Minutes of IFC Meeting  
May 3, 2002

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

The meeting was called to order at 9:34 A.M. Curator Mary James joined the meeting and was recognized by the Chair. The April 12, 2002, minutes were approved as submitted.

The meeting proceeded with a review of the distributed agenda. The selection of the Chair for the Faculty Committee on Presidential Succession (Item 1) was postponed until the end of the meeting. Item (2.a) related to the UMR Chancellor’s email memorandum to UMR faculty and staff indicated that there should be no discussions with elected officials without administration approval. The memorandum evidently was a result of comments by the President to the Chancellor about UMR Day at the State Capitol. No other UM campus had experienced such a requirement. UMSL is pursuing program suspension or discontinuance (Item 2.b), however, it is not related to current budget problems. There was a program discontinued at UMC this year without faculty input. The President had spoken to this with respect to financial exigency. This item will be discussed with Vice President Lehmkuhle later when he joins the meeting. At UMC, Soil and Atmospheric Sciences was dissolved as a department in January without consultation with the faculty, students, alumni, and constituents. It was apparently the Dean’s decision. There were no tenure track faculty released. UMC is developing a related campus policy and is currently reviewing peer institution policies. It would seem that since a new degree program requires faculty approval, dissolution of a degree program would also require faculty approval.

Conflict of interest versus conflict of commitment (Item 3) was addressed. Would teaching the same course at UMC and at Columbia College in the evening be a conflict of interest or a conflict of commitment? A UMC committee has been tasked to define conflicts. Present UM policy is that faculty cannot teach at another institution during the academic year without written authorization. Concern was expressed for the need to make faculty aware of the policy to avoid inadvertent related problems.

It was concluded to drop agenda Item 4 (Collegiality and P&T). In a previous meeting, President Pacheco suggested that “There are some questions you don’t want to ask.” A policy of AAUP suggests that collegiality can’t be used in P&T considerations. It was suggested that the policy should be on their website.

Related to Item 5 (Continued Faculty Motivation in Times of no Salary Raises), it was indicated that the no raise policy for 2002-2003 has resulted in increased research productivity to pump up resumes. UMSL faculty cannot apply for Endowed Professor Chairs. There is a requirement that all applying must be outside candidates. It was suggested that allowing internal applicants would provide motivation. UMKC continues
to be concerned with the policy of not allowing raises for research positions when there are grant/contract funds available for such raises. The UMKC four campus leaders are in agreement and have approved the concept. At the previous IFC meeting, President Pacheco had expressed disagreement with the suggestion. The concern is for the temporary hires because they are only on research funds. This topic will be discussed later with Vice President Lehmkuhle and then the President. It was suggested in times of no raises, faculty look for other ways to raise funds. The question was asked as to whether flexibility should be encouraged by the administration. Concern was expressed about adjusting policy to specific situations. It was concluded that IFC should continue to develop topics for consideration under this agenda item. UMKC feels that that spousal/dependent tuition rebate would be a motivation. UMR suggested that perhaps consideration should be given for extra compensation for taking waiting listed students when courses have capped. The general consensus was against this concept. Each campus is to bring additional faculty motivating concepts to future IFC meetings. There is apparently low morale and a lack of interest in institution governance (added words—is that the meaning??) at all campuses. UMC had a problem in filling an at-large A&S faculty senate seat. UMSL seldom has a quorum at Senate meetings. UMKC usually has a quorum at its Senate meetings including at the summer meeting. If there is more than 50% in attendance at UMKC when choosing the Senate Chair, (s)he will sit on Chancellor’s Council.

UMSL ask that an item be added to the agenda. Given the tight budget times and that the assessment tests are useless at the university level, should they be eliminated? UMSL originally required a comprehensive examination for graduation. Currently there is only two departments that are presently using the comprehensive examinations. The suggestion is to approach the Curators and request consideration of relaxing the policy. Curator James addressed the political correctness of assessment tests. Both general education and specialization tests are required, as well as national comparison is required. Vice President Hutchinson joined the meeting at 10:35 AM to provide a status report on the Presidential search process. Presently the effort is in the early stage of the search. Advertisements have been placed with nominations beginning to appear. One thousand (1,000) letters will be mailed to friends (donors) of the University requesting nominations. In addition, a brochure on the University of Missouri talking to leadership issues will be created to mailed to nominees. It is expected that applications will be received by July and early August. By early September, Bill Funk (search consultant) in consultation with the Board of Curators will distill the list of applicants to 8 to 10 candidates. The Board will select 4 to 6 from the list for interviews. The Faculty Consultative Committee on Presidential Succession will be engaged in the process at that point. There will a major time commitment by the Faculty Committee in late September and October. The consultant firm has been involved with most of the Big 10 Presidential searches. The Faculty Consultative Committee for Presidential Succession will assist the Board in checking references, conducting interviews with finalists, providing opinions to the Board, and weight candidates using established Board criteria and good judgment as faculty. Candidate interviews may not be back to back even though they were done in that format for the last search. VP Hutchinson will check on the number of meetings the
Chair of Faculty Consultative Committee on Presidential Succession will need to convene the committee and arrange meetings.

V.P. Hutchinson was asked about an automatic 5% pay increase policy on position reclassifications during this period of tight budgets. It should be based on market considerations. The 5% may be a campus policy (UMR and UMKC), however, there is no such system policy. Reclassification for just a raise causes problems. Reorganization within a department may be a legitimate reason.

The subject of release time for the Chair of IFC (e.g., to attend Board meetings, etc.) was discussed. It was the sense of the members that the time commitment to the position was a function of the person serving as Chair. No significant support was expressed for advancing the concept.

Relative to the IFC summer retreat, the new IFC Chair will be from UMC. At this time, UMC does not know who will be the Chair. Two new members have already been selected. One at-large member remains to be selected. UMC will work with VP Lehmkuhle’s office in establishing dates and location for the summer retreat.

UMKC raised the question of whether there was any choice on portals, e.g. customized entry to a website that directs user to desired information (is this a correct capture of the information). Three campuses use BlackBoard 3 (UMKC does not). Currently U-Wide is reviewing the need for a common portal capability. Request that campuses determine what capabilities are needed.

V.P. Steve Lemkuhle joined the meeting at 11:00 AM. He was asked about the financial exigency policy relative to faculty input when there is consolidation of programs and/or discontinued/terminated programs. UMSL has changed to the applicable Tenure and Promotion policies for an applicant to being those in effect when (s)he was hired rather than the policies in effect at time of application. The CBHE has “inactive programs” which do not take students into the program. Such a program is considered as a “suspended program” which could be reactivated. IFC would like to see faculty input into these decisions.

It was suggested that assessment tests are a waste of money, especially considering the elimination at the k-12 level. V.P. Lemkuhle will pursue this subject with the academic officers. Part of the new General Education requirements is assessment. CBHE wants individual assessment rather than programmatic assessment and is what UM should be doing. Politically, we should show why we want to change assessment, not eliminate it.

V.P. Lemkuhle passed out the brochure for the “Technologies = Discoveries & Solutions” brochure for the 2002 UM Technology Transfer Showcase held in St. Louis. There had been 1,000 people invited with 200 in attendance. Nominations for UM entrepreneur of the year award are being requested for the 2003 UM T^2 Showcase. It was pointed out that the award does not rotate and that good unsuccessful candidates should consider reapplying.
V.P. Lehmkuhle reported that the proposed changes in the UM Copyright policy will be moved forward in the Fall.

President Pacheco joined the meeting at noon. He reported that “we still don’t know” what the situation is with the budget. There will probably be a special session, but that opens everything up again for restoration or additional inclusions. Current additional shortfall is of concern as the budget must balance at year-end. This is critical as our funds are committed for the next two months. Higher education does not seem to be in line for additional cuts. Rainy day funds are not likely to be made available for addressing the shortfalls. State administration has indicated they will protect higher education next year but it is not in writing so the significance of the statement has limited meaning. Individual campus reductions occurred for UMC and UMSL. The UMKC reduction remains in place. President Pacheco indicated he will address the related issues after the legislature has closed.

An additional 10% cut is a reality. The more UM publicly anticipates a 5% cut, the more likely it will occur because the legislature will think UM is prepared for the cut. UM is 11.7% of the state budget and have taken a 20% shortfall already. No other state agencies were hit this hard except Mental Health who was told they would get rainy day funds.

President Pacheco has no idea when the tuition issue will be settled, but no matter what the decision at the trial level, it will be appealed and will take years to settle. The judge is trying to force settlement but in not likely to be successful. The $480 million alleged damages are an unthinkable consequence for UM.

President Pacheco indicated that the strategic planning process is currently reviewing programs, but it is not driven by the current budget situation. Campuses should have policies for program discontinuation and currently the only policy is financial exigency (which is system-wide). Campus policy should be developed before a process is put in place.

Relative to the subject of faculty motivation, UMSL raised the issue as to the extent of the requirement of candidates for endowed chairs must be capable of bringing in outside funds. President Pacheco suggested that different campuses have to make decisions about what is best for the campus and the department. There are different levels of priorities that must be considered that would affect the issue of the extent of the need for endowed chairs to bring in outside funds.

UMKC pointed out that many outside research grants/contract budget salaries provide for 4-5% annual raises approved by the Chancellor, but not the President. These are often young faculty who won’t get a raise, but who need the non-contract personnel to get their work done. President Pacheco said that he had revisited this situation many times, even as recent as this morning, and his position remains unchanged. The rationale is that everyone is an employee of the University for Missouri and there should not be 2 classes
of employees created. This would create morale problems. The President will remain firm in his position on this issue. Exceptions permitted to the no raise policy will be relative to situations for retention and promotion. Curators are not going to be asked by the President for salary raises.

Campus Reports:

Columbia
There was a general faculty meeting on Monday with the Chancellor making a budget presentation. No questions were asked, just an atmosphere of general gloom. The Faculty Council met with the head of the library. At the previous Council meeting, Art Henshaw made a presentation about the mediation service. Surprisingly of a dozen grievance cases, most are staff related. Pick-A-Prof (MSA proposed), commercially sponsored on-line course evaluation, was viewed poorly by the Faculty Council. PeopleSoft continues to present problems at UMC, particularly related to grant financial information. UMC is at Stage 2 of their administrative review. The Provost will share the results with the Chancellor and the public.

Kansas City
Harris Mirken in conjunction with CNN and local channels has kept UMKC in the news. His appearance on the O’Reilly factor was a disaster, incredible amount of interest and animosity. The Faculty Senate elections resulted in a 50% faculty turnout. The Senate will continue to meet every 2 weeks throughout this summer. Dr. Mendosa retired and the Affirmative Action Program is being restructured.

Rolla
The Academic Council passed a recommendation for bylaw changes in its organizational structure and has forwarded it to the General Faculty for consideration. A Chancellor’s email to Campus personnel requires permission from administration to speak to elected officials. President Pacheco is confident that it is intended to apply only to those situations when conducting “official business”.

St. Louis
At the April 23rd Faculty Senate meeting, the General Education Block requirement was approved. A resolution was passed relative to the Harris Merkan issue. New degree programs were also approved. There are continuing budget discussions.

The Chair reminded the members that it had been agreed at the last meeting that the process for selection of the chair for the Faculty Consultative Committee on Presidential Succession was for each campus to put forth a candidate at this meeting. Reconvening after granting a requested recess by UMSL, UMC did not have a nomination, UMSL nominated Lois Pierce, UMKC nominated Max Skidmore, and UMR did not have a nomination. Following a secret ballot vote taken and counted, it was announced that Lois Pierce would serve as the chair for the Faculty Consultative Committee for Presidential Succession.

The meeting was adjourned at 1:20 PM.
Respectfully Submitted,

Lenn Koederitz and Don Myers