. There is a default position being developed for student academic participation by athletes, i.e., what is expected to make-up missed classes. Convocation is being moved up to earlier in the fall.

Rolla
Enrollment is up by 150 students as well as funding for research has increased. The Provost office is looking at retention at the department level. The administration wants to
make more joint appointments. Committees are looking at procedures for joint appointments. The Academic Council is restructuring its committee structure. President Pacheco was made an Honorary Knight for St. Pat’s during the recent celebrations.

St. Louis
The campus worked hard on its strategic plan and its presentation to the Board of Curators at the recent meeting in St. Louis. Morale is not good on campus. A new Senate Chair has been elected. The Senate is about to vote on Tenure and Promotion policy revisions, after 2.5 years of work. The proposed policy is good but perhaps not an improvement. There has been bad press concerning the assistant to the Chancellor that is not deserving. The proposed general education requirements are being circulated. There was a recent meeting with the pioneers of UMSL.

The President was ask if there was thought being given by administration on how to keep faculty and staff motivate in times of no salary increases. It was suggested that benefits for dependents issues may be revived. The general officers are beginning to prepare the 2004 budget and should have a 4% salary pool, but likely state funds will not increase. There will be a need to look at value on parts of the institution as something that will need to be given up to create this salary pool. President Pacheco indicated that the salary commitment to the faculty has not been maintained and there is a need to do so.

In response to a question about how to sell the University when the short term State funding is not promising, President Pacheco indicated that he has experienced this previously. He indicated that the intent is to have the planning framework in place in the next 12 months to address the long term. The focus will be on the University 10 years from now.

V.P. Lehmkuhle indicated that there are no restrictions on which degree is given as an honorary degree.

The process for selection of the chair for the Faculty Consultative Committee on Presidential Succession was discussed. It was concluded that each campus would put forth a candidate at the May 3rd meeting. The pool can include current IFC members even if they will not continue to be on IFC for the next academic year. A chair will elected from this pool.

The meeting was adjourned at 2:00 PM.

Respectfully Submitted,

Lenn Koederitz and Don Myers