1-1-1994

Faculty Senate Minutes 1993 - 1994

Missouri University of Science and Technology Faculty Senate

Follow this and additional works at: http://mst.bepress.com/facsenate_min

Recommended Citation
Missouri University of Science and Technology Faculty Senate, "Faculty Senate Minutes 1993 - 1994" (1994). Minutes & Agendas. Paper 22.
http://mst.bepress.com/facsenate_min/22

This Minutes is brought to you for free and open access by the Faculty Senate at Scholars' Mine. It has been accepted for inclusion in Minutes & Agendas by an authorized administrator of Scholars' Mine. For more information, please contact weaverjr@mst.edu.
ACADEMIC COUNCIL MEETING DATES
1993-1994

1. September 16, 1993
2. October 21, 1993
3. December 2, 1993
4. January 20, 1994
5. February 24, 1994
6. March 24, 1994
7. April 28, 1994
8. June 23, 1994
October 26, 1993

TO: Members of the Academic Council

FROM: Lance Haynes, President

REF: Special Meeting Call

A special meeting of the Academic Council is hereby called for 1:30 on Thursday, November 4th, 1993, in Room G-5 H-SS, to consider a resolution concerning the deadlines presently associated with participation in the new health care plan and related issues.

Please plan to attend.
MEMORANDUM TO: All UMR Faculty and Staff
FROM: John T. Park, Chancellor
DATE: September 28, 1993
RE: 1993-94 Strategic Action Plan
     1992-93 Strategic Plan Accomplishments

Attached is a copy of the 1993-94 Strategic Action Plan. All the action items are high priorities for one or more of the campus units. Each action is another step toward reaching our shared vision of what UMR can become. Many of these action items contribute directly toward fulfilling the highest priorities of the campus, specifically those actions related to the Curriculum Task Force, to leadership development, to the preparations for a capital campaign, and to the improvements in campus services.

A list of completed 1992-93 action items is also attached. We can all take pride in our having successfully completed the 1992-93 Strategic Action Plan. I am confident that we will be equally successful in fulfilling our goals for 1993-94.

dk
Attachment
1993-94 STRATEGIC ACTION PLAN

INITIATIVE I
To maintain academic programs (curriculum) recognized for their high academic standards, their overall excellence, and their relevance.

GOAL 1
To ensure continued review of the curriculum of each department with special attention to:
1. meeting the needs of the students;
2. meeting the needs of the profession, industry, and society;
3. meeting the revised general education requirements of the university;
4. meeting the changing requirements of accreditation agencies.

ACTION ITEM A
Incorporate Academic Council approved general education requirements into curricula. (Chairs, Deans)

ACTION ITEM B
Study alternative modes of teaching and their impact on faculty workload. (Curriculum Task Force, VCAA)

ACTION ITEM C
Review engineering curricula relative to early engineering design. (Curriculum Task Force)

ACTION ITEM D
Complete the Environmental Engineering/Science second bachelor's degree proposal. (VCAA)

ACTION ITEM E
Invite speakers on ABET, engineering design, and outcome assessment. (Engineering Deans, Curriculum Task Force)

ACTION ITEM F
Fund at least one curriculum improvement seed proposal per School/College. (Deans)
ACTION ITEM G
Review staffing concerns with respect to Freshman Engineering/Basic Engineering. (Deans, VCAA)

ACTION ITEM H
Review the campus Honors Program. (Deans, VCAA)

GOAL 2
To monitor and benchmark program performance against leading and innovative university departments in each area of endeavor.

ACTION ITEM A
Assess curricular innovations underway at other institutions. (Curriculum Task Force, VCAA)

GOAL 3
To gradually increase on-campus undergraduate enrollment to 4500-4800 students, graduate enrollment to 700-1000 students and then maintain enrollment at levels consistent with facilities and financial support.

ACTION ITEM A
Initiate a campus planning process to determine methods for handling departmental campus enrollment variations. (Chancellor, VCAA)

GOAL 4
To assure each degree program will annually graduate, on the average, at least 10 majors at the baccalaureate degree level, 5 majors at the masters degree level, and 3 Ph.D.'s.

(See I, 3A)

GOAL 5
To ensure continual growth in scholarship.

GOAL 6
To explore options for masters level programs which incorporate multi-disciplinary opportunities and opportunities for professional practice.
GOAL 7
To strengthen the UMR graduate programs at the Engineering Education Center (EEC) in St. Louis.

ACTION ITEM A
Complete a feasibility study for a Ph.D. program in St. Louis. (Graduate Faculty, Deans, VCAA)

ACTION ITEM B
Review UMR's residency requirements. (Graduate Faculty, VCAA)

GOAL 8
To assure computing proficiency of all students.

GOAL 9
To develop a Campus-wide Information Server (CWIS) which provides easy access for all network users to a wide variety of UMR information items, including catalogs, class schedules, course offerings, telephone directory, electronic mail addresses, and many other items appropriate for bulletin board type posting.

ACTION ITEM A
Install a menu system on all Novell Servers to provide easy access to campus and department DOS software, and automatic links to primary computing services, including the Library System (LUMIN), administrative applications, mainframes, and workstations. (Director of Computing Services, VCAA)

PLANNING ITEM: Investigate the use of Windows across the network to allow access to newer software products and to further improve user-friendliness, hot-keying, and multiple sessions. (Director of Computing Services, VCAA)

(See VIII, 3A)
INITIATIVE II
To assure teaching programs are of the highest quality, using the most appropriate teaching technologies and teaching techniques.

GOAL 1
To have all faculty receive teaching evaluations of satisfactory or better.

ACTION ITEM A
Review the evaluation of teaching process to improve its reliability and credibility. (VCAA)

GOAL 2
To establish reasonable, well-defined expectations for student performance in all courses.

GOAL 3
To assure continuing faculty development in teaching.

ACTION ITEM A
Sponsor a major speaker to address university teaching. (Deans, VCAA, Curriculum Task Force)

ACTION ITEM B
Organize teaching fora led by UMR Outstanding Teachers and Distinguished Teaching Professors. (Deans, VCAA)

ACTION ITEM C
Visit another university to study their teaching program. (Curriculum Task Force, Deans, VCAA)

(See I, 2A regarding curriculum benchmarking)

ACTION ITEM D
Invite at least one speaker to address faculty on some aspect of pedagogy in each departmental discipline. (Chairs, Deans, VCAA)
GOAL 4
To provide appropriate teaching support services, including audiovisual, televideo, and other instructional aids, and support to facilitate the use of that equipment.

ACTION ITEM A
Fund at least one innovative teaching experiment in each School/College. (Deans, Curriculum Task Force, VCAA)

See I, 1F regarding curricular innovation.

ACTION ITEM B
Allocate funds to purchase materials (books, videos, tapes, cd's) that enhance teaching. (Chancellor, VCAA)

GOAL 5
To exceed any goals or requirements established by the Board of Curators or the CBHE for achievement of graduates on exit assessments.

GOAL 6
To have an electronic library that provides ready access to information in all common formats.

(See I, 9A)

ACTION ITEM A
Implement the Five-Year Budget Plan provision which reallocates an additional $980,000 to the library over the next four years: 1994, $180,000; 1995, $200,000; 1996, $300,000; and 1997, $300,000. (Chancellor)

ACTION ITEM B
Implement a network-based CD-ROM server capable of interchanging and managing at least 10 CD-ROMs containing geologic information for instruction. (Director of Computing Services, Library Director, VCAA)

PLANNING ITEM: Assess the effect of CD-ROMs and other databases envisioned for the electronic library on campus network bandwidth. (Computer Services Director, VCAA)

GOAL 7
To have capstone experiences in all degree-granting programs.
ACTION ITEM A
Identify capstone courses in all baccalaureate degree programs. (Deans, Curriculum Task Force, VCAA)

GOAL 8
To provide high quality, self-supporting continuing education programs (credit and non-credit) that meet the needs of the business and professional community.

ACTION ITEM A
Modify extension procedures, policies, and practices to provide adequate incentives for effectiveness. (Chairs, Deans, VCAA)

GOAL 9
To provide career and error-free academic advising for all students using technologies which promote productive faculty/student relationships.

ACTION ITEM A
Survey faculty to assess faculty attitudes as to how quality advising is measured and rewarded. (Deans, VCAA)

ACTION ITEM B
Evaluate an on-line student/faculty departmental advising system. (Deans, VCAA)

GOAL 10
To keep student-to-faculty ratios below 15 to 1 and average class sizes under 30 students.

(See I, 3A)
INITIATIVE III
To recruit and retain faculty who are recognized as experts in their fields of study; who are exceptionally effective in communicating their expertise to students; who are capable of developing a superior educational environment for graduate and undergraduate students; and who are able to maintain research programs which are competitive with the best in the nation.

GOAL I
To aggressively recruit faculty who will contribute to UMR's mission and vision.

ACTION ITEM A
Ensure the use of long-range departmental plans in the faculty recruiting process. (Chairs, Deans, VCAA)

ACTION ITEM B
Develop and maintain in each department an affirmative action list of individuals of diverse ethnic, gender, and cultural backgrounds who have potential as outstanding faculty members. (Deans, Affirmative Action Officer)

ACTION ITEM C
Continue to train appropriate departmental and School/College personnel regarding compliance with recruiting and affirmative action procedures. (VCAA, VCAS, Affirmative Action Officer)

ACTION ITEM D
Review and/or update the standard operating recruiting and affirmative action procedures. (VCAA, VCAS, Affirmative Action Officer)

ACTION ITEM E
Communicate decisions relative to faculty positions, including start-up funding, to departments by December 1, 1993. (Chairs, Deans, Chancellor)

GOAL 2
To provide an appropriate compensation/benefits package for faculty and academic staff to assure UMR's ability to attract and retain truly outstanding faculty and staff.
ACTION ITEM A
Develop a comprehensive strategy for FY95 salary increases. (Deans, VCAA, Chancellor)

ACTION ITEM B
Survey Big 8/Big 10 and AAU universities to determine, by discipline, average E&E budgets per faculty member. (VCAA)

GOAL 3
To develop sufficient budgets and endowments to support the identification of 12% or more of the tenured faculty as Named Professors, Curators' Professors, Distinguished Teaching Professors, and Chaired Professors.

ACTION ITEM A
Develop a program to ensure adequate salary funds to hire exceptional new faculty. (Deans, VCAA)

GOAL 4
To design a promotion and tenure process which assures the selection of faculty whose ability and contributions match UMR's mission and vision.

ACTION ITEM A
Develop a family leave policy for faculty which addresses the relationship of family leave to the time of the tenure decision. (VCAA)

ACTION ITEM B
Revise the annual faculty evaluation process to ensure clear communication of expectations and goals. (Chairs, Deans, VCAA)

GOAL 5
To increase the number of under-represented or minority faculty by 50 percent, FY 1993-1999.

ACTION ITEM A
Develop guidelines for a Forgivable Loan Program proposal for private/public support to produce additional, qualified, minority faculty prospects. (Deans, Affirmative Action Officer)
INITIATIVE IV
To strengthen research programs nationally acclaimed for excellence and concentrated in areas supporting the central mission of the campus.

GOAL 1
To increase the annual number of scholarly publications (or comparable scholarly works) on a per faculty basis to match the scholarly publications record of their peers at the Big 8/Big 10 universities by FY 1998.

GOAL 2
To foster international recognition for the interdisciplinary centers in each of the four areas of University research concentration (environmental, geotechnical, manufacturing, and materials). To encourage and reward faculty participation in these centers.

ACTION ITEM A
Complete the organization of the Center for Environmental Science and Technology (CEST) and obtain at least one major funding success. (Dean of Arts & Sciences, Center Director)

ACTION ITEM B
Hire a director and an inorganic group leader for the Environmental Trace Substances Research Center (ETSRC), move the ETSRC to Rolla, and institute procedures to benchmark the operation of the ETSRC. (Dean of Arts and Sciences, ETSRC Director)

GOAL 3
To increase by FY 1998 the annual external funding for research on a per regular faculty member basis to match the external research funding of their peers at the Big 8/Big 10 universities.

ACTION ITEM A
Streamline the proposal review process. (VCAA)

ACTION ITEM B
Stimulate external research funding by establishing a library of successful proposals and by sponsoring a series of workshops on successful proposal writing. (VCAA)
ACTION ITEM C
Develop a plan in each Ph.D. degree granting department which would lead toward external research funding, on a per faculty average basis, equal to that of faculty peers at Big 8/Big 10 universities. (Chairs, Deans, VCAA)

GOAL 4
To focus UMR research on the needs of the state and nation.

GOAL 5
To conduct regular reviews of research programs for effectiveness and responsiveness to university goals.

ACTION ITEM A
Establish appropriate common modes of operation for the major campus research centers. (Research Center Directors, VCAA)
INITIATIVE V
To develop graduate programs recognized nationally for the quality of their graduates.

GOAL 1
To view graduate students as developing professionals and to provide an environment for learning and growth through association with faculty.

ACTION ITEM A
Offer a comprehensive communications training program for graduate students. (Dean of Arts & Sciences)

ACTION ITEM B
Reorganize staff support of GTA workshops to provide better student access. (Dean of Arts & Sciences)

GOAL 2
To admit to graduate programs at UMR students at least 70% of whom score above the 50th percentile on the GRE or other appropriate nationally normed graduate admissions test.

GOAL 3
To develop recruiting and support programs which will lead toward 50% or more of the doctoral degrees being awarded to U.S. citizens in each program.

ACTION ITEM A
Improve the graduate student recruiting process to increase student quality. (Chairs, Deans, VCAA)

ACTION ITEM B
Solicit external support for graduate student traineehips. (Deans, VCUA, VCAA)

ACTION ITEM C
Evaluate graduate student recruiting strategies used by other universities for cost effectiveness and applicability to UMR. (Director of Admissions and Student Financial Aid, Deans, VCAA)
GOAL 4
To streamline graduate student enrollment process.

ACTION ITEM A
Handle out-of-state fee waivers for graduate students directly from departments. (Chairs, Deans, VCAA)

ACTION ITEM B
Revise graduate regulations to improve understanding and increase student quality. (Graduate Faculty, Deans, VCAA)

GOAL 5
To focus resources and effort so that seven of UMR's programs are recognized nationally as among the best 15 graduate programs for a particular discipline in the United States.
INITIATIVE VI
To recruit and retain students who are capable of benefiting from UMR's unique environment and high academic standards.

GOAL 1
To attain retention rates required by the Missouri Coordinating Board for Higher Education for highly selective university status.

ACTION ITEM A
Develop a campus-wide Early Warning System to identify and assist high risk students. (VCSA, Deans, VCAA)

ACTION ITEM B
Expand the EXCEL UMR program to serve 200 more participants. (Dean of Arts & Sciences)

ACTION ITEM C
Submit at least one proposal for external funding of a sizeable facet of EXCEL UMR. (Dean of Arts & Sciences)

ACTION ITEM D
Open a second Academic Enhancement Center. (VCSA)

GOAL 2
To develop an ongoing assessment program focusing on providing the data required to improve instructional programs and provide the evidence needed to demonstrate that UMR is fulfilling its obligations to the Board of Curators and the CBHE.

ACTION ITEM A
Improve dissemination of Cooperative Institutional Research Program information. (Academic Assessment and Student Research Office Director, VCSA)

ACTION ITEM B
Implement a campus-wide plan for collection and dissemination of student data. (VCSA, VCAA)
ACTION ITEM C
Review CBHE requirements to ensure institutional compliance. (Academic Assessment and Student Research Office Director, VCSA)

GOAL 3
To achieve overall satisfaction of all students with the quality of the education they receive at UMR.

ACTION ITEM A
Automate the registration process for students seeking on-campus interviews with prospective employers. (Career Opportunities Center Director, VCSA)

ACTION ITEM B
Publicize the availability of community access for nondegree-seeking students. (Registrar, VCAA)

ACTION ITEM C
Implement goals-oriented living-learning modules in residence halls and Greek houses. (Director of Residential Life and Student Activities, VCSA)

ACTION ITEM D
Produce and distribute to freshmen a brochure that describes tasks and activities which enhance personal career development. (Counseling and Career Development Center Director, VCSA)

GOAL 4
To provide superior academic advising, including professional and academic guidance, to students.

ACTION ITEM A
Develop a brochure for students on the roles of students and faculty in the academic advising process. (Counseling and Career Development Center Director, VCSA)

GOAL 5
To implement highly selective admission standards that ensure well prepared first-time, full-time degree seeking students (highly selective means 90% of admitted students will have a sum of percentile class rank and percentile examination rank that equals or exceeds 140).
ACTION ITEM A
Provide special advising as mandated by UMR’s new admissions requirements. (Chairs, Deans, VCSA, VCAA)

GOAL 6
To significantly increase student involvement in on-campus work.

ACTION ITEM A
Require each work study student supervisor to attend a one-hour training session. (VCAA, VCSA)

ACTION ITEM B
Assess students’ work study experiences via questionnaires. (VCAA, VCSA)

GOAL 7
To graduate 90% of the UMR transfer students who complete a model transfer program.

GOAL 8
To increase the amount of student financial aid, especially work study.

ACTION ITEM A
Increase the amount of general operating, student financial aid by $1.6 million. (Chancellor)
INITIATIVE VII
To foster an environment that is supportive of student intellectual, cultural, ethical, physical, interpersonal, and leadership development.

GOAL 1
To enhance students' written and oral communication skills.

ACTION ITEM A
Sponsor an on-campus, writing across the curriculum workshop for interested faculty. (Chair of English, Dean of Arts & Sciences, VCAA)

ACTION ITEM B
Review the effectiveness of the communications skills development projects underway and report the findings and recommendations. (Curriculum Task Force, Deans, VCAA, Chancellor)

ACTION ITEM C
Establish an Applied Language Institute. (Director of International Students and Programs, Dean of Arts & Sciences, VCAA, VCSA)

ACTION ITEM D
Continue the pilot writing project in Mechanical Engineering and initiate a pilot writing center in the School of Mines and Metallurgy. (Chair of English, Chair of Mechanical Engineering, Deans)

GOAL 2
To provide more research opportunities for undergraduate students.

ACTION ITEM A
Determine effectiveness of the OURE program in promoting undergraduate research. (VCAA)

GOAL 3
To implement a professional development plan for students' voluntary participation.
ACTION ITEM A
Develop and implement a UMR Scholar Athlete Awards Program for students who earn a 3.5 or above GPA semester or cumulative average while participating in varsity athletics. (Athletic Director, VCAS)

ACTION ITEM B
Implement the established procedure for the professional development plan for UMR students. (VCSA)

GOAL 4
To provide an environment that encourages students to develop leadership skills.

ACTION ITEM A
Develop and implement a Captains’ Committee, composed of each varsity athletic team captain. (Athletic Director, VCAS)

ACTION ITEM B
Implement the leadership training program developed last year for Student Council officers and student organization leaders. (VCSA)

ACTION ITEM C
Review the process for conducting student team design competitions. (Deans, VCAA)

GOAL 5
To provide an environment that encourages students to accept responsibility for individual behavior and to be active participants in developing a thoughtful, cooperative community.

ACTION ITEM A
Complete the student-athlete handbook and distribute it to all UMR student-athletes at the beginning of their sports seasons. (Athletic Director, VCAS)

ACTION ITEM B
Recruit and advise so as to maintain current average persistence rate (retention/success) of student-athletes above the all student average. (Athletic Director, VCAS)
ACTION ITEM C
Publish and distribute the statement of Student Expectations, Rights and Responsibilities. (VCSA)

GOAL 6
To develop goal-directed student involvement in campus organizations and activities.

ACTION ITEM A
Break ground for construction of the Recreation and Intramural Facility. (VCAS)

ACTION ITEM B
Study and develop intramural and recreational activities with student interests in mind, and encourage all students to participate in some form of physical activity. (Athletic Director, VCAS)

ACTION ITEM C
Implement the plan for increasing the involvement of off-campus and commuter students in campus life. (VCSA)

GOAL 7
To provide an environment which promotes success for economically and educationally disadvantaged students, especially minorities and students from rural areas.

ACTION ITEM A
Implement the campus diversity education plan. (VCSA)
INITIATIVE VIII
To provide safe and effective laboratories appropriate for the support of high quality academic and research programs.

GOAL 1
To design and develop research and instructional laboratories that are consistent with active research programs and current curricula.

ACTION ITEM A
Update each departmental laboratory plan. (Chairs, Deans, VCAA)

ACTION ITEM B
Provide $300,000 in annual matching funds for instructional equipment proposals and research equipment matches. (VCAA, Chancellor)

ACTION ITEM C
Submit at least one proposal per department which seeks external funding for instructional equipment or for some pedagogical effort. (Chairs, Deans)

GOAL 2
To ensure that all laboratories are safe and in compliance with appropriate federal and state legislative mandates.

ACTION ITEM A
Implement the Environmental Protection Agency compliance plan. (Chairs, Deans, VCAS)

ACTION ITEM B
Implement a waste determination plan and a chemical tracking system. (Chairs, Deans, VCAS)

ACTION ITEM C
Complete the inventory of chemicals as required by the EPA Consent Agreement. (Chairs, Deans, VCAS)

ACTION ITEM D
Reorganize Environmental Health/Risk Management to satisfy new EPA requirements. (VCAS)
ACTION ITEM E
Develop chemical tracking system software for EPA compliance. (Director of Computing Services, VCAA)

GOAL 3
To provide appropriate distributed computing facilities for all students.

ACTION ITEM A
Update the Long Range Plan for Academic Computing. (Computing Services, VCAA)

ACTION ITEM B
Install a Hewlett-Packard workstation to provide general purpose UNIX computing services for students, migrate electronic mail and information services from the IBM mainframes, and make plans to eliminate UMRVMA next summer. (Director of Computing Services, VCAA)

ACTION ITEM C
Continue to improve, expand, and maintain campus Computer Learning Centers. (Director of Computing Services, VCAA)
INITIATIVE IX
To provide a physical facility operation designed to support the programs of the university, including facilities and grounds which are exceptionally well maintained and which provide an attractive setting for study and work.

GOAL 1
To enhance the aesthetic appearance of the campus.

(See VII, 6A)

ACTION ITEM A
Build an Academic Support Building on State Street which will allow the removal of obsolete and inefficient buildings. (VCAS)

ACTION ITEM B
Renovate the Barrett Property for occupancy by Human Resource Services. (VCAS)

ACTION ITEM C
Remodel the Tech Engine Eating Club for use until the space is required for parking. (Dean of Engineering, VCAS)

ACTION ITEM D
Move KMNR into the former bookstore site on 12th Street and raze the north portion of the old cafeteria. (VCAS)

ACTION ITEM E
Upgrade and renovate the planting bed areas on campus. (Director of Physical Facilities, VCAS)

ACTION ITEM F
Initiate tree and shrub replacement programs on the campus and golf course. (Director of Physical Facilities, VCAS)

ACTION ITEM G
Complete parking lot improvements (Lots 11 and 17). (Director of Physical Facilities, VCAS)
ACTION ITEM H
Complete high priority repair projects listed for funding from supplemental funds.
(Director of Physical Facilities, VCAS)

ACTION ITEM I
Repair, renovate, and improve boilers 3 and 4. (VCAS)

ACTION ITEM J
Complete the following facilities improvement projects in student services areas:
1. Replacement of windows in Quadrangle Residence Hall area
2. Completion of second stages of Thomas Jefferson Hall and Quadrangle cafeteria renovation projects
3. Repair of University Center West HVAC system
4. Replacement of room lighting systems in the UC-East, Missouri and Mark Twain Rooms
(VCSA)

ACTION ITEM K
Move the EXCEL UMR program and the Oral Communication Center to G-7 Humanities/Social Sciences Building and move the College of Arts and Sciences' offices to Fulton Hall. (Dean of Arts & Sciences)

ACTION ITEM L
Commit $700,000 in campus funds for state matching (total $1,400,000) for building modifications to meet ADA requirements. (Chancellor)

ACTION ITEM M
Plan to install air conditioning in all classrooms over the next few years, and identify at least four classrooms for completion this year. (VCAS)

GOAL 2
To provide high quality service while attaining a high level of customer satisfaction.

ACTION ITEM A
Improve Physical Facilities' services by project evaluation through user feedback, including worker grading; employee training emphasizing the importance of helpful, friendly service; improving the professionalism in project estimating and fulfilling commitments made to customers. (VCAS)
ACTION ITEM B
Upgrade communications for all supervisors and craftpersons to decrease response time. (VCAS)

ACTION ITEM C
Obtain a computer-based, estimating program to develop performance specifications. (VCAS)

ACTION ITEM D
Secure a contractor, through competitive bidding, to perform small construction projects and routine classroom maintenance. (VCAS)

ACTION ITEM E
Complete the construction contract on the State Emergency Operations Center in McNutt Hall and negotiate a maintenance agreement. (VCAS)

GOAL 3
To improve the processes for accomplishing tasks.

ACTION ITEM A
Implement a minor renovation planning process to ensure continuous upgrading of classrooms and laboratories. (VCAS)

ACTION ITEM B
Develop an Energy Management Program relative to energy production, distribution, and use. (VCAS)

ACTION ITEM C
Organize an in-house construction team, consisting of three to five people, to perform minor construction projects. (VCAS)

ACTION ITEM D
Implement a scheduling program for all minor construction projects and repetitive maintenance tasks. (VCAS)

ACTION ITEM E
Organize the estimating process on minor projects to include craft level input for added efficiency. (VCAS)
ACTION ITEM F
Organize a computer-based, estimating procedure for major projects to provide for on-call contractor bidding. (VCAS)

ACTION ITEM G
Expand Physical Facilities' vehicle fleet and stock vehicles with routine maintenance parts to eliminate inefficiencies. (VCAS)

GOAL 4
To obtain state support to maintain modern, efficient buildings in support of the campus mission.

ACTION ITEM A
Request support for the UM 1994-95 capital request, which specifically includes:
1. Electrical Engineering Addition and Renovation
2. Renovation of Schrenk Hall
3. Renovation of the Rolla Building.
(Chancellor)

GOAL 5
To provide for continuous improvement of the campus procedures.

ACTION ITEM A
Prepare a formalized process for establishing criteria and priorities for minor renovation projects on campus. (VCAS)
INITIATIVE X
To provide campus services which support a productive and pleasant environment for the university community, and one in which hard work, accomplishment, performance, and innovation are recognized and rewarded.

GOAL 1
To attain a high level of "customer" satisfaction and provide high quality service.

ACTION ITEM A
Develop and conduct a survey by each division to ascertain service satisfaction for at least one process. (Deans, VC's)

ACTION ITEM B
Produce emergency checks on campus to provide faster payment. (VCAS)

ACTION ITEM C
Complete Financial Records System manual revision project. (VCAS)

ACTION ITEM D
Facilitate communication of travel information by informing the campus of the numerous services available at local travel agencies. (VCAS)

ACTION ITEM E
Test and implement the Loan Management System Collection Module for the Student Loan section. (VCAS)

ACTION ITEM F
Prepare the Grant Data Form on diskette and distribute to the campus community to save clerical time and to increase overall campus productivity in research proposal preparation. (VCAS)

ACTION ITEM G
Continue training departmental personnel in the use of the electronic purchase order requisition module of the computerized purchasing system, with the goal of 90% usage by October, 1993, and implement the bid request/bid tabulation module of the system in January, 1994. (VCAS)
Initiative X (cont’d.)

ACTION ITEM H
Discontinue photocopying of vendor invoices by installing the new voucher entry system. (VCAS)

ACTION ITEM I
Develop a written Continuous Quality Improvement Plan for each Student Affairs unit. (VCSA)

GOAL 2
To improve the processes for accomplishing tasks by using work teams where possible.

ACTION ITEM A
Establish work teams to assess and improve at least one process in each unit. (VC’s, Deans)

ACTION ITEM B
Train staff in effective utilization of the Query Management Facility (QMF) to extract information from the Grant Information System (GIS). (VCAS)

ACTION ITEM C
Improve processing of graduate student PAF’s in May and August by developing a change of address form on the computer system.

ACTION ITEM D
Implement the remainder of the internal Purchasing Department task force’s recommendations. (VCAS)

ACTION ITEM E
Initiate phase-in procedures for the new electronic mailing system. (VCAS)

ACTION ITEM F
Work to more aggressively close out grants and contracts to save filing time and to more effectively utilize campus file storage space. (VCAS)

ACTION ITEM G
Improve the procedures for student loan exit interviews. (VCAS)
ACTION ITEM H
Review the current practice of central budget monitoring. (Director of IRBP)

GOAL 3
To provide supervisory training on a regular basis.

ACTION ITEM A
Offer Performance Appraisal "follow-up" sessions and encourage supervisors to establish performance levels and work with underachievers in a timely manner. (VCAS, Human Resource Services)

GOAL 4
To assure that staff performing quality work are recognized for their contributions on a regular basis.

ACTION ITEM A
Continue departmental employee performance appraisal programs with appropriate reviews by divisional administrators. (Deans, VC's)

ACTION ITEM B
Review the staff awards program for possible expansion of the recognition program. (VCAS)

GOAL 5
To encourage the active participation of staff in affecting organizational change, thereby enabling them to become more effective and efficient in their jobs.

ACTION ITEM A
Implement, on a trial basis, a "light" or "alternative duty" program for employees with work-related injuries to reduce workers compensation costs. (VCAS)

ACTION ITEM B
Improve and conduct training sessions to improve the campus community's knowledge of available Financial Records System information. (VCAS)

ACTION ITEM C
Enhance new employee orientation sessions. (Human Resource Services, VCAS)
GOAL 6
To improve interpersonal relations of the university community.

ACTION ITEM A
Promote the campus plan for removing physical and programmatic barriers that inhibit ADA compliance, and establish an ADA advisory group. (Affirmative Action Officer, Director of Human Resource Services, VCAS)

ACTION ITEM B
Establish a fund to meet the special needs of disabled students. (Chancellor, Affirmative Action Officer)

ACTION ITEM C
Provide awareness training to divisions/departments and key and other interested personnel who have not had ADA compliance training. (Affirmative Action Officer, VCAS)

ACTION ITEM D
Provide sensitivity training by an external expert to the
a. Chancellor's Staff Group
b. Department Chairs and Directors
c. Faculty identified by the Deans
d. Student and employee leaders.
(Chancellor, Affirmative Action Officer)

ACTION ITEM E
Provide sexual/racial harassment training to managers, residential assistants, student organizations and the general campus community. (Affirmative Action Officer, Human Resource Services)

GOAL 7
To provide equitable compensation for all staff.

ACTION ITEM A
Expand the 1993-94 local area salary survey to include additional service/maintenance positions. (VCAS)

GOAL 8
To provide a safe campus environment.
ACTION ITEM A
Expand the student officer program, include more training for returning CSO's, and establish a formal training policy for new CSO's. (VCAS)

ACTION ITEM B
Provide the University Police Department with empathy, bomb, and hazardous material training. (VCAS)

GOAL 9
To provide a campus environment attractive to faculty and staff.

ACTION ITEM A
Solicit proposals for a child care facility and evaluate its financial viability. (VCAS)

GOAL 10
To develop a Campus-Wide Information Server (CWIS) which provides easy access for all network users to a wide variety of UMR information items, including catalogs, class schedules, course offerings, telephone directory, electronic mail addresses, and many other items appropriate for bulletin board type posting.

(See II, 6A and VIII, 3A)

ACTION ITEM A
Expand the campus-wide information service under GOPHER to include telephone and e-mail directories for students, and increase the number of information providers by at least a factor of two. (Director of Computing Services, VCAA)

ACTION ITEM B
Survey campus to ensure 100% network capability and determine level of user satisfaction. (Director of Computing Services, VCAA)

ACTION ITEM C
Install a UNIX Workstation/Server and database software to begin migration of downloaded administrative data from UMR IBM mainframes, and evaluate capability of system to deliver electronic forms. (Director of Computing Services, VCAA)
INITIATIVE XI
To provide an exceptionally effective administration that is focused on directing resources toward fulfilling university goals and is recognized for the quality of its service to the university community.

GOAL 1
To achieve and maintain efficiency in administrative costs, measured on an appropriate cost per unit basis.

ACTION ITEM A
Proceed with the FY94 reallocations as projected in the Five-Year Plan. (Chancellor)

ACTION ITEM B
Develop a procedure to guide transfers of faculty to and from administrative positions. (Deans, VCAA)

GOAL 2
To implement the use of appropriate technologies to enhance the quality of University services at a reduced cost.

ACTION ITEM A
Continue development of "user friendly" software for access to the computer network, electronic mail, and other computing services, for all faculty and appropriate staff. (Director of Computing Services, VCAA)

ACTION ITEM B
Survey campus departmental staff to determine how the computerized purchasing system could better serve them. (VCAS)

GOAL 3
To obtain an effective administrative staff.

ACTION ITEM A
Recruit a Dean for the School of Engineering. (VCAA, Chancellor)
INITIATIVE XII
To obtain adequate financial support to accomplish UMR's objectives, goals, and action plans.

(See XI, 1A)

GOAL 1
To implement UMR's Strategic Budget Plan 1992-1997 as approved by the President and Board of Curators.

GOAL 2
To complete the building of an effective University Advancement organization.

ACTION ITEM A
Complete the staffing plan for University Advancement. (VCUA)

GOAL 3
To successfully complete a $60 Million campaign for the campus.

ACTION ITEM A
Establish a $350,000 gift matching fund for new and increased annual fund giving. (VCUA, Chancellor)

ACTION ITEM B
Revise the campus Case Statement. (VCUA, Chancellor)

ACTION ITEM C
Develop a campaign crediting policy that includes pledges, written bequest intentions, and planned gifts for use in projecting annual goals. (VCUA)

ACTION ITEM D
Raise $6.5 million in cash, gifts-in-kind, and pledges. (VCUA)

ACTION ITEM E
Design a campaign volunteer structure and initiate volunteer/solicitor involvement. (VCUA)
ACTION ITEM F
Complete the design and programming of an integrated prospect management system. (VCUA)

ACTION ITEM G
Qualify, cultivate, solicit, or steward 350 prospects. (VCUA)

ACTION ITEM H
Involve the Chancellor in cultivating, soliciting, or stewarding 100 prospects. (VCUA, Chancellor)

ACTION ITEM I
P' and implement a reunion giving program. (VCUA)

ACTION ITEM J
Qualify and cultivate the major markets of St. Louis, Texas, Kansas City, Chicago, and California, and include the Chancellor in two cultivation events per market. (VCUA)

ACTION ITEM K
Recruit 75 new members into the Order of the Golden Shillelagh. (VCUA)

ACTION ITEM L
Conduct three regional recognition events for the Order of the Golden Shillelagh. (VCUA)

ACTION ITEM M
Initiate campaign for the Recreation and Intramural Facility. (VCUA)

ACTION ITEM N
Establish a $500,000 matching fund for gifts to the Recreation and Intramural Center. (VCUA, Chancellor)

ACTION ITEM O
Send two planned giving mailings on bequests to alumni and friends. (VCUA)
GOAL 4
To obtain enhanced state support for UMR through effective assistance to the efforts of the President and Board of Curators.

ACTION ITEM A
Support the UM efforts to obtain state funding of the $714,000 approved under Senate Bill 521 for replacement of teaching and research laboratory equipment for the campus engineering programs. (Chancellor)

ACTION ITEM B
Mobilize support for UM to obtain State Legislature funding for at least one important campus initiative. (VCUA)

ACTION ITEM C
Meet privately with each Curator to discuss his/her potential role in private fundraising. (VCUA)

GOAL 5
To develop a media/communications program which aggressively promotes UMR to external constituencies.

ACTION ITEM A
Produce four, high-quality issues of the Alumnus, starting with the August issue, and distribute to all UMR students, alumni, and friends. (VCUA)

ACTION ITEM B
Complete and publish the UMR Founded Companies study and distribute results to all concerned publics. (VCUA)

ACTION ITEM C
Complete and implement an integrated communications plan covering the next three years which includes consideration of campaign brochures, Alumnus magazine, newsletters, and national and local press. (VCUA)

GOAL 6
To increase communication with, and involvement of, alumni and other constituent groups.
Initiative XII (cont’d.)

**ACTION ITEM A**
Triple the number of alumni events in the St. Louis area. (VCUA)

**ACTION ITEM B**
Recruit a volunteer board for the Chancellor's Advisory Committee. (VCUA)

**ACTION ITEM C**
Establish one additional departmental advisory board (or academy) on campus. (VCUA)

**ACTION ITEM D**
Locate and update 50% of the 5000 addresses missing from the alumni database. (VCUA)

**ACTION ITEM E**
Survey all alumni, with the goal of a 35% minimum response rate, and electronically store results. (VCUA)

**ACTION ITEM F**
Distribute all issues of the Alumnus, along with a cover letter from the Chancellor, to St. Louis and Kansas City alumni business leaders to place in their waiting rooms. (VCUA)

**ACTION ITEM G**
Host a successful alum as speaker for twelve of the Chancellor's Leadership Classes. (VCUA)

**ACTION ITEM H**
Promote the Corporate Development Council so as to increase attendance to 50% of membership. (VCUA)

**ACTION ITEM I**
Establish a system to effectively identify potential nominees for Honorary Doctorates and Professional Degrees. (VCUA)

**PLANNING ITEM:** Determine the best way to increase visibility in St. Louis and consider establishing a joint office for EEC/Alumni. (VCUA)
PLANNING ITEM: Host a 125th Anniversary celebration for MSM in 1996. (VCUA)

PLANNING ITEM: Host a Leadership Conference for Fall of 1994. (VCUA)

PLANNING ITEM: Develop plans to increase student awareness of university needs and prepare them, as future alumni, to better support UMR. (VCUA)
1992-93 Strategic Plan Accomplishments

INITIATIVE I.

To maintain academic programs (curriculum) recognized for their high academic standards, their overall excellence, and their relevance.

- Approved new General Education Curricula.
- Eliminated all Professional Development Degrees (PDD) except for a single PDD in Engineering.
- Established a Curriculum Task Force Committee to study curricular and pedagogical innovations.
- Conducted a zero-based budget review of the staffing needs in each academic department.
- Invited departmental speakers to campus to discuss programs and teaching innovations.
- Provided students on-line access to numerous areas of information, including catalogs and course offerings.

INITIATIVE II.

To assure teaching programs are of the highest quality, using the most appropriate teaching technologies and teaching techniques.

- Purchased instructional equipment ($200,000).
- Renovated classrooms ($500,000).
- Established guidelines for the use of multi-faceted teaching evaluations.
- Integrated the Video Communications Center into the Library.
- Networked 95 percent of the campus computers to the LUMIN system.
- Allocated an additional $420,000 to the Library.
- Completed the Computerized Academic Progress System (CAPS).
INITIATIVE III.

To recruit and retain faculty who are recognized as experts in their field of study; who are exceptionally effective in communicating their expertise to students; who are capable of developing a superior educational environment for graduate and undergraduate students; and who are able to maintain research programs which are competitive with the best in the nation.

- Revised the Faculty Activities Reports to include activities which relate to quality advising.
- Eliminated the Office of Media Based Programs.
- Reorganized the Extension Office.
- Developed plans for the Counseling and Career Development office to work with academic advisors to develop and to implement a student career advising format.
- Tested telephone registration project.

Initiative III.

- Established a third-year performance review for all nontenured, tenured-track faculty.
- Provided training on affirmative action to Department Chairs, Directors, Administrative Assistants, and Senior Secretaries.
- Hired a new Vice Chancellor for Academic Affairs.
- Hired a new Dean in the School of Mines and Metallurgy.
- Raised average salary for ranked faculty by 10.6 percent.
- Reduced discrepancy between UMR Big 8/Big 10 faculty salaries.
- Established guidelines for the Maralee and Vernon Jones Professorship in Civil Engineering.
**INITIATIVE IV.**

To strengthen research programs nationally acclaimed for excellence and concentrated in areas supporting the central mission of the campus.

- Established guidelines for the Bob Quenon Chair in Mining Engineering.
- Established a mentoring process for nontenured, tenure-track faculty.
- Contacted several colleges and universities to cultivate and to inform them of UMR's genuine interest in acquiring talented underrepresented individuals for graduate school and for tenure-track positions.

*Initiative IV.*

- Implemented an equipment match fund which allowed annual matched commitments which totalled to $1 million.
- Hired a Director for the Center for Environmental Science and Technology (CEST).
- Relocated the organic analysis section of ETSRC to the Rolla campus.

**INITIATIVE V.**

To develop graduate programs recognized nationally for the quality of their graduates.

- Offered a two-semester pilot teaching enrichment program for graduate teaching assistants.
- Redirected the handling of out-of-state fee waivers for graduate students.
- Streamlined the admissions process for graduate students.

*Initiative VI.*

- Implemented new admission standards.
INITIATIVE VI.
To recruit and retain students who are capable of benefiting from UMR's unique environment and high academic standards.

- Increased student financial aid by $1.2 million.
- Initiated the EXCEL pilot workshop program.
- Created staff and space requirements for an additional Academic Enhancement Center.
- Provided staff time to collect, analyze, and to disseminate student data to faculty, staff, students, Board of Curators, and the Missouri Coordinating Board for Higher Education.
- Produced a Student Research Action Plan.
- Drafted a Three-year Retention Research Plan.
- Designed and implemented procedures for issuing co-curricular transcripts to students.
- Developed a goal-oriented living-learning module for students in the residence halls and Greek housing.
- Printed and distributed a new Faculty Advisors Handbook.
- Completed and distributed a UMR Advising Handbook.
- Surveyed parents regarding their perception of the academic experience and the academic advising received by their children.
- Required each supervisor of student workers to attend a one-hour training session.

INITIATIVE VII.
To foster a university environment that is supportive of student intellectual, cultural, ethical, physical, interpersonal, and leadership development.

- Funded oral and written communications projects.
INITIATIVE VIII.

To provide safe and effective laboratories appropriate for the support of high quality academic and research programs.

- Developed a cooperative Writing Across the Curriculum pilot project in the ME/AE/EM and English Departments.
- Supported and funded all OURE projects which were recommended for funding.
- Completed a professional development plan for students.
- Developed and implemented a leadership training program called Student Education Leadership Forum (SELF).
- Developed a campus-wide diversity education plan.

Initiative VIII.

- Provided matching funds (dollar per dollar) for departmental proposals for instructional equipment (up to $2,000,000).
- Prepared a consent agreement for the Environmental Protection Agency.
- Shipped all radioactive waste from campus.
- Upgraded and converted the nuclear reactor to a new fueling system.

Initiative IX.

- Completed a self-evaluation regarding ADA.
- Appointed an Americans with Disabilities Act (ADA) Task Force.
- Identified and initiated minor renovations on campus.
- Paved the parking lot at Eleventh and Pine.

INITIATIVE IX.

To provide a physical facility operation designed to support the programs of the university, including facilities and grounds which are exceptionally well maintained and which provide an attractive setting for study and work.

- Developed a cooperative Writing Across the Curriculum pilot project in the ME/AE/EM and English Departments.
- Supported and funded all OURE projects which were recommended for funding.
- Completed a professional development plan for students.
- Developed and implemented a leadership training program called Student Education Leadership Forum (SELF).
- Developed a campus-wide diversity education plan.

Initiative IX.

- Provided matching funds (dollar per dollar) for departmental proposals for instructional equipment (up to $2,000,000).
- Prepared a consent agreement for the Environmental Protection Agency.
- Shipped all radioactive waste from campus.
- Upgraded and converted the nuclear reactor to a new fueling system.

Initiative IX.

- Completed a self-evaluation regarding ADA.
- Appointed an Americans with Disabilities Act (ADA) Task Force.
- Identified and initiated minor renovations on campus.
- Paved the parking lot at Eleventh and Pine.
INITIATIVE X.

To provide campus services which support a productive and pleasant environment for the university community, and one in which hard work, accomplishment, performance, and innovation are recognized and rewarded.

- Constructed a new club house at the golf course.
- Initiated the combination, modernization, and lighting of the parking lots south of Castleman Hall.
- Prepared an ADA compliance report which was submitted to the State of Missouri as part of the University of Missouri ADA Compliance Report.

Initiative X.

- Implemented a student campus service officer (CSO) program.
- Initiated work teams to improve efficiencies.
- Encouraged participation in training programs on personnel management.
- Conducted two separate video conferences to faculty, staff, and students on sexual harassment and race-relations.
- Reduced salary inequities.

Initiative XI.

- Reviewed organizational structure with the assistance of Goodhart, King, and Associates.
- Eliminated the Office of Graduate Studies.
- Implemented a computerized purchasing system.
- Merged the Center for International Programs and Studies with the International Student Office.
INITIATIVE XI.

To provide an exceptionally effective administration that is focused on directing resources toward fulfilling university goals and is recognized for the quality of their service to the university community.

- Eliminated the office and position of Associate Vice Chancellor for Extension.
- Combined Recruiting, Admissions, and Student Financial Aid into a single unit.
- Reorganized Physical Facilities.
- Merged News and Publications with the Office of Communication and Marketing.
- Eliminated the position of Associate Vice Chancellor for Recruiting.
- Reduced staffing in the Dean’s offices by 2.65 FTE.

Initiative XII.

- Completed all first-year allocations outlined in the Strategic Budget Plan.
- Hired a new Vice Chancellor for University Advancement.
- Raised $5,612,735 in private gifts.
- Recruited 25 new members into the Order of the Golden Shillelagh.
- Implemented a PC-based prospect management tracking system in University Advancement.
- Continued to review the campus case statement.
- Formed a Campaign Organizing Committee to determine potential campaign leaders.
- Identified approximately 100 major donor prospects.
MEMO TO:  ACADEMIC COUNCIL  
FROM:  CURRICULA COMMITTEE  
SUBJECT:  CURRICULA COMMITTEE SEPTEMBER 2, 1993 MEETING

For the information of the Academic Council, the following EC1's have been submitted by the University departments for experimental courses that will be offered in the near future.

EC1's Reviewed:

EC1 473, Electrical Engineering 301, Semiconductor Device Modeling. Approved for Winter 1994. 3 hours credit. Prerequisites: EE 221 or equivalent.

EC1 474, Metallurgical Engineering 301, Metals Recycling. Approved for Winter 1994. 2 hours credit. Prerequisites: Met 203; pre- or co-requisite Met 241.

EC1 475, Physics 301, Principles of Environmental Monitoring. (Co-listed with Chemistry and Chemical Engineering). Approved for Winter 1994. 3 hours credit. Prerequisites: General Chemistry or General Physics.

EC1 476, Chemistry 301, Principles of Environmental Monitoring. (Co-listed with Physics and Chemical Engineering). Approved for Winter 1994. 3 hours credit. Prerequisites: General Chemistry or General Physics.

EC1 477, Physics 201, Introduction to Theoretical Physics. Approved for Winter 1994. 3 hours credit. Prerequisites: Physics 24 or 25 and preceded or accompanied by Math 204.

EC1 478, Chemical Engineering 301, Principles of Environmental Monitoring. (Co-listed with Chemistry & Physics). This EC1 was added to the agenda to coincide with EC1's 475 and 476. Approved for Winter 1994. 3 hours credit. Prerequisites: General Chemistry or General Physics.

The Curricula Committee recommends to the Academic Council that the curricula changes on the following CC1's be approved.

description to: Introduction to artificial neural network architectures, adaline, madaline, back propagation, BAM, and Hopfield memory, counterpropagation networks, self organizing maps, adaptive resonance theory, are the topics covered. Students experiment the use of artificial neural networks in engineering through semester projects.


CC1 3758, Physics 375, Fourier Optics. (Co-list with EE 375). Approved new course for Winter 1994. 3 hours credit. Prerequisites: EE 265 and EE 273 or equivalent. Description reads: Applications of Fourier analysis and linear systems theory to optics. Topics include scalar diffraction theory, Fourier-transforming properties of lenses, optical information processing, and imaging systems.

CC1 3759, Aerospace Studies 021, The Development of Air Power I. Approved for Winter 1994. Change in credit hours from .5 lecture and .5 lab. "TO" 1.0 hour credit lecture. Change in description to: This course is a study of air power from 1960 to the present and includes an introduction to leadership techniques.

CC1 3760, Aerospace Studies 011, The Air Force Today I. Approved for Winter 1994. Change of credit hours from .5 lecture and .5 lab. "TO" 1.0 hour lecture. Change of description to: this survey course introduces various topics relating to the Air force and defense in the contemporary world. It focuses on officership and professionalism, the organizational structure and missions of the Air Force, and includes an introduction to effective communicative skills.

CC1 3761, Aerospace Studies 012, The Air Force Today II. Approved for Winter 1994. Change in credit hours from 0.5 hour lecture and 0.5 hour lab "TO" 1 hour lecture. Change in description to: Continuation of AS 011. Discusses Air Force installations and professions, provides introduction to the theory of flight, U.S. defense policy, geopolitics, terrorism, and other components of the Department of Defense. It continues the development of written and oral communications skills.

CC1 3762, Engineering Management 314, Management of Engineers. Approved for Winter 1994. Change in prerequisites from Senior or graduate standing "TO" Open only to students who have not taken EMgt 211 or equivalent.
CC 3763, Military Science 200, Special Problems. Approved new course for Fall 1993. Variable hours credit 0-12. No prerequisites. Description reads: Problems or readings on specific subjects of projects in the department. Consent of instructor required.

CC 3764, Nuclear Engineering 315, Space Nuclear Power and Propulsion. Approved for Winter 1994. Change in course title from Space Nuclear Power Systems. Change in description to: A study of the design, operation and application of radioisotope power generators and nuclear reactors for space power and propulsion systems used on both manned and unmanned missions.


CC 3766, Military Science. Minor in Military Science. Approved Minor for Winter 1994. The minor in Military Science will give formal academic recognition of the leadership and management training received by participants in Army ROTC. Most departments at UMR are unable to grant full credit toward a degree for advanced military Science courses. A minor in Military Science provides full academic recognition for success in leadership development.

CC 3767, Electrical Engineering 375, Fourier Optics. (Co-list with Physics 375). Approved for Winter 1994. Change in prerequisites from EE 265 and EE 273 "TO" EE 265 and EE 273 or equivalent. Change in description to: Applications of Fourier analysis and linear systems theory to optics. Topics include scalar diffraction theory, Fourier-transforming properties of lenses, optical information processing, and imaging systems.

CC 3772, Electrical Engineering 368, Introduction to Neural Networks and Applications. Co-listed with CSci 378 and EMgt 378. This course was added to the agenda to complete the co-listing of the tabled CC1's for CSci 378 and EMgt 378. Approved for Winter 1994. Change in description to: Introduction to artificial neural network architectures, adaline, madaline, back propagation, BAM, and Hopfield memory, counterpropagation networks, self organizing maps, adaptive resonance theory, are the topics covered. Students experiment the use of artificial neural networks in engineering through semester projects.

James N. Wise, Chair
XXIII, 1. The meeting was called to order at 1:34 PM by President Randy Moss.

There were no substitutions.

1. The minutes of the June 17 meeting were approved as distributed.

2. ELECTION OF OFFICERS-The slate, as nominated by the RP & A Committee, was presented by Professor Ray Edwards. There were no nominations from the floor. Professor Edwards moved to elect by acclamation. Professor Walters seconded. Motion passed unanimously by voice vote. The officers elected were: President, Lance Haynes; President-elect, Chris Ramsay; Secretary, Jerome Westphal; and Parliamentarian, Greg Gelles.

3. REPORTS AND RESPONSES
   A. PRESIDENT’S REPORT
      1. Outgoing President, Randy Moss, expressed his enjoyment of his time as President, as well as stating that it had been an educational experience. He also said that the RP & A Committee, as well as the entire Council, had been wonderful to work with, as had been Chancellor Park. He then turned the meeting over to the newly-elected President, Lance Haynes.
      2. President Haynes called for a round of applause for Professor Moss’ good work and also for his willingness to accept the position as the new Chair of the RP & A Committee. Professor Haynes then made a few comments about himself and his philosophies and aspirations for the Council. He made strong reference to his agreement with Chancellor Park’s 7-year Action Plan for UMR. He stated that some of his major aims are to shift much of the business of the Council to E-Mail, and to get the Archives, Minutes, and By-Laws on Gopher, therein eliminating a great deal of the expense of excess hard copies, and making access easier and faster.

   B. CHANCELLOR’S REPORT
      1. Dr. Park thanked Randy Moss for the good year of working together, and expressed the expectation of the same good rapport with Lance Haynes. Dr. Park then addressed several items: a. more interaction with the Academic Council as part of the Strategic Plan; b. goals for the coming year’s part in the 7-Year Plan; c. budget Plans’ tie with the Action Plan;
d. compliance with EPA, and budgeting for it; and
e. overview of the next Board Meeting.
2. Q & A-There were several questions and comments addressed to the Chancellor about a significant increase in parking fees. Dr. Park stated that the parking committee had looked at the lots and how far people had to walk to offices, and had upgraded parking areas accordingly. Chancellor Park said that the problem is not just the cost, but also the lack of parking space, and that he would like input on solutions to the problem. A Student Council representative stated that an open forum on this issue would be held soon.

C. IFC REPORT-Professor Haynes gave a report on: (1) the health care System being adopted; and (2) IFC’s recommendation about "Tenure Clock-Stopping" in cases of pregnancy, childbirth, and other family emergencies. There was a lengthy discussion of the problems occurring with getting local M.D.s to participate in the HMO Plan.
(3) Professor Roach (who will be replaced by Professor Haynes on the Committee) presented a short report on the situation with EPA. He explained that the University had signed an agreement with EPA on what is needed to conform. His report of a situation on the campus of UMKC, regarding EPA's Criminal Division investigating 3 chemists on campus, prompted a lively discussion. Concerns were voiced about the proper reaction and acceptable protection if someone should come to the UMR Campus, armed and stating that they were investigators. Chancellor Park stated that he realized this was an urgent matter needing to be addressed, and he would do so promptly.

D. TASK FORCE ON CURRICULUM-Professor William Tranter gave a brief report on the establishment and purpose of this group. It was established by the Chancellor and work began this summer. The Executive Committee of the Task Force consists of four appointed members: Louis Grimm, William Tranter, Leonard Koederitz, and Les Koval. Three additional members were elected: Dale Elifrits, Elizabeth Cummins, and Nicholas Tsoufanidis. Up to this point, they have been deciding how to carry out their duties and developing a structure of subcommittees, which are: External Awareness (Temporary Chair-Arlan DeKock); Internal Awareness (Temporary Chair-Don Askeland); Relationship Between Student Life and Student Success (Temporary Chair-Catherine Riordan); Alumni (Temporary Chair-Henry Wiebe); New Student Academic Success (Temporary Chair-Ed Hornsey); and Administrative (Temporary Chair-Randy Moss). Professor Tranter stated that they are soliciting
volunteers for these sub-committees.

4 REPORTS OF STANDING AND SPECIAL COMMITTEES
A. CURRICULA-No members of the Curricula Committee were in attendance. Therefore, Professor Haynes asked for a motion to approve the Curricula Report as it had been distributed. There was a motion and a second. Discussion followed, with a question being raised as to the wording of CCl 3701 and CCl 3746. The wording of the last sentence in each was unclear. The motion was then amended to ask Professor Haynes to obtain clarification of these sentences prior to signing the report. The motion passed unanimously by voice vote.

B. RP & A-Professor Edwards presented the nominations. As there were no further nominations from the floor, Professor Edwards moved to elect from the ballots with any ties being broken by the flip of a coin. Motion was seconded, and passed unanimously by voice vote. The ballots were then passed out, completed, and collected.

5 OLD BUSINESS-There was no old business presented.

6 NEW BUSINESS-There was no new business presented.

A motion was made and seconded to adjourn. Voice vote was taken, with none opposed. Motion carried.

Respectfully submitted,

Jerome Westphal
Secretary

* Minutes of the Academic Council Meeting are considered official notification and documentation of actions approved.
To: UMR Faculty

Academic Council Meeting
Thursday, September 16, 1993; 1:30 p.m.; G-5 H/SS

I. Approval of minutes of the June 17, 1993 meeting

II. Election of Officers

III. Reports and Responses
   A. President’s Report (10 minutes) Lance Haynes
   B. Chancellor’s Report (10 minutes) John Park
      (10 Minutes for Questions & Answers)
   C. IFC Report (5 minutes) Del Day/ Gordon Carlson
   D. Task Force on Curriculum (10 minutes) William Tranter

IV. Reports of Standing and Special Committees
   A. Admissions and Academic Standards (No Report) Dale Elifrits
      1. Delayed (DEL) Grades & Special Topics Courses (10/29/92)
      2. Manual of Information
   B. Budgetary Affairs Committee (No Report) Al Crosbie
   C. Curricula (5 minutes) David Groh
      * 1. Report No. 1
   D. Personnel (No Report) Lance Haynes
      1. Student Council Questionnaire (4/29/93)
      2. System-wide evaluation of Administrators (4/29/93)
      3. Faculty Reporting Hours Worked (6/17/93)
   E. RP & A (10 minutes) Ray Edwards
      1. Elections to Standing Committees

V. Old Business

VI. New Business & Announcements

*Information distributed with agenda to Academic Council members and department chairs.
Memo To: Academic Council

From: Curricula Committee

Subject: Curricula Committee Meetings of September 2, 1993 and Special Meeting of September 30, 1993.

**For the information of the Academic Council, the following EC1’s have been submitted by the University departments for experimental courses that will be offered in the near future.

EC1’s Reviewed:

EC1 479, Ceramic Engr 301, Materials Characterization. Approved for Winter 1994. 3 hours credit. Prerequisites: Senior standing or better.

EC1 480, Electrical Engr 401, Robust Control Systems. Approved for Winter 1994. 3 hours credit. Prerequisites: EE 435.

EC1 481, Electrical Engr 301, Introduction to Smart Structures. Approved for Winter 1994. 2 hours lecture and 1 hour lab. Prerequisites: EE 231 or ME 279 or equivalent.

EC1 482, Electrical Engr 401, Advanced Topics in the Control of Smart Structures. (Co-list as ME 401 & AE 401). Approved for Fall 1994. 2 hours lecture and 1 hour lab. Prerequisites: EE 301 or ME 301 or AE 301.

EC1 483, Mechanical Engr 301, Introduction to Smart Structures. (Co-list with AE 301 & EE 301). Approved for Winter 1994. 2 hours lecture and 1 hour lab. Prerequisites: ME 279 or EE 231 or equivalent.

EC1 484, Mechanical Engr 401, Computational Fluid Dynamics, Engineering Methods & Applications. (Co-list with AE 401). Approved for Winter 1994. 3 hours credit. Prerequisites: ME 339 or AE 339.

EC1 485, Mechanical Engr 401, Advanced Topics in the Control of Smart Structures. (Co-list with AE 401 & EE 401). Approved for Fall 1994. 2 hours lecture and 1 hour lab. Prerequisites: ME 301 or AE 301 or EE 301.

EC1 486, Aerospace Engr 301, Introduction to Smart Structures. (Co-listed with ME 301 & EE 301). Approved for Winter 1994. 2 hours lecture and 1 hour lab. Prerequisites: ME 279 or EE 231 or equivalent.
EC1 487, Aerospace Engr 301, Aerodynamic Cad Design. Approved for Winter 1994. 3 hours lab credit. Prerequisite: AE 231.

EC1 488, Aerospace Engineering 401, Computational Fluid Dynamics, Engineering Methods & Applications. (Co-list with ME 401). Approved for Winter 1994. 3 hours credit. Prerequisites: ME 339 or AE 339.

EC1 489, Aerospace Engineering 401, Advanced Topics in the Control of Smart Structures. (Co-listed as ME 401 & EE 401). Approved for Fall 1994. 2 hours lecture and 1 hour lab. Prerequisites: AE 301 or ME 301 or EE 301.

EC1 490, Computer Science 201, Local Area Network Concepts and Technologies. Approved for Winter 1994. 3 hours credit. Prerequisites: CSci 284.

EC1 491, Statistics 401, Non-linear Regression Analysis. Approved for Winter 1994. 3 hours credit. Prerequisites: Stat 344 or Stat 346 or CSci 366.

EC1 492, Geophysics 301, High Resolution Reflection Seismology. Approved for Winter 1994. 3 hours credit. Prerequisites: Math 22, Geol 220.

EC1 493, Geology 401, Advanced Palynology. Approved for Winter 1994. 1 hour lecture and 2 hours lab. Prerequisites: Geol 223 or Geol 329.

EC1 494, Mathematics 301, Mathematical Logic I. Approved for Summer 1994. 3 hours credit. Prerequisites: Math 209, CSci 158, and Graduate Standing.

EC1 495, Military Science 101, Basic Leadership Lab. Approved for Winter 1994. 1 hour credit. Prerequisite: To accompany MS 040.

EC1 496, Electrical Engineering 301, (Co-list with Physics 301). Approved for Fall 1994. 3 hours credit. Prerequisites: EE 273 or Phy 321.


EC1 498, Electrical Engineering 301, Plantwide Process Control. (Co-list with Chem Engr 301). Approved for Winter 1994. 3 hours credit. Prerequisites: EE 231 or ChE 261 or equivalent.

EC1 499, Chemical Engineering 301, Plantwide Process Control. (Co-list with EE 301). Approved for Winter 1994. 3 hours credit. Prerequisites: EE 231 or ChE 261 or equivalent.

EC1 500, Electrical Engineering 201, Electric Circuits and Machines. Approved for Winter 1994. 3 hours credit. Prerequisites: Physics 24, Math 204 or 229.
EC1 501, Nuclear Engineering 301, Radioactive Waste Management. Approved for Winter 1994. 3 hours credit. Prerequisite: Math 204.


EC1 503, Economics 301, International Finance. Approved for Winter 1994. 3 hours credit. Prerequisite: Econ 222.

EC1 504, Geology 301, Hydrogeology. Approved for Winter 1994. 3 hours credit. Prerequisites: GE 50 or Geol 51, Geol 223 recommended.

EC1 505, Mining Engineering 301, Mined-Land Reclamation. Approved for Winter 1994. 2 hours lecture and 1 hour lab. Prerequisites: GE 50 and Min 226.

**The Curricula committee recommends to the Academic council that the curricula changes on the following CC1's be approved.**

CC1's Submitted:


CC1 3773, Electrical Engineering 337, Neural Networks for Control. Approved new course for Fall 1994. 2 hours lecture and 1 hour lab. Prerequisites: EE 231. Description reads: Introduction to artificial neural networks and various supervised and unsupervised learning techniques. Types of neural nets architecture used in control. Identification and adaptive control using neural networks. Case studies and laboratory projects.

CC1 3774, Ceramic Engineering. Approved curriculum change. Chem 251 was changed from second semester junior year to first semester junior year and Physics 107 was changed from first semester junior year to second semester junior. Also, the Humanities or Social Science elective was changed from first semester senior year to second semester junior year.

CC1 3780, Military Science 101, Special Topics. Approved new course for Winter 1994. Variable hours credit. No prerequisites. Description reads: This course is designed to give the department an opportunity to test a new course. Variable title.

Meeting adjourned at 2:30 p.m.

James Wise, Chair
October 11, 1993

TO: Lance Williams  
FROM: Lance Haynes  

REF: Admissions and Academic Standards Committee Referral:  
Role of the Academic Advisor

Inasmuch as you hold membership in both RP&A and the Admissions and Academic Standards Committee, and because you have agreed to call an organizational meeting for the A&AS Committee this year, I am sending this referral to you.

The Student Council Comments/Complaints Survey for 1993 shows a high level of concern among students that they are not receiving adequate academic advising. I was, in fact, asked by the Chancellor to review and respond to these complaints as appropriate. It seems plausible to me, however, that inappropriate expectations by students accustomed to the levels of personal involvement found in Counselling Centers and High School Guidance Offices may be a major factor in students’ perceptions.

Various members of the faculty have expressed concern that there is so little agreement on the role of the Academic Advisor. A handbook prepared by a committee appointed by the Chancellor which consisted of staff, students, and some faculty has done little to ease this concern. Indeed, one of the opening statements in the handbook, in asserting that "a group of deans and vice-chancellors agreed that the academic advisor is to undertake the following responsibilities with regard to his/her advisees" suggests that faculty endorsement has not been obtained nor considered.

In full consultation with the Rules, Procedures, and Agenda Committee, I request that the Admissions and Academic Standards Committee prepare and present to the Academic Council a clear and comprehensive statement on the role of the Academic Advisor written by and for the faculty. A position vis-a-vis the aforementioned Faculty Advisor’s Handbook would also be appreciated.

I hope to receive a report from the A&AS Committee on this referral at our December, 1993 meeting.
Report
Admissions & Academic Standards Committee
Academic Council 2 Dec 93

Referrals were considered at the meeting of the Committee 4 Nov 93. Following are recommendations on two, the third item (DEL grades & Special Topics Courses) requires further research and review.

I. "Manual of Information": This issue has been addressed in a publication made available late spring, early summer. "Student Academic Regulations" --8' X 10', three-hole punched-- is the successor document. (It is being kept current by the Registrar so that all students have access to extant rules.)

   * Motion to consider issue resolved; remove from further consideration.

II. Role of Academic Advisor: Cf. referral from President Haynes. Committee reviewed the "Standards for Academic Advising" included on page 1 of the loose leaf binder "Faculty Advisor’s Handbook" distributed with an initiating letter from Chancellor John T. Park, August 18, 1993. Committee found no fault with the National Academic Advising Association enunciated "Institutional goals for academic advising" as listed, especially with the qualifying "may include" phrase. Restrictive academic advising authority is satisfied, in the Committee’s view, by "Your schedule must be approved by your adviser before it becomes official, after which it may be changed only as provided in this pamphlet." {#11, b.; p. 9 -- "Student Academic Regulations"} [Committee did not discuss the authorizing statement {p.2, "UMR Advising Handbook"} "A group of deans and vice-chancellors agreed that the academic advisor is to undertake the following responsibilities with regard to his/her advisees:"]

   * Motion to accept report of Committee.

Lance Williams
1993-94 chair
History/Political Science rep
Resolution #9394R3
Student Expectations, Rights and Responsibilities

Meeting Date: October 12, 1993

WHEREAS: The students of UMR rejected the Bill of Rights drafted by the Intercampus Student Council in favor of drafting a document unique to UMR, and

WHEREAS: This resulted in forming the Student Expectations, Rights and Responsibilities Statement through a student-based committee,

THEREFORE: Be it resolved that the UMR Student Council supports the Student Expectations, Rights and Responsibilities Statement.

Respectfully submitted,

Benjamin Steltenpohl
Benjamin Steltenpohl, President
Student Council
To: UMR Faculty

Academic Council Meeting
Thursday, October 21, 1993: 1:30 p.m.; G-5 H/SS

I. Approval of minutes of the September 16, 1993 meeting

II. Reports and Responses
   A. President’s Report (To include IFC) (15 minutes) Lance Haynes
   B. Chancellor’s Report (10 minutes) John Park
      [10 Minutes for Questions & Answers]

III. Reports of Standing and Special Committees
   A. Admissions and Academic Standards (No report) Lance Williams
      1. Delayed (DEL) Grades & Special Topics Courses (10/29/92)
      2. Manual of Information
   B. Budgetary Affairs Committee (No report) Al Crosbie
      1. UMR Salaries (04/23/92)
   C. Curricula (5 minutes) James Wise
      * 1. Report No. 1
   D. Personnel (No report) Jeffrey Cawlfield
      1. Student Council Questionnaire (4/29/93)
      3. Faculty Reporting Hours Worked (6/17/93)
   E. RP&A (5 minutes) Randy Moss
      1. Missouri Association of Faculty Senates
      2. Date change of November Meeting
   F. Task Force on Curriculum (5 minutes) Randy Moss
   G. Public Occasions (5 minutes) Jerry Bayless

IV. Old Business

V. New Business & Announcements
   A. Referrals (5 minutes) Lance Haynes

* Information distributed with agenda to Academic Council members and
department chairs.
XXIII, 2. The meeting was called to order at 1:36 PM by President Lance Haynes.

.1 It was moved and seconded to approve the minutes of the September 16 meeting as distributed. Motion passed by voice vote.

.2 REPORTS AND RESPONSES

A. PRESIDENT'S REPORT

1. President Haynes spoke further about the seven-year plan and the need for other indicators to set up as criteria for meeting the goals by the year 2000. He suggested that anyone with input should get it to Dr. Park expeditiously, so that a draft might be ready by the next meeting.

2. Prof. Haynes announced that the shift of Council business to Gopher has already begun, with the Agenda for this meeting having been placed on Gopher.

3. The President reported on recent meetings that he had attended. On October 8, he attended the meeting of the Board of Curators' Academic Affairs Subcommittee, and he stated that their discussion of C-Base left him with the impression that it will disappear as a requirement at UMR. On October 15, he attended the meeting of the Intercampus Faculty Council where they discussed the implementation of a +/- grading system, Tenure Clock-Stopping, and EPA policies. Also discussed was the impending changes in the Health Care Plan. According to President George Russell, the University's position is that health care costs are increasing so much that an alternative plan is imperative—either an HMO or passing increases on to the employees. According to Professor Haynes, the process ongoing in Rolla at this time is negotiations between the HMO and doctors; and that there will be representatives here on October 25 and 26 for group meetings, and on November 8 and 9 for meetings with individuals. President Haynes suggested that the subject should not be discussed further until after these meetings.

B. CHANCELLOR'S REPORT

1. With regard to the meeting of the Board of Curators' sub-committee, Dr. Park noted that key subjects under discussion were: a. defining issues, and b. ways to measure state of the system. Without a definable state, it is difficult or impossible to assess progress.
2. On the subject of Budget Information, the Chancellor stated that President Russell has been speaking to the Governor, and the situation looks good at present. Dr. Park followed with the comment that a "looking good" scenario is a common assessment early in the year.

3. Dr. Park announced the appointment of Professor Vincent Roach as Special Assistant to the Chancellor as a Liaison to EPA. He then stated that drafts pertaining to Faculty Legal Protection and handling of EPA visitors from the Legal Department had been distributed. He asked that everyone look them over, and see if they will meet our needs.

4. The Chancellor announced that UMR has gained approval to hire an Environmental Health Technician and an Authorized Materials Receiver. Searches are underway. He stated also that we have purchased MSDS forms that are now being integrated into the system, and that he would like for inventory to begin as soon as possible. Dr. Park said that he hopes a place can be found to store usable chemicals; because, there is a cost saving to be made by avoiding duplicate ordering of chemicals on hand, and the concomitant reduction of waste disposal costs.

5. The Chancellor stated that, in the next week or so, he will be making allocations of anticipated year-end money to the three Deans.

6. With regard to the Student Council Code revision, Dr. Park said that every campus, except UMSL was substantially satisfied. He stated that UMR is opposed to the proposed revision that would bring all aggrieved parties into negotiations, because it would eliminate the possibility of early resolution by informal means.

7. Q & A-There was a lively question and answer period on the Health Care Plan. Two or three questions were raised from the floor about the packet that was sent to Faculty and Staff, and "possible" inaccuracies contained therein. It was averred on the floor that some doctors were listed who had not contracted with the HMO. The Chancellor answered that he was already looking into it, and expects more answers at the meeting on Monday. Professor Edwards suggested that the school calendar should have been checked to have set a better time for these meetings. He mentioned pre-registration as a particular conflict.

3 REPORTS OF STANDING AND SPECIAL COMMITTEES
A. There was no report from Admissions and Academic Standards.

B. There was no report from Budgetary Affairs.
C. CURRICULA—Professor Wise presented the Curricula Committee report. He corrected the subject heading on the distributed material to read September 30 Special Meeting and October 7 Regular Meeting, deleting September 2. He then moved to accept the recommendations on CCI submissions as distributed. There was a second, and the motion carried by unanimous voice vote. There was a question from the floor concerning one of the EC1 Courses submitted for Academic Council Information. The question raised concerned ECI 496, because the new course had no title. Professor Wise stated that the Co-List was held up because it had not previously been offered by Physics, but as a Special Experimental Course by EE, and that the title for the course would be Fibers and Integrated Optics.

D. PERSONNEL—Professor Cawlfield gave the Personnel Committee report on concerning a referral pertaining to the recently proposed additions to the Collected Rules on defense and protection of employees—an action that was precipitated by recent actions of the EPA. Those present were given a handout from Officers of the General Council, and the Personnel Committee’s recommendations concerning them. The General Council proposed that the special rules apply only to four groups: EPA, DNR, OSHA, and NRC. The Personnel Committee recommends that (1) these rules be incorporated into existing rule 490.010 to avoid redundancy, (2) if D and E are added, delete D-1, and (3) address what is meant by an "appropriate governmental officer". It was moved that the Academic Council endorse the Personnel Committee’s recommendations. Professor Haynes stated that President Russell said "appropriate governmental officer" was a Prosecutor. A statement from the floor was that if that is what it meant, it should say so. Professor Cawlfield reminded the Council that is addressed by item #3 of the recommendations. A heated discussion ensued with questions and remarks from the floor, followed by answers from Dr. Park and Professor Haynes. A motion was made to amend the motion before the Council by adding item #4 to state that the University would pay charges incurred when an employee was found innocent, or charges were dropped. This would then become item E, and the current item E would then become item F. The amendment passed by voice vote. The motion, as amended, to endorse the Personnel Committee’s report was passed by voice vote.

E. RP & A—Professor Moss presented two points of interest:
   1. A new University association —The Missouri Association of Faculty Senates—has been formed.
Professor Moss moved that UMR join and that Professor Chris Ramsay be appointed as delegate. The cost would be $70 per year plus travel to two meetings per year. The motion passed by voice vote.

2. There is a conflict of meeting times in November. Professor Moss moved that the next meeting of the Academic Council be changed from November 18 to December 2. The motion passed by voice vote.

F. TASK FORCE ON CURRICULUM-The Curriculum Committee report was presented by Professor Moss. The Task Force is still being organized. Committees have been assigned, and temporary chairs have been appointed. The committees are: External Awareness; Internal Awareness; Student Life/Success; Alumni Satisfaction; New Student Academic Success, and Information Collection/Dissemination. The latter committee will be formed by including one member from each of the other committees.

G. PUBLIC OCCASIONS-In the absence of Professor Bayless, Professor Haynes presented the Public Occasions report. There was a motion and second to approve the calendar for 1995-96 as distributed. Professor Edwards moved to amend the motion to change the first day of the Spring Semester to January 17, 1996. This motion died for lack of a second. The motion to approve the calendar as presented passed by voice vote. This passed by voice vote—one NO vote. There was then a motion and second to approve the 1994-95 Public Occasions List as distributed, and it passed by unanimous voice vote.

4 OLD BUSINESS—There was no old business presented.

5 NEW BUSINESS
A. REFERRALS
1. The first referral pertaining to defense and protection of employees was previously addressed during the Personnel Report.
2. The second referral dealt with the list of complaints on the Student Council Hotline. This had been discussed at the RP & A Meeting. Several of the complaints concerned the role of Academic Advisors. RP & A would like a committee to generate an official statement on behalf of the Faculty regarding the proper role of the advisor. President Haynes asked the Admissions and Academic Standards Committee to address this issue.
3. There has been a proposal from several Faculty members of additions to the Public Occasions Calendar. This was passed to the Public Occasions Committee.
A. Professor Ken Robertson asked for approval to change the order of the meeting to be allowed five minutes to present his views on the plus and minus grading system that is being promulgated as an Executive Order.

1. There was a motion and second to suspend discussion of referrals, and to allow Professor Robertson to present his views. The motion passed by voice vote.

2. Professor Robertson presented the point system to be assigned to grades according to the Executive Order: A(4.0); A-(3.7); B+(3.3); B(3.0); B-(2.7); C+(2.3); C(2.0); C-(1.7); D+(1.3); D(1.0); D-(0.7); and F(0).

3. Professor Robertson presented various facts and opinions on this subject, culminating in the view that, in promulgating grading policy, the President, and by implication, the Board of Curators, were usurping Faculty prerogatives.

4. Professor Robertson summarized results of an opinion survey of 100 students, pertaining to plus and minus grading policy: 59 were opposed strongly; 14 approved; and 24 said it didn't matter. Of the 24, 12 recommended starting with new freshmen, not present students.

5. Chancellor Park and Professor Haynes both commented that they have been assured there would be no pressure to change systems at UMR.

A motion was made to adjourn, but died for lack of a second.

6. It was then moved to forward to the Chancellor a letter stating that the Academic Council deems the new grading system, as described in the Executive Order, to be inappropriate for the Rolla Campus. There was a second, followed by discussion. One member voiced the opinion that he liked the system. Professor Vincent Roach spoke at length in favor of the motion. Andrew Sears stated that the Student Council had done its own survey on this matter of 600 students, with 89% being against the change. The motion then passed by voice vote—2 opposed.

There was again a motion to adjourn. It was seconded and passed unanimously by voice vote.

Respectfully submitted,

Jerome Westphal
Secretary

* Minutes of the Academic Council Meeting are considered official notification and documentation of actions approved.
XXIII, 3. The meeting was called to order by President Lance Haynes at 1:45 P.M., with one substitution: Professor John Prater for Professor Garnett Walters. Although a quorum was not present at this time, the body was in agreement to begin discussion.

.1 CALL OF MEETING
A. Professor Haynes explained that he called the meeting because of numerous calls he had received about GenCare Sanus, and the callers’ desire to consider a resolution concerning the deadline. He also received a petition signed by five members of the Council requesting a special meeting.
B. Before discussion began, Professor Haynes announced that President Russell stated at last week’s Board of Curators meeting that he had heard about the concerns, and had proposed adding Option E. Copies of this were then distributed at the Council meeting.

.2 DISCUSSION AND ACTIONS
A. Professor Roach moved to send a letter, which he had prepared, to President Russell. He then read it to the Council members, and distributed copies, which precipitated a lengthy discussion. (With new arrivals, a quorum was now present).
   1. There was a second to Professor Roach’s motion.
B. Professor Ray Edwards then distributed and discussed Resolutions A and B, as possible attachments to Professor Roach’s letter.
   1. Discussion followed, with a variety of friendly amendments being offered.
C. Professor Edwards moved to amend Resolution B as discussed, and attach it to Professor Roach’s letter.
   1. The motion was seconded. Professor Edwards motion on the resolution passed by voice vote.
   2. A lengthy discussion ensued.
D. Professor Selberg called for the question on the original motion to send Professor Roach’s letter with the attached resolution.* This passed by unanimous voice vote.

At 2:45 P.M., a motion was made and seconded to adjourn. It passed by voice vote.

Respectfully submitted,

Chris Ramsay

*Attached are copies of the final letter and resolution to be sent to President Russell.
November 4, 1993

President George Russell
University Hall

Dear President Russell:

On behalf of the UMR campus community of faculty and staff, the UMR Academic Council wishes to communicate its profound dissatisfaction with the procedure of implementing the proposed new health care program for the University of Missouri.

Information sessions were conducted by representatives of GenCare Sanus October 25 and 26. The sessions were well attended by faculty and staff who honestly requested information regarding the proposed program. Requests for specific information were not answered in a satisfactory manner as needed for decision making.

The committee which spent long hours and much effort in the course of making recommendations to you regarding changing the health care program should be commended. The current feeling of dissatisfaction results from subsequent action by the General Officers and the attitude of the agency chosen by the General Officers and the Board of Curators to administer the plan, namely GenCare Sanus. The attitude and performance of GenCare Sanus personnel certainly places in question the wisdom shown in selecting them to administer the monies provided by the taxpayers of the State of Missouri and by the individual faculty and staff members.

We propose that the University change the administration of the proposed health care program to another management group. Accordingly, we request that you consider the concerns of our campus regarding this matter and make necessary changes.

Attached is a resolution approved by the UMR Academic Council as an attachment to this letter.

Respectfully submitted by the UMR Academic Council
Whereas the faculty does not believe the needs of the faculty and staff have been given proper consideration with regards to the proposed new health plan, and

Whereas the information provided concerning the proposed new health plan is incomplete and often misleading, and

Whereas the representatives of the UM-System and the health care administrators have not communicated in a clear, timely and courteous manner, and

Whereas the health care administrators have not been able to provide satisfactory information concerning the physicians and facilities contractually obligated under the plan, and

Whereas the University Administration has not kept the faculty and staff properly informed in a reasonable time frame, and

Whereas the faculty believes the University Administration is imposing unreasonable and improper conditions on the entrance into the new program when, as an example, an adequate choice of physicians cannot or will not be provided,

Be it therefore resolved that the Academic Council of the University of Missouri-Rolla expresses its exasperation and frustration that the General Officers of the University and the Board of Curators of the University have not put forth sufficient effort to ensure the continuing quality of health care such as an adequate choice of physicians (at least 70% of current employees will be able to continue with their current primary care physicians), is available the University of Missouri-Rolla, its faculty and staff, through the GenCare HMO/POS health plan.
Constitution
November 6, 1993

Article I

Section I: The name of this organization shall be the Student Association of Management Systems (S.A.M.S.) of the University of Missouri at Rolla. The hereafter mention of membership shall imply all regular members of the organization.

Article II
Purpose

Section I: The purposes of the organization shall be as follows:

1. To help the community in ways that the membership and associate members deem appropriate.

2. To promote the discipline and advancement of technology related to management systems.

3. To hold regular meetings for general business and formal or informal discussions that are of particular interest to the membership.

4. To interact with guest speakers who are of interest to the membership of the organization.

Article III
Membership

Section 1: Membership shall be open to all students of the University of Missouri at Rolla.

Section 2: Faculty members will be allowed to join the organization as associate members. Associate members are considered part of the organization but are not allowed to vote or hold office. No dues shall be charged to faculty; however contributions to defray organizational costs may be solicited.
MEMO TO: Academic Council

FROM: Curricula Committee

DATE: November 11, 1993 Meeting

For the information of the Academic Council, the following EC1 has been submitted by the University department for an experimental course that will be offered in the near future.

EC1 506, Ceramic Engineering 301, Optical Properties of Materials. Approved for Winter 1994. 3 hours credit. Prerequisite: Cer Eng 102 and Cer Eng 103.

The Curricula Committee recommends to the Academic Council that the curricula changes on the following CC1’s be approved.

CC1’s Reviewed:

CC1 3775, Math/Stat. Approved curriculum change effective Fall 1994. The justification reads: Chem. 4 is now a prerequisite for Chem. 2, and Chem. 2 is already a requirement for the department’s majors. The proposed change simply puts in print what is now in effect.


CC1 3778, Metallurgical Engineering 313. Electron Microscopy. Effective Winter 1994. Approved changes in prerequisite from Met 215 & Met 216 or course in optical microscopy "TO" Met 215 and Met 216 or course in optical microscopy - consent of instructor required.

CC1 3779, Engineering Management 478, Advanced Manufacturing Through Neural Networks. Effective Winter 1994, approved new course. 3 hours credit. Prerequisites: EMgt 378 or equivalent Neural Network Course. Description reads: Intelligent system architectures, advanced neural networks paradigms; ARTMAP, CMAC, fuzzy logic, associative memory, hierarchical networks, radial basis functions, adaptive heuristic critic for solving product design, process planning and control, scheduling, feature identification and assembly problems in building autonomous manufacturing systems.

an equal opportunity employer
CC1 3781, Economics, International Trade. Approved changes effective Winter 1994. Change in course title from International Economics. Change in prerequisites from Econ 221 and Econ 222 "TO" Econ 221. Approved change in description to: Analysis of gains from trade; the effects of factor mobility; effects of trade restrictions on trade flow and income distribution; arguments for restricting trade; and effects of trade on economic development, employment and human capital development.


CC1 3783, Mining Engineering 376, Mined-Land Reclamation. Co-listed with GE 376. Approved new course for Winter 1994. 2 hours lecture and 1 hour lab. Prerequisites: GE 50 and prerequisite or co-requisite, one of GE 246, Civil Engr. 215 or Min. 226. Description reads: Students in this course will study geotechnical, mining and environmental considerations of the reclamation of mining disturbed land and as required by various state and federal regulations; included will be permit process, operation, bond release (as applied to surface coal mines. Designs used to meet requirements will be studied and applied to actual site data on lab assignments.

Meeting adjourned at 2:05 p.m.

Dr. James Wise, Chair
November 24, 1993

Professor Lance Haynes
Academic Council President
202 Norwood Hall
University of Missouri - Rolla

Dear Professor Haynes:

I am responding to your November 9 memorandum to me with the action of the UMR Academic Council.

I am aware of the frustration of many faculty and staff at the Rolla campus regarding the implementation of new managed care medical insurance plans. I want to assure you that I, and my staff who have been working on these issues, are sympathetic to these concerns and issues, and have been working to get into place an appropriate array of providers for the Rolla faculty and staff.

GenCare Sanus has been working diligently in the past few weeks with Rolla area physicians to expand the number of providers in the HMO and POS networks. As Vice President McGill reported at the recent IFC meeting, some progress indeed is being made. Efforts continue to sign up additional physicians.

As you know by now, at my recommendation, the Board of Curators has taken two steps to help address the matter of currently restricted networks.

First, the deadline for signing up for a health care plan has been extended to December 1, 1993. Second, the current $250 deductible non-managed plan will be continued into 1994 for those employees who do not wish to make a managed care choice yet. The unmanaged option will be subsidized by the University at the same amount that it is subsidizing the managed care options; thus, the employee premiums for the unmanaged plan will be higher than this year because the University will not receive discounts from non-managed care providers. However, a person who chooses the unmanaged plan may transfer to either the HMO or POS anytime during the year.

I can assure you that we will continue to work to develop managed care plans in Rolla so that the faculty and staff there can take advantage of the lower cost health insurance programs.

Sincerely,

George A. Russell
President

GAR/skh

c: Vice President James T. McGill
Chancellor John T. Park
November 17, 1993

MEMO TO: Lance Haynes, President
Academic Council

FROM: Jerry Bayless

RE: Public Event Dates

The Public Occasions Committee oversees several public events through various subcommittees. The chairs of the subcommittees are asked to suggest dates for their event to the Public Occasions Committee. After resolving any conflicts, I forwarded the dates to the Academic Council on behalf of the Committee. Events included in this are Industry Career Day, Parents Day, Fall and Spring Open House, Homecoming, and the Science and Engineering Fair. Commencement is scheduled as part of the academic year calendar and is developed by the Calendar Committee, which is also a subcommittee of the Public Occasions Committee. The Spring Career Fair has not been on the list I prepare but I have already taken steps to obtain the information I need to do so in the future.

I believe we are covering the activities mentioned in Chancellor Park's memo except the St. Louis and Springfield "Rolla Nights." Rolla Night at the Engineers Club of St. Louis is sponsored by the School of Engineering Deans Office so that date can be easily included. UMR participates in but does not sponsor the Springfield event. The sponsor is the Ozark Chapter of the Missouri Society of Professional Engineers. I am willing to try to obtain the date of the event and include it in our list but I don't know how far ahead the event is scheduled.

In summary, I believe we are including most of the events mentioned so perhaps the problem lies in how the schedule is distributed to faculty.

Please let me know if there are other activities which should be included on the list of public events.

nb
Fax Transmission

Fax No. 314/341-6306

To: Shirley Hudson
From: Mary Lee
Date: 12-8-93

No. of Pages to Follow: 5

REMARKS:

Here are some of our Committee appointments.

[Signature]

Do you know who the chair of Budget Affairs is?
December 6, 1993

MEMORANDUM TO: John D. Fulton (Dean, Arts and Sciences)
Robert L. Davis (Dean, Engineering)
Lee Saperstein (Dean, Mines & Metallurgy)
Walter J. Gajda, Jr. (Academic Affairs)
Neil K. Smith (Administrative Services)
John Larson (University Advancement)
Wendell Ogrosky (Student Affairs)
Carol Heddinghaus (Inst. Res. & Budget Planning)

FROM: John T. Park
Chancellor

SUBJECT: Committee Appointment - Budget Review Committee

You are invited to serve on the Budget Review Committee for 1993-94. The Chancellor serves as committee chair. A copy of the committee charge is attached for your review.

I will advise you of time and place of meetings.

JTP/mlc

cc: Dr. Randy Moss, Chair, R, P, & A Committee
To: John D. Fulton, Chairman  
   David Oakley  
   Walter Eversman  
   Al Bolon  
   Kittie Robertson  
   Linda Martin  
   Kay Jenks  
   Sarah Tenney  
   Ben Steltenpohl  
   Louise Morgan  
   Annie Bass  
   Tessie Ballard  
   Kathy Matthews  
   Janet Turkovic  
   Sue Krogsdale  

From: John T. Park  
   Chancellor  

The: Advisory Committee for the Campus Performing Arts Series - 1993-94  

December 6, 1993

I would like to officially invite you to serve as members of the Advisory Committee for the Campus Performing Arts Series for 1993-94. This committee recommends to the Chancellor outstanding performances by individuals and groups for the purpose of enriching the educational experience of the students and to provide appropriate opportunities for enjoying the arts by the faculty and staff. The committee will also be responsible for seeing that the approved programs are implemented.

The responsibility for the administration of the Campus Performing Arts Series is assigned to the Dean of the College of Arts and Sciences who will also serve as committee chairman. Committee members will be appointed annually with the exception of the schools/college representatives who will have three-year terms.

Please accept my appreciation for your efforts to bring outstanding performances to the campus for the enjoyment of not only the campus community but the local and area communities as well.

JTP/mlc

cc: Dr. Randy Moss  
   Chair, R. P. & A Committee
MEMORANDUM TO: Dr. Jack Bourquin  
Professor of Electrical Engineering  

FROM: John T. Park  
Chancellor  

SUBJECT: Committee Appointment - Parking, Security and Traffic Committee  

December 6, 1993  

I want to express my appreciation for your serving as Chairman of the Parking, Security and Traffic Committee for 1992-93 and appreciate your continuing to chair the committee for 1993-94.

The membership of the Parking, Security and Traffic Committee for 1993-94 is as follows:

<table>
<thead>
<tr>
<th>Name</th>
<th>College/Department</th>
<th>Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Les Boyum</td>
<td>Arts &amp; Sciences</td>
<td>1995</td>
</tr>
<tr>
<td>John Morgan</td>
<td>Arts &amp; Sciences</td>
<td>1995</td>
</tr>
<tr>
<td>Ralph Flori</td>
<td>Engineering</td>
<td>1995</td>
</tr>
<tr>
<td>Clark Barker</td>
<td>Engineering</td>
<td>1995</td>
</tr>
<tr>
<td>Allen Hatheway</td>
<td>Mines &amp; Met</td>
<td>1995</td>
</tr>
<tr>
<td>Jerry Tien</td>
<td>Mines &amp; Met</td>
<td>1995</td>
</tr>
<tr>
<td>Don Madison</td>
<td>Arts &amp; Sciences</td>
<td>1994</td>
</tr>
<tr>
<td>Willie Iyoho</td>
<td>Mines &amp; Met</td>
<td>1994</td>
</tr>
<tr>
<td>Jack Bourquin</td>
<td>Engineering</td>
<td>1994</td>
</tr>
<tr>
<td>Ron Boggs</td>
<td>Staff Council</td>
<td>1994</td>
</tr>
<tr>
<td>William Bleckman (ex officio)</td>
<td>University Police</td>
<td>1994</td>
</tr>
<tr>
<td>Jane Dare</td>
<td>Administrative Appointee</td>
<td>1994</td>
</tr>
<tr>
<td>James Murphy</td>
<td>Administrative Appointee</td>
<td>1994</td>
</tr>
<tr>
<td>Marvin Patton</td>
<td>Physical Facilities</td>
<td>1994</td>
</tr>
<tr>
<td>Neil Bacoski</td>
<td>Undergraduate Student</td>
<td>1994</td>
</tr>
<tr>
<td>Stephanie Hall</td>
<td>Undergraduate Student</td>
<td>1994</td>
</tr>
<tr>
<td>Lynne Fielding</td>
<td>Graduate Student</td>
<td>1994</td>
</tr>
</tbody>
</table>

A copy of the committee charge is contained in the Faculty Bylaws. Your assistance on this committee will be sincerely appreciated.

JTP/mlc

cc: Committee Members  
   Dr. Randy Moss, Chair, R, P, & A Committee
MEMORANDUM TO: Marian Mazurkiewicz  
Sheldon Grant  
C. H. Wu  
Xavier Avula  
James Hufham  
John Carstens  
William Bleckman  
Marvin Patton  
John Molchan  
Gary Welty  
James Seville  
Sandy Eftink  
Yvonne Liske  
Ray Bono  
Sharon Powell (secy/non-vote)  

FROM: John T. Par  
Chancellor  

SUBJECT: Committee Membership - Campus Safety Committee  

You are invited to serve as the Campus Safety Committee for 1993-94. A copy of the committee charge is contained in the Faculty Bylaws.  

I would like to ask that Dr. John Carstens serve as committee chair.  

Your service on this committee is sincerely appreciated.  

JTP/mic  

cc: Dr. Randy Moss, Chair, R, P, & A Committee  
Vice Chancellor Neil K. Smith
December 6, 1993

MEMORANDUM TO: Dr. Gordon Carlson (Engineering, 1994)
Dr. Paula Lutz (Arts & Sciences, 1994)
Prof. Jerry Bayless (Engineering, 1994)
Dr. Lawrence O. Christensen (Arts & Sciences, 1994)
Dr. Joseph Newkirk (Mines & Metallurgy, 1994)
Dr. Wayne Huebner (Mines & Metallurgy, 1994)
Mr. Jerry Berry (Alumni, 1994)
Mr. Armin Tucker (Alumni, 1994)
Mr. Matt Benz (Student Council, 1994)
Mr. Chris Kuntz (Student Council, 1994)
Mr. Jay Palidino (Graduate Student, 1994)
Mr. Neil K. Smith, non-voting (Administrative Services, 1994)
Coach Mark Mullin, ex officio/non-voting (Dir., Athletics, 1994)
Coach Sarah Preston, ex officio/non-voting (Chair, PE & Rec, 94)

FROM: John T. Par
Chancellor

SUBJECT: Committee Appointment - Athletics Committee

You are invited to serve as the Athletics Committee for 1993-94. A copy of the committee charge is contained in the Faculty Bylaws. I am asking Lawrence Christensen to serve as committee chair.

Please advise my office at your earliest convenience if you cannot accept this assignment.

JTP/mlc

cc: Dean Robert L. Davis
Dean Lee Saperstein
Dean John D. Fulton
Dr. Randy Moss, Chair, R. P, and A Committee

V:\Dean\UMR\Committee\Athletic.Apt
To: UMR Faculty

Academic Council Meeting
Thursday, December 2, 1993; 1:30 p.m.; G-5 H/SS

I. Approval of minutes of the regular October 21, 1993, and special November 4, 1993 meetings.

II. Reports and Responses

A. President’s Report (To include IFC) (10 min.) Lance Haynes

B. Chancellor’s Report (10 min.) John Park
   (10 minutes for Questions & Answers)

III. Reports of Standing and Special Committees

A. *Admissions and Academic Standards (5 min.) Lance Williams
   1. Delayed (DEL) Grades & Special Topics courses
   2. Manual of Information
   3. Faculty Advisors’ Handbook

B. Budgetary Affairs Committee (No report) Al Crosbie

C. Curricula (5 min.) James Wise
   * 1. Report No. 3

D. Personnel (5 min.) Jeffrey Cawlfield
   1. Student Council Questionnaire
   2. System-Wide Evaluation of Administrators
   3. Faculty Reporting Hours Worked

E. RP &A (2 min.) Randy Moss
   1. New roster of members

F. Public Occasions (No report) Jerry Bayless

G. *Student Affairs (5 min.) Linda Martin

H. Task Force on Curriculum (No report) Randy Moss

IV. Old Business

V. New Business & Announcements

A. Referrals Lance Haynes
   1. To Personnel Committee-Dean Search Procedure
   2. To Public Occasions-Scheduling additional items

* Information distributed with agenda to Academic Council members and department chairs.
Minutes of the Academic Council Meeting
December 2, 1993

XXIII, 4. The meeting was called to order at 1:40 P.M., by President Lance Haynes. At this time, a quorum was not present. The meeting continued with the proviso that any action taken could be questioned unless a quorum arrived.

It was moved and seconded that minutes of both the October 21 regular meeting and the November 4 special meeting be approved as distributed. The motion passed by voice vote.

2 REPORTS AND RESPONSES
A. PRESIDENT’S REPORT
1. President Haynes reported on the recent Board of Curators and IFC meetings, noting that Curators Collins and McHugh were present at the IFC meeting. President Haynes reported that there seemed to be three items of interest, to wit:
   a. EPA-A draft (prepared by Bob Ross) had been circulated. Bob Ross and others are working on rewriting the draft to include addressing UMR’s concerns about clarifying the term "appropriate official", and whether the University would pay legal fees if an employee were tried and subsequently acquitted.
   b. President Haynes announced that the Board of Curators had passed a resolution on Assessment, which he then read to the Council.
   c. Professor Haynes read a letter from President Russell in which he responded to the letter from the UMR Academic Council concerning Medical Care.

2. President Haynes also discussed the resolution of the previous regular meeting objecting to plus/minus grading system. He stated that an Executive Order implementing the earlier proposal on plus/minus grading was signed on November 8, 1993. Discussion from the floor followed.
3. There was a request from the floor that a copy of President Russell’s letter about the Medical Care be attached to the minutes when they are sent.

A quorum was now present.

3 REPORTS OF STANDING AND SPECIAL COMMITTEES
A. Admissions and Academic Standards—Professor Lance Williams presented this report. Concerning Referral #2 (Manual of Information), Professor Williams noted that the issue of concern is covered in the current issue of Student Academic Regulations. It was moved and seconded to remove this item from the list of referrals. The motion passed by voice vote. Concerning Referral #3 (Faculty Advisors' Handbook), the committee recommended the use of the present handbook be continued. Professor Williams moved to accept the recommendation as presented. The motion was seconded and subsequently passed by voice vote, with one opposed.

B. There was no report from Budgetary Affairs.

C. Curricula—Professor Wise moved to approve the Curricula Report as distributed. The motion was seconded and passed by voice vote.

D. Personnel—Professor Cawlfield presented the committee’s views on the referral concerning the Dean Search Procedure. The objection to Policy Memo 2.70, which prompted the referral, concerned the way the screening committee is formed. Professor Cawlfield relayed a proposal from Professor Tranter that all members of the Search Committee also serve on the Screening Committee. Professor Cawlfield then moved to ask the Chancellor to make an Executive Policy to implement Professor Tranter’s proposal as an interim measure (for no more than eighteen months). In the meantime, the Committee could study and review the issue further, and make a comprehensive recommendation to the Council by November, 1994. The motion was seconded and passed by voice vote, with one opposed. Professor Robertson then asked the Personnel Committee to review Referral #3 on their list, concerning Faculty Reporting Hours Worked. He read excerpts from a handout on the subject, and requested that the committee look at this issue soon.

E. RP & A—Professor Moss gave a brief report on the confusion in some departments about terms of Academic Council members. The Council is elected in the odd-numbered years in its entirety. All departments have now resolved this issue, and the list will be attached to the minutes.

F. Public Occasions had no report.

G. Student Affairs—Linda Martin briefly presented the names and types of six proposed new student organizations. Constitutions for these had been distributed with Agendas, and will be on file with the minutes. Professor Robertson moved to accept all six
constitutions as distributed. There was a second, and the motion passed by voice vote.

4 There was no old business presented.

5 New Business
A. Concerning the two listed referrals, Professor Haynes stated that the Personnel Committee had addressed Referral #1 earlier, and that Public Occasions had responded to Referral #2.

There was a motion to adjourn at 2:20 P.M. It was seconded, and passed by voice vote.

Respectfully submitted,

Jerome A. Westphal
Secretary

*Minutes of the Academic Council Meeting are considered official notification and documentation of actions approved.*
RESOLUTION TO BE PROPOSED BY RP & A

The Academic Council hereby resolves to establish an ad hoc committee to oversee individual appeals and such other problems as are referred to it concerning the administration of the University's managed health care system. Individual appeals will only be considered by the committee after the normal appeals process has been exhausted or in cases where the medical situation is such that the normal appeals process is precluded. The committee shall also field any complaints regarding the new health care plan and forward them to the appropriate administrative level for individualized response. The committee may at its discretion:

1) conduct periodic surveys of faculty and staff to determine their level of satisfaction with all components of the new health care plan, and
2) periodically review the patient satisfaction reports on the quality of care and service provided by participating health care providers (including hospitals, clinics, and physicians), recommending any necessary follow-up action by the University.

The committee shall consist of three members of the faculty, one elected by each school or college, and three members of the staff to be selected by the Staff Council. The committee may at its discretion add up to two experts in health care from the Rolla area to its membership as non-voting members. This committee shall remain in existence until December 31, 1995. The committee is to elect its own chair from its faculty and staff members. The committee shall be charged to report to the Academic Council no later than September, 1995, its recommendations concerning its own elimination or conversion to standing committee status.
Minutes of the Academic Council Meeting
January 20, 1994

XXIII, 4. The meeting was called to order at 1:35 P.M., by President Lance Haynes, with one substitution noted: Professor Crosser for Professor Book (Chemical Engineering).

1. It was moved and seconded that minutes of the December 2, 1993 meeting be approved as distributed. The motion passed by voice vote.

REPORTS AND RESPONSES
A. PRESIDENTS'S REPORT
1. President Haynes briefly mentioned items discussed at the last RP & A Committee meeting.

a. Professor Haynes stated that RP & A had some concerns about a recent incident where there was an allegation of mistreatment of a faculty member by the chair of the department. He said RP & A would watch the events following and relating to this incident. Creation of a position of Faculty Ombudsperson has been mentioned as a possible means for addressing grievances that are otherwise inappropriate for redress under standard grievance procedures.

b. President Haynes said RP & A members had been approached by faculty suggesting that there is a perception that selection procedures for Faculty Awards are unfair. He stated that he had written a letter to Chancellor Park and Vice-Chancellor Gajda, asking them to consider issuing a Policy Memo on the subject.

c. Professor Haynes announced RP & A’s establishment of an ad hoc committee to review and recommend revisions of the Bylaws.

2. President Haynes reported on the IFC meeting of December 13, 1993. There were five items of interest:
a. IFC reviewed new appointments to the Board of Curators officers and new BOC committee assignments.

b. They discussed the 20/20 report, to which there were varied reactions and mixed opinions.

c. IFC asked President Russell about issuing an executive order concerning Tenure clock stopping. No decision had been made.

d. IFC asked President Russell to restate the role of IFC, and his response was that it is the sounding board he would be most likely to use where faculty is concerned, and that he is open to IFC initiation of changes and recommendations.

e. IFC reasserted their concern that their members be invited to attend meetings of the Academic Affairs Sub-committee of the Board of Curators, and were assured that invitations continue.

3. A short discussion period followed the president’s report.

a. Professor Robertson questioned if RP & A felt that the Faculty Grievance Procedure was not working when they considered an ombudsperson. Professor Haynes said that established grievance procedures were not discussed at RP & A.

b. Dr. Gajda said that in the particular incident that stimulated discussion of the matter, the Grievance Procedure was offered and was refused.

c. Professor Roach asked if the ByLaws review and revision would cover this topic. Professor Robertson expressed support of the Ombudsperson concept, but stated that he did not feel Bylaws should be rewritten to bypass established grievance procedures.

d. Chancellor Park said his concern was that there would be a problem concerning which party the Ombudsperson would represent. Professor Robertson responded that an Ombudsperson should not be an advocate, but should ensure that all the parties concerned were aware of options and correct procedures to follow.

B. CHANCELLOR’S REPORT

1. Dr. Park made a few brief remarks on various
items of interest.

a. The Chancellor mentioned Margaret Thatcher's upcoming visit, and encouraged attendance.

b. Dr. Park discussed the Governor's recommendations on funding.

c. The Chancellor stated that the General Officers have approved a draft report relative to protection of Faculty involved in University related litigation. He commented that it seems they have done a good job, and that this draft is more liberal than big companies use (i.e., McDonnell-Douglas and Monsanto).

d. Dr. Park stated that the General Officers have approved a recommendation on Tenure Clock-Stopping that concedes the points suggested by the Faculty, and broadens the original coverage.

e. The Chancellor noted that the Instructional Computer Fee has been raised by $5.00 per credit hour throughout the UM system.

f. Dr. Park reported that, at the end of the first week of the semester, 4770 students had enrolled (765 of these were graduate students).

2. Q & A

a. A question was raised from the floor as to whether Tenure Clock-Stopping is a violation of AAUP guidelines. Dr. Park answered that he had been told it would not be a violation.

b. There was a comment from the floor about a radio announcement that the Governor is considering a Bond Issue for Higher Education. Dr. Park stated that this is true for our capital improvements projects. A quarter-million dollar bond issue would be presented for the vote of the people. He said it has good political support. He added that there has been a proposal to fund the Engineering Equipment Bill from riverboat gambling.

c. There was a question from the floor as to whether the Board had eliminated items for the handicapped. Dr. Park stated that there is still a "matching" agreement to meet minimum requirements.
A. There was no report from Admissions and Academic Standards.

B. There was no report from Budgetary Affairs.

C. Curricula-Professor Wise moved to approve the Curricula report as distributed. The motion was seconded and passed by voice vote.

D. There was no report from Personnel.

E. RP & A- Professor Moss presented a resolution to form an ad hoc committee to oversee problems in our health care program. He then moved that the Council approve the resolution. This was seconded and passed by voice vote.

F. Professor Haynes presented the Public Occasions Report, which consisted of a motion to remove the referral on additions to the calendar. There was a second, and the motion passed by voice vote.

G. There was no report from Student Affairs.

H. There was no report from the Task Force on Curriculum.

I. Child Care Committee- Catherine Riordan presented a report on the actions taken by this committee. She stated that a year ago, the Staff Council asked Dr. Park to create such a committee. It consisted of faculty members Metzner and Gragg, and representatives from students and staff. Dr. Park informed them at the outset that the University would not subsidize Child Care. The committee conducted research on campus, as well as in the community. They found that only 26% of the need for licensed care for children under six is being met in Phelps County. Their concept at this time is to find a national provider who would come if physical facilities were available for operations. It has now been returned to the Chancellor to determine if there is some possibility of low cost or no cost subsidization by the university. There were a few comments from the floor. Dr. Park stated that he admired the persistence and enthusiasm of this committee. He said that the General Officers are concerned, but he does not think the Board will subsidize such a plan.

.4 There was no old business.

.5 New Business

A. Professor Haynes had a referral from the Registrar
on the Plus/Minus Transfer grades, but had received a letter on the day of the Council meeting, withdrawing the request for referral.

There was a motion to adjourn at 2:30 P.M. It was seconded and passed by voice vote.

Respectfully submitted,

Jerome A. Westphal
Secretary

*Minutes of the Academic Council Meeting are considered official notification and documentation of actions approved.
January 11, 1994

TO: John Park, Chancellor
    Walt Gajda, Vice Chancellor for Academic Affairs

FROM: Lance Haynes, Council President

REF: Faculty Awards Programs

At the last meeting of the RP&A Committee, we discussed a growing perception among the faculty that various of our awards programs are unfair in one way or another. Since the purpose of our awards programs is to encourage excellence, any perception of unfairness seems likely to detract from the effectiveness of the programs.

The committee generally felt that a policy memorandum outlining the general criteria and procedures for each of our major award programs, Outstanding Teacher, Faculty Excellence, Curators Professor, and Distinguished Teaching Professor, could go a long way toward dispelling perceptions of unfairness.

At this point, rather than referring the matter to the Personnel Committee, we agreed to inquire as to your views. Any input you would care to provide would be appreciated.

Thank you for your assistance.
February 15, 1994

MEMO TO: Lance Haynes, President
UMR Academic Council

FROM: Nick Tsoulfanidis, Assistant Dean

RE: School of Mines and Metallurgy representative for the Ad-Hoc Committee to oversee the Health Plan

Lance, Professor Doug Mattox will be the School of Mines and Metallurgy representative to the Ad Hoc Academic Council Committee that will oversee the health care program.

cc: Dean Saperstein
Dr. Mattox
SMM Department Chairs

Ad Hoc Committee on Overseeing the Health Care

Ron Van Oss 4097
Doug Mattox 4402
Vince Port 4419
Ron Boggs 6410
Vicki Gallow 4892
Jing Ryle 4138
ALD - Ron Robinson

an equal opportunity institution
I don't know for sure. I am cc'ing Sally Collins, who should be able to answer this for you.

Meg,

One quick question—well, maybe two. Does my computer have a hard drive or is everything on network? Either/or, my question is, do I have Word Perfect Graphics, or just word processing?

Sally A. Collins
Scientific Programmer/Analyst
Computing Services
University of Missouri - Rolla

"Practice random kindness and senseless acts of beauty."

-Anne Herbert
MEMO TO: Lance Haynes  
FROM: Connie Winter  
SUBJECT: Health Care Committee

As per our recent conversation regarding staff members to serve on the health care committee, I have listed them below, with their department names and phone numbers.

Ron Boggs  
Physical Facilities  
Phone: 6410

Vicki Gibbons  
School of Engineering  
Phone: 4892

Jinny Ryle  
Academic Affairs  
Phone: 4138

Ron Robison - Alternate  
Mining Engineering  
Phone: 6406
January 24, 1994

MEMO TO: STAFF COUNCIL, COLLEGE OF ARTS AND SCIENCES, SCHOOL OF ENGINEERING, AND SCHOOL OF MINES AND METALLURGY

At their January 20 meeting, the Academic Council passed the following resolution:

The Academic Council hereby resolves to establish an ad hoc committee to oversee individual appeals and such other problems as are referred to it concerning the administration of the University's health care system. Individual appeals will only be considered by the committee after the normal appeals process has been exhausted or in cases where the medical situation is such that the normal appeals process is precluded. The committee shall also field any complaints regarding the new health care plan and forward them to the appropriate administrative level for individualized response. The committee may at its discretion: (1) conduct periodic surveys of faculty and staff to determine their level of satisfaction with all components of the new health care plan, and (2) periodically review the patient satisfaction reports on the quality of care and service provided by participating health care providers (including hospitals, clinics, and physicians), recommending any necessary follow-up action by the University. The committee shall consist of three members of the faculty, one elected by each school or college, and three members of the staff to be selected by the Staff Council. The committee may at its discretion add up to two experts in health care from the Rolla area to its membership as non-voting members. This committee shall remain in existence until December 31, 1995. The committee is to elect its own chair from its faculty and staff members. The committee shall be charged to report to the Academic Council no later than September, 1995, its recommendations concerning its own elimination or conversion to standing committee status.

In accordance with the above, we ask that as soon as possible, you forward to us the results of your election(selection), as to your representative member(s) on this committee.

W. Lance Haynes
Academic Council President

Randy Moss
R P & A Chair
October 11, 1993

MEMO TO: Dr. Lance Haynes, President, Academic Council

FROM: Jerry Bayless, Chair, Public Occasions Committee

RE: Committee Activities

The Public Occasions committee met on October 7 to organize for the coming year and to consider the 1995-96 academic year calendar and public event dates for 1994-95. Jerry Bayless was elected chairman of the committee and Linda Bramel was elected secretary.

The Public Occasions committee approved the 1995-96 calendar as submitted by the Calendar Committee (copy attached). I would like to have the Academic Council consider this at the October 21 meeting.

Chairs of the subcommittees requested dates for various public events for 1994-95 as shown on the attached list. These dates were approved by the Public Occasions Committee and is submitted to the Academic Council for consideration.

I am also attaching the roster of sub committees for 1993-94 for your information.

JRB:sh

cc: Chancellor Park
FALL SEMESTER 1995

Fall Semester Opens 7:30 a.m.
Freshmen Orientation
New Student Orientation
Student Registration 8:15 a.m. - 3:30 p.m.
Classwork begins 7:30 a.m.
Labor Day Holiday
Mid-Semester
Thanksgiving vacation begins 7:30 a.m.
Thanksgiving vacation ends 7:30 a.m.
Last Class Day
Reading Day
Final Examinations begin 7:30 a.m.
Final Examinations end 5:30 p.m.
Fall Semester Closes 5:30 p.m.
December Commencement

SPRING SEMESTER 1996

Spring Semester Opens 7:30 a.m.
Student Registration 8:15 a.m. - 3:30 p.m.
Classwork begins 7:30 a.m.
Martin Luther King Jr. Recognition Holiday
Mid-Semester
Spring recess begins 7:30 a.m.
Spring recess ends 7:30 a.m.
Spring break begins 7:30 a.m.
Spring break ends 7:30 a.m.
Last Class Day
Reading Day
Final Examinations begin 7:30 a.m.
Final Examinations end 5:30 p.m.
Spring Semester closes 5:30 p.m.
May Commencement

*SUMMER SESSION 1996

Summer Session opens 7:30 a.m.
Student Registration 8:15 a.m. - 3:30 p.m.
Classwork begins 7:30 a.m.
Independence Day Holiday
Summer Session Closes 12:00 noon

*Schedule shows the regular eight-week Summer Session. Other special course sessions may be scheduled.

CLASS SESSIONS (EXCLUDING FINAL EXAMINATIONS)

<table>
<thead>
<tr>
<th></th>
<th>M</th>
<th>T</th>
<th>W</th>
<th>T</th>
<th>F</th>
<th>S</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall Semester</td>
<td>15</td>
<td>16</td>
<td>15</td>
<td>15</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>Spring Semester</td>
<td>16</td>
<td>16</td>
<td>16</td>
<td>15</td>
<td>15</td>
<td>14</td>
</tr>
<tr>
<td>Summer Semester</td>
<td>7</td>
<td>7</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>8</td>
</tr>
</tbody>
</table>

The faculty is reminded of the religious and other holidays that a substantial number of students may wish to observe.
1. **Homecoming (October 1-2, 1993)**

   - D. Oglesby (Chairman)
   - Brackhahn, D.
   - Bramel, L.
   - Dearth, D.
   - Hornsey, E.
   - Kohser, R.
   - Ramsay, Chris.
   - Rockaway, John.
   - Wolf, R.

2. **Parent’s Day (October 16, 1993)**

   - L. Martin (Chairperson)
   - Bagnall, Lindsay
   - Bayless, J.
   - Bramel, L.
   - Carreaga, Andrew.
   - Fannin, R.
   - Kohser, R.
   - Kramme, J.
   - Matthews, K.
   - Student to be appointed by SUE

3. **Open House Committee (October 9, 1993 and April 16, 1994)**

   - Ron Kohser (Chairman)
   - Allen, D.
   - Armaly, B.
   - Askeland, D.
   - Bayless, J.
   - Culp, A.
   - Elифrits, D.
   - Harris, F.
   - Kluczny, R.
   - Kramme, J.
   - Lentz, R.
   - Matthews, K.
   - Moore, R.
   - Oster, D.
   - Potrafka, M.
   - Sparlin, D.
   - Stichnote, L.
   - Wolf, R.
4. **Commencement (December 18, 1993 and May 14, 1994)**

J. Bayless (Chairman) ........................................... SE

Barr, D ....................................................... SMM
Bleckman, B ................................................ Adm
Brackhahn, D ............................................... Adm
Bramel, L .................................................. Adm
Culp, A ......................................................... SE
Dent, S ..................................................... Mil Sci
Kramme, J ....................................................... CAS
Kuse, W ....................................................... AFROTC
Moss, R ......................................................... SE
Peterson, L ................................................... SE
Sanders, D ...................................................... SE
Stotter, D ...................................................... CAS
Williams, L ..................................................... CAS

5. **Science and Engineering Fair (March 25 and 26, 1994)**

D. Elifrits (Chairman) ........................................ SMM

Alexander, R .................................................... CAS
Betten, J.R .................................................... SE
Bieniek, R ..................................................... CAS
Careaga, A ..................................................... CAS
Erkiletian, D .................................................. CAS
Fannin, R ....................................................... SE
Gale, N ........................................................... CAS
Grant, S ........................................................... CAS
Haemmerlie, F ................................................ CAS
Morris, J. F .................................................... SE
Terkonda, P. K ................................................ SE

6. **Calendar Committee**

H. Metzner (Chairman) ........................................ SE

Behr, R ........................................................... SE
Bolon, A .......................................................... SMM
Koederitz, L .................................................... SMM
Oakes, R ........................................................ CAS
Parry, M ......................................................... Adm
Wolf, R .......................................................... SMM

7. **UMR Industry Career Day (September 23, 1993;February 23, 1994)**

Jamie Archer (Chairman) ................................. Adm

Armaly, B ......................................................... SE
Bayless, Jerry ................................................ SE
Bleckman, W ................................................... Adm
Brackhahn, D .................................................. Adm
Careaga, A ..................................................... SE
Erickson, K ...................................................... CAS
Haddock, G ...................................................... CAS
Harris, P ......................................................... SE
Omurtag, Y ...................................................... SMM
Wolf, Bob .......................................................... SMM
PUBLIC OCCASIONS DATES FOR 1994-95

Industry Career Day
Homecoming
UM-Rolla Day
Parents Day
Commencement*
Science & Engineering Fair
Spring Open House
Commencement*

*Approved as part of 1994-95 calendar

Thursday, September 22, 1994
Friday & Saturday, October 7&8, 1994
Saturday, October 15, 1994
Saturday, October 22, 1994
Saturday, December 17, 1994
Friday & Saturday, March 10&11, 1995
Saturday, March 25, 1995
Saturday, May 13, 1995
1994-95 Dates

Home Football Schedule - 1994

<table>
<thead>
<tr>
<th>Date</th>
<th>Opponent</th>
</tr>
</thead>
<tbody>
<tr>
<td>September 10</td>
<td>Iowa Wesleyan</td>
</tr>
<tr>
<td>September 17</td>
<td>Washburn</td>
</tr>
<tr>
<td>October 8</td>
<td>Pittsburg State</td>
</tr>
<tr>
<td>October 22</td>
<td>Northeast Missouri</td>
</tr>
<tr>
<td>November 3</td>
<td>Missouri Southern</td>
</tr>
</tbody>
</table>

Other Dates:

Spring Recess - March 16 - March 20, 1995
Spring Break - April 1 - April 10, 1995
EIT Exam - Saturday, April 8, 1995
Easter - April 16, 1995
MEMO TO:  Academic Council

FROM:  Curricula Committee

DATE:  January 13, 1994 Meeting

For the information of the Academic Council, the following EC1's have been submitted by the University department for an experimental course that will be offered in the near future.

EC1's Reviewed:
EC1 507, Chemistry 301, Limnology-Chemistry of Natural Waters. Approved for Summer 1995. 2 hours lecture and 1 hour lab. Prerequisites: Junior or Senior standing in department of Chemistry, Geology/Geophysics or Life Sciences.

EC1 509, Mining Engineering 401, Mining in Salt Rock. Approved for Winter 1994. 2 hours lecture and 1 hour lab. Prerequisite: Min 231.

EC1 510, Mechanical Engineering 401, Advanced Mechanisms. Approved for Winter 1994. 3 hours credit. Prerequisite: ME 302.

The Curricula Committee recommends to the Academic Council that the curricula changes on the following CC1's be approved.

CC1's Reviewed:
CC1 3784, Petroleum Engineering 241, Petroleum Reservoir Engineering. Approved for Fall 1994. Change in prerequisite from Math 22, PE Eng 131 and 141 "TO" Math 22, Accompanied or preceded by Petr Eng 141, or Senior Standing. Change in description to: Properties of reservoir formations and fluids; reservoir mechanics including fluid flow through reservoir rock, capillary phenomena, material balance, volumetric analyses, drive mechanisms.

CC1 3785, Mechanical Engineering 441, Advanced Energy Conversion. Approved for Fall 1994. Change in prerequisites from ME 229 "TO" ME (or AE) 319, or ME (or AE) 325.

CC1 3786, Chemical Engineering 261, Industrial Instrumentation. Approved for Fall 1994. Change in prerequisites from Math/Stat 204, ChE 231, ChE 233, Accompanied by ChE 262 "TO" Math/Stat 204, or 229, ChE 233, Preceded or accompanied by ChE 262, ChE 20.

CC1 3792, Chemistry. Approved change in curriculum for Fall 1994. Curriculum for Chemistry/Polymer and Coatings Science Emphasis Area, for senior year, first semester, add Chern 252 because Chern 251 has been separated into Chern 251 (lecture) and Chern 252 (laboratory). Also, change Chern 251 to 3 hours and Chern 252 to 1 hour.

CC1 3793, Chemistry. Approved change in curriculum for Fall 1994. Curriculum for Chemistry/Premedicine Area, for senior year, First Semester, add Chern 252 because Chern 251 has been separated into Chern 251 (lecture) and Chern 252 (laboratory). Change Chern 251 to 3 hours and Chern 252 to 1 hour.

CC1 3794, Chemistry. Approved change in curriculum for Fall 1994. Curriculum for Chemistry/Biochemistry Emphasis Area, for senior year, first semester, add Chern 252 because Chern 251 has been separated into Chern 251 (lecture) and Chern 252 (laboratory). Change Chern 251 to 3 hours and Chern 252 to 1 hour.

CC1 3795, Chemistry. Approved change in curriculum for Fall 1994. Curriculum for Chemistry/Bachelor of Science, for senior year, first semester, add Chern 252 because Chern 251 has been separated into Chern 251 (lecture) and Chern 252 (laboratory). Also, change Chern 251 hours to 3 and Chern 252 to 1 hour.

**For your information:**

CC1 3797. New Degree Programs. Bachelor of Science in Environmental Engineering and Bachelor of Science in Environmental Sciences. The committee has requested this CC1 be resubmitted with the following changes.

1. The designation of a department to house this degree program.

2. The question of only 16 hours to complete this second B.S. The undergraduate catalog has a current rule for a student entering UMR with a baccalaureate degree must take a minimum of 30 hours to receive another bachelor's degree.

3. The clarification of the courses to be included for the Chemistry department. The attached material did not include any courses for Chemistry and they are to be included.

The meeting adjourned at 2:30 p.m. The next meeting will be held Thursday, February 10, 1994, in Room 216 Parker Hall.

Dr. James Wise, Chair
To: UMR Faculty

Academic Council Meeting
Thursday, January 20, 1994; 1:30 P.M.; G-5 H/SS

I. Approval of minutes of the December 2, 1993 meeting

II. Reports and Responses
   A. President’s Report (To include IFC) (10 min.) Lance Haynes
   B. Chancellor’s Report (10 min.) John Park
      (10 minutes for Questions & Answers)

III. Reports of Standing and Special Committees
   A. Admissions and Academic Standards (No report) Lance Williams
      1. Delayed (DEL) Grades & Special Topics courses
   B. Budgetary Affairs Committee (No report) Al Crosbie
   C. Curricula (10 min.)
      *1. Report No. 4 James Wise
   D. Personnel (No report) Jeffrey Cawlfield
      1. Student Council Questionnaire
      2. System-Wide Evaluation of Administrators
      3. Faculty Reporting Hours Worked
   E. RP & A (5 min.) Randy Moss
   F. Public Occasions (2 min.) Lance Haynes
   G. Student Affairs (No report)
   H. Task Force on Curriculum (No report) Randy Moss
   I. Child Care Committee (5 min.) Catherine Riordan

IV. Old Business

V. New Business & Announcements
   A. Referrals
      1. Plus/minus Transfer grades Lance Haynes

* Information will be distributed at the Council meeting.
February 15, 1994

TO: Jeff Cawfield, Chair, Personnel Committee

FROM: Lance Haynes, President

REF: Referrals

Jeff, several other items have come up which I think Personnel needs to consider. I ran each one by RP&A and they generally agreed that your committee is the proper one.

First, I attach two pieces of correspondence, one from me to the Chancellor, and his reply, concerning our Faculty Awards Programs. The administration seems willing to accept suggestions but have little inclination to initiate changes. One exception may be that Walt Gajda is looking closely at the Curators Professor procedures. In any event, my letter indicates the concern which I refer to the Personnel Committee.

Second, the Chair Search procedures described in our by-laws were instituted in 1990 following the A&S Dean Search dispute between the faculty and the Chancellor. Recently, I encountered a situation where a department had set up a chair search in keeping with the by-laws but with no awareness of the other obligations that Human Resources and Affirmative Action policies impose on all search committees. Please ask John Molchan about the obligations to which I refer. This committee was several months into its work and had not complied with a number of campus policies of which they were simply unaware. I strongly recommend that your committee consider a brief addition to the by-laws that will inform anyone organizing a chair search of these other obligations. Chris Ramsay is currently chairing a committee to revise the by-laws and this would be a most appropriate time to make such a change.

Third is the matter of Annual Reviews of Administrators. I believe this practice was passed by the Council last year related to Deans and the Vice Chancellor for Academic Affairs. It has recently been brought to my attention that a similar review of the Vice Chancellor for Student Affairs might also be appropriate. Please ask your committee to consider recommending an appropriate change to the appropriate policy memo.

Thank you for your assistance in these matters.
January 11, 1994

TO: John Park, Chancellor
Walt Gajda, Vice Chancellor for Academic Affairs

FROM: Lance Haynes, Council President

REF: Faculty Awards Programs

At the last meeting of the RP&A Committee, we discussed a growing perception among the faculty that various of our awards programs are unfair in one way or another. Since the purpose of our awards programs is to encourage excellence, any perception of unfairness seems likely to detract from the effectiveness of the programs.

The committee generally felt that a policy memorandum outlining the general criteria and procedures for each of our major award programs, Outstanding Teacher, Faculty Excellence, Curators Professor, and Distinguished Teaching Professor, could go a long way toward dispelling perceptions of unfairness.

At this point, rather than referring the matter to the Personnel Committee, we agreed to inquire as to your views. Any input you would care to provide would be appreciated.

Thank you for your assistance.
MEMORANDUM TO: Lance Haynes
FROM: John T. Park
Chancellor
DATE: January 19, 1994
RE: Faculty Awards Program

Thank you for your note relative to faculty concerns about the faculty awards program. The procedures for making these awards have been reviewed regularly and have been modified somewhat as the result of those reviews. It is extremely important that the faculty believe that the awards represent true merit and that all the processes are fair and provide equal access to all qualified individuals. Walt Gajda has indicated that he has in process another review of the faculty award procedures.

As you are aware, each of these awards involves significant input from various faculty committees, and, in some cases (outstanding teaching award, for example), the processes have been designed and controlled by the faculty committees, themselves. Walt Gajda has indicated that he would welcome input from members of the Personnel Committee in the review process. I hope that you and that committee will work with him to make any required modifications to our faculty awards processes to assure that the awards truly represent the meritorious achievements of the faculty.

dk
MEMO: Academic Council

FROM: Curricula Committee

DATE: February 10, 1994 Meeting

For the information of the Academic Council, the following EC1’s have been submitted by the University department for an experimental course that will be offered in the near future.

EC1’s Reviewed:

EC1 511, Electrical Engineering 301, Electric Drive Systems. Approved for Fall 1994. 3 hours credit. Prerequisite: EE 205.


EC1 513, Management Systems 101, Introduction to Management. The committee is forwarding this to the Academic Council with the recommendation it be disapproved on the grounds of Management Systems is not a department. The original proposal to establish the degree program stated that the existing course structure of the departments of Computer Science, Economics, and Psychology would be used.

EC1 514, Physical Education 101, Swimming Fitness. Approved for Fall 1994. 1 hour credit. Prerequisite: None.

EC1 515, Physical Education 101, Basketball/Volleyball. Approved for Fall 1994. 1 hour credit. Prerequisite: None.

CC1’s Reviewed:

CC1 3798, Life Sciences 251, Ecology. Approved for Fall 1994. Change in credit hours from 2 "TO" 3. Justification reads: To allow more time for adequate treatment of course material, to give proper credit for amount of effort expected of students. (Consistent with plans for proposed 2nd B.S. degree in Environmental Science/Engineering).
CC1 3799, Life Sciences 235, Evolution. Approved for Fall 1994. Change in credit hours from 2 "TO" 3. Justification reads: More time is required in order to include molecular genetics and to use computer programs and video tapes.

CC1 3800, Economics. Approved change in minor for Fall 1994. The minor description presently reads: The minor in economics requires 15 hours of economics course work. The proposed minor now reads: The minor in economics requires 15 hours of economics course work, with a minimum grade of "C" in each course.

CC1 3801, Life Sciences 302, Laboratory Training for Science Teachers. Approved new course for Summer 1994. 3 hours credit. No prerequisites. Description reads: A three-week workshop designed to assist middle school and junior high school teachers in developing more hands-on science activities for their students. (Course limited to middle school and junior high school teachers or Masters of Science for Teachers candidates.)

James N. Wise, Chair
Constitution
of the
Bridge Club

February 22, 1994
CONSTITUTION OF PROPOSED BRIDGE CLUB

Preamble

We, the students of the University of Missouri - Rolla, do hereby establish this constitution for the Bridge Club at the University of Missouri - Rolla, for the advancement and general welfare of participants.

Article I. Name and Affiliation

This organization shall be called the Bridge Club at the University of Missouri - Rolla, hereafter referred to as BC, affiliated with no other organizations and having no official insignia.

Article II. Purpose

The purpose of this organization is to provide an opportunity for students to learn and practice the game of bridge.

Article III. Membership

A. Membership

1. Regular membership of the BC will consist of students showing interest in BC and willing to pay designated dues.

2. Associate Members of the BC will consist of UMR faculty and staff members who show interest in joining BC.

B. Rights of Members

Only those members who are classified as regular members have the right to vote and hold office.

Article IV. Executive Board

A. The executive board shall consist of the President, Vice-President, Secretary, and Treasurer.

B. The officers shall be elected each semester in the months of August and January.

C. Officer Elections

1. Any regular member may nominate any other regular member for any office.
2. Officers will be elected by a majority of those voting members present.

D. Officer Duties

1. The President shall set the time and place for the first meeting of each semester, preside over meetings, and assume the duties of any executive board member when they are absent.

2. The Vice-President shall coordinate all club activities and assume the duties of the President in the event of his/her resignation or absence.

3. The Secretary shall record all correspondence and relay the information to the executive board and reserve rooms for meetings as designated by the President.

4. The Treasurer shall keep accurate and current accounts of the club funds and is responsible for overseeing the payment of BC costs through proper university procedures.

E. Any officer may be impeached. Impeachment will proceed with due process initiated by the executive board with final approval by three-fourths of the regular voting members present.

Article V. Advisor

A. An advisor will be appointed at the beginning of each year by a unanimous executive board vote.

B. The advisor’s term will be a one year appointment.

C. If the advisor should wish to resign his/her appointment, a new advisor will be selected by a unanimous executive board vote.

Article VI. Dues

A. Annual dues shall be set at $2.00 but can be amended by a unanimous vote of the executive officers, three-fourths approval of the regular members.

B. Dues must be paid by three meetings after a person has joined the BC.

C. Dues shall be paid to the "Bridge Club".
Article VII. Meetings

A. Regular meeting times and places shall be determined at the first meeting of each semester by the regular members.

B. A quorum shall consist of one-half the regular members at the beginning of each semester.

Article VIII. Approval

A. The BC constitution shall be effective upon approval by a three-fourths vote of the regular members.

B. The BC constitution must be approved by the Student Affairs Committee and the Academic Council.

Article IX. Amendments

A. Amendments may be proposed by regular members at any meeting and a vote shall be held at the following meeting.

B. Adoption of an amendment shall be effective upon a three-fourths vote of the regular members.

C. All amendments are subject to approval by the Student Affairs Committee and the Academic Council or their designated representative.

Article X. Parliamentary Authority

All meetings will be conducted according to Robert's Rules of Order and interpreted by the President.
CONSTITUTION
of the
Jewish Student Association at the University of Missouri-Rolla

ARTICLE I
Name

Section 1. The name of the organization shall be the "JEWISH STUDENT ASSOCIATION" at the University of Missouri - Rolla.

ARTICLE II
Objectives

Section 1. The primary objective shall be the promotion of Jewish education and culture among the Jewish student body and other interested members of the university community. Included in this shall be the establishment and operation of a Jewish topics library that will be available to members of the organization.

ARTICLE III
Organization and Membership

Section 1. Membership.
Membership is open to all UMR students maintaining at least a 2.0 GPA.

Section 2. Classes of Membership.

- Associate members may consist of any faculty or staff of the university.

- Honorary members may be appointed upon recommendation of any regular member and approval by a 3/4 vote of the regular members. Honorary membership implies an open invitation to all organizational activities, and such members shall be kept informed of these activities.

Section 3. Dropping Members.
If it should be brought to the attention of the organization that any member is acting in a manner contrary to the aims and objectives of the organization or involved in activities conflicting with university standards, this person's membership may be revoked. Revocation requires due process and 3/4 vote of the regular members.
CONSTITUTION OF THE NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS
UNIVERSITY OF MISSOURI - ROLLA STUDENT CHAPTER

Article I. Name

The name of this organization shall be the University of Missouri - Rolla Student Chapter of the National Society of Professional Engineers.

Article II. Object

The object of this organization shall be to develop and maintain the beginning student's interest in the engineering profession, to develop the student's understanding of the professional aspects of engineering, to direct the graduating senior toward definite steps to obtain professional status through certification and registration, and to educate the community about the engineering profession.

Article III. Membership

Section 1. Any student duly enrolled in the University of Missouri - Rolla in a curriculum leading to an engineering degree is eligible to be a student chapter member.

Section 2. Applicants shall become student chapter members upon first payment of dues. All members may cast one vote in governing the affairs of the chapter. Members who have not paid their dues prior to the passage of ten calendar days after the first meeting of the semester may not vote until said dues are paid to the treasurer.

Section 3. The membership of the chapter shall consist of Members, Honorary Members, and Charter Members.

Section 4. The Charter Members shall be limited to those student chapter members who are on the roll of this organization at its founding.

Section 5. The number of Honorary Members shall be limited to the Board of Sponsors (as defined in Article VI.) and those elected by a two-thirds majority vote of the voting members. Advice and opinions of Honorary Members may be solicited but they have no vote in the affairs of the student chapter.

Section 6. The Faculty Advisor shall be elected from the Board of Sponsors by a simple majority of the voting members of the student chapter. The Faculty Advisor shall be the Chairperson of the Board of Sponsors. The Faculty Advisor shall serve until resignation or until removal by a two-thirds majority vote of voting members.

Section 7. Any member may be removed by a three-fourths majority vote of the student members. The member(s) being removed must be contacted both verbally and in writing (at least one week before
the vote) of the organization's intention of voting on their membership. Recommendations for removal of student members shall come from the Board of Sponsors.

Article IV. Officers

Section 1. The National Society of Professional Engineers University of Missouri-Rolla student chapter shall be governed by a Board of Directors consisting of the President, the Vice President, the Secretary, the Treasurer, and the Society Representative.

Section A. The President shall preside at the meetings of the organization, act as Chairperson of the Board of Directors, appoint the Fundraising, Program, Publicity, and Special Projects committees with the approval of the Board of Directors, and shall appoint any other committees deemed necessary by the Board of Directors. The term of the President shall last one academic year.

Section B. The Vice President shall assist the President in her/his duties. The term of the Vice President shall last one academic year.

Section C. The Secretary shall carry on all organization, correspondence, and take minutes of the meetings. The term of the Secretary shall last one academic semester.

Section D. The Treasurer shall handle and keep an accurate record of all the organization's financial transactions. The term of the Treasurer shall last one academic semester.

Section E. The Society Representative shall be the organization's official contact with the Rolla Chapter of the Missouri Society of Professional Engineers. The Society Representative shall attend their meetings as an observer and report matters of interest to the organization. The term of the Society Representative shall last one academic semester.

Section 2. Officer elections shall be held at the last regular meeting of each academic semester for the available offices. Elections shall be announced one meeting prior to the time at which they are to be held. Nominations will be open to the floor at the time of elections. A simple majority shall be required for all elections.

Section 3. In the event of a vacated office, there shall be an election to fill the vacancy at the next regular meeting after its occurrence.

Section 4. Officers may be removed by a two-thirds majority vote of the student members. The officer(s) being removed must be contacted both verbally and in writing (at least one week before the vote) of the organization's intention of voting upon their
DATE: February 22, 1994

MEMO TO: Lance Haynes, Academic Council President

FROM: Ron Kohser, Academic Assessment Committee

RE: Replacement of C-BASE for General Education Assessment

The Academic Assessment Committee has prepared the attached document for submission to the Board of Curators requesting permission to replace C-BASE as a means of assessing General Education at the University of Missouri-Rolla. The document has been reviewed and approved by each of the committee members, and we are submitting it to you for approval by the Academic Council.

Since we are requesting permission to replace C-BASE beginning with the Fall semester of 1994, it would seem appropriate that the request be forwarded to the Board of Curators in time for action no later than the May meeting.
Evaluation of General Education Outcomes Resolution
for the University of Missouri-Rolla

Responding to the Board of Curators action of October 28-29, 1993, the University of Missouri-Rolla would like to request permission to substitute the Academic Profile Test (APT) from the Educational Testing Service for C-BASE as a means of evaluating the general education outcomes for the campus, effective in the Fall semester of 1994.

Statement of the Purposes of the General Education Component of the Campus Curriculum:

On March 25, 1993, the UMR Academic Council adopted a "General Education Requirement" as detailed in a seven-page document appended to this request as Appendix 1. This document discusses the components, rationale, and specific requirements of the general education program, as well as the means of implementing proposed changes to the existing curriculum and facilities. In addition to meeting the goals and objectives of the Board of Curators and University of Missouri system, the proposed instrument is consistent with the general education assessment expectations of both the Accreditation Board for Engineering and Technology (ABET) and the North Central Association.

UMR Assessment Background:

On the UMR campus, an ad-hoc Educational Outcomes Committee first addressed assessment issues in 1986, and the ACT Comp. general education exam was administered to a small number of students in the spring of 1987. This committee went on to establish the guidelines for the entire UMR student assessment program. In the 1987-88 school year, general education assessment was expanded to a wider range of students and the Academic Profile Test was adopted as the basis of this evaluation. In 1989, the ad-hoc committee was replaced by an Academic Council Academic Assessment Committee, which has reaffirmed and continued the work of its predecessor.
The Academic Profile Test (APT) continued to be the basis of general education assessment from 1987 through spring of 1991 (when the conversion to C-BASE was mandated). This test is designed to evaluate various aspects of a general education core. College-level academic skills in reading, writing, critical thinking and mathematics are evaluated through specific questions from the three general education areas of: humanities, social sciences, and the natural sciences. The humanities questions cover aspects of: poetry, fiction and nonfictional prose from classical, American and British literature, painting, music, philosophical issues, and matters relevant to women and minorities. Social science topics include: history, economics, political science, psychology, anthropology, and sociology, as well as general social science. Natural science questions cover material from: biology, chemistry and physics. Mathematics is integrated throughout the test in a means that is sufficient to produce an evaluation of mathematical skills and abilities.

Academic Profile Test Results:

The Academic Profile Test provides results which are both normative to specified reference groups and criterion referenced with respect to various skills and abilities. Thus, the faculty advisor receives results that indicate not only the overall skills, ability and mastery of the student, but specific placement in categories relative to: reading and critical thinking, objective writing, and mathematical ability. These categories are graduated on the basis of increasing skills and abilities, or tasks that a student at that level should be able to perform. Appendix 2 presents several of these graduated scales. With four years of familiarization with APT test results, the UMR faculty advisors had become familiar with the test and several departments had developed specific programs to utilize the results.
C-BASE:

In 1991, the Academic Profile Test was replaced by C-BASE, in accordance with the directives of the Board of Curators, and the C-BASE exam was used for general education assessment from 1991 through the present semester (Spring, 1994). Although UM-Rolla has not been pleased with the C-BASE Test, efforts have been made to utilize the results. A faculty committee was formed to study the test and how it could be best used at UM-Rolla. The conclusions of both that committee and the Academic Assessment Committee can be summarized as follows:

1. C-BASE lacks fit with the caliber of students who attend UM-Rolla. The ceiling on the test is low in comparison with the ability of UM-Rolla students. The average student scores exceedingly high, which serves to support the status quo rather than encourage improvement. In addition, students tend to regard the exam as insignificant and irrelevant to their academic mission.

2. C-BASE fails to provide adequate discrimination with respect to writing ability. The spread of results is sufficiently narrow such that most UM-Rolla students receive the same middle-of-the-road score.

3. C-BASE lacks fit with the general education program that has been adopted by the UM-Rolla campus. Some subjects are tested that are not part of the UM-Rolla curriculum. Others are tested at a level that corresponds more with knowledge upon entry to UM-Rolla rather than that received as part of the general education experience. Mathematics at the level of basic algebra is a relevant example.

4. A large percentage of the questions in all content areas involve memory and recall, rather than the higher levels of thinking expected of UM-Rolla students.
In addition to finding the results difficult to utilize, the faculty also noted that the test required approximately four hours to administer, a feature that has made it very difficult to administer without serious disruption to students' academic schedules. In addition, the tests cost approximately $18.00 per student and have a six-week delay before scores are received. Each of these aspects is inferior to our experience with the previously administered Academic Profile Test.

From a campus perspective, C-BASE also fails to offer a relevant norm group of peer institutions. The University of Missouri-Rolla is a specialized campus, and the proposed Academic Profile Test will enable the selection of both peer user institutions and benchmark institutions for comparison purposes.

Request to Return to Academic Profile Testing

For the reasons cited above, the University of Missouri-Rolla would like to request permission to return to the Academic Profile Test as the means of evaluating the general education portion of the campus curriculum. The test was selected by faculty committees as being the best instrument to meet the needs of the UM-Rolla campus. Four years of existing data can be utilized as a basis for longitudinal studies. Some departments already have programs and advising schemes designed to utilize the exam results. The test can be administered in under two hours, a time savings for both students and test administrators. In addition, the reduced cost of the examination will produce a savings to the campus of approximately $7.00 per student. The results will be more useable for advising purposes by the campus faculty and staff. The proposed exam also meets the general education assessment expectations of both the ABET and North Central organizations. The conversion from C-BASE to the Academic Profile Test will be implemented in the fall semester of 1994.
The University of Missouri-Rolla will continue to supplement the basic general education assessment examination with a variety of additional examinations and evaluations as has been done throughout the seven-year history of assessment on the campus. While the Academic Profile Test (APT) will be given to all students, the size of the test group and frequency of each supplemental examination will be selected to meet the various objectives.
APPENDIX I

GENERAL EDUCATION REQUIREMENT

AT

UNIVERSITY OF MISSOURI-ROLLA
GENERAL EDUCATION REQUIREMENT *

AT

UNIVERSITY OF MISSOURI-ROLLA

PREAMBLE

The purpose of the General Education Requirement is to assure that UMR graduates will be able to solve problems for and creatively contribute to their professions and human culture. The requirement encourages students to acquire a thirst for knowledge and establish a pattern of life-long learning.

The General Education courses impart basic and applied knowledge and an understanding of the larger social, historical and cultural context of which we are all a part. By imparting this knowledge and by teaching students how to think critically, how to analyze and synthesize information, and how to communicate effectively, general education courses at UMR also prepare students to become not only educated citizens, but also effective leaders, professionals, and contributors to the increasingly complex society and world in which we live.

The UMR faculty do not view completing a list of courses as equivalent to meeting these goals. For instance, the faculty believe it is better to complete one or two writing skills courses early in the curriculum, followed by a series of "writing intensive" courses in his/her discipline as opposed to taking a longer sequence of writing skills courses. Similar comments hold for oral argumentation, computer and information technology and mathematics, symbolic and logical reasoning. Practicing a skill in the student's discipline is a major step toward acquiring that skill for life. This is one of the fundamental premises in the University of Missouri-Rolla plan for implementing the General Education Requirement.

The University of Missouri-Rolla is Missouri's "Technological University". As such, it is not surprising that the faculty at UMR view a balance between science/mathematics and the liberal/humanistic requirements as vitally important.

COMMUNICATION SKILLS

Rationale

The administration and faculty of the University of Missouri-Rolla recognize that written and oral communication skills are extremely important for every college graduate. Success, particularly at the higher positions of the professional ladder, requires professional competency and communication skills. Writing or preparing an oral presentation about a topic is recognized as an important part of the learning process, and this exercise helps students to think and to express their thoughts more clearly.

* Originally proposed to and provisionally accepted by the UMR Academic Council on February 25, 1993. This amended form was accepted by the UMR Academic Council on March 25, 1993 after review by the entire UMR faculty.
Consistent with the recognition of the importance of communications skills, there is an organized effort at UMR to integrate communications skills into every curriculum in such a way that our graduates can articulate their thoughts clearly and succinctly, both orally and in writing.

**General Objectives**

Students should have numerous opportunities to enhance their communications skills throughout the curriculum. Students' competencies in expressing themselves must be evaluated to assure that graduates can write and speak effectively.

**Proposed Requirement**

Each curriculum is to include English 20 as a required course. Each department is to develop a plan which will provide students with opportunities to enhance their writing and speaking skills through at least two writing-intensive and/or written and oral communications courses; at least one of which should be in the student's major. Methods of evaluating students' communication skills are to be included in the plan.

**Implementation**

Each department must include writing and speaking requirements in several courses. We do not believe it necessary to add new courses specifically devoted to writing skills or oral presentations. The proposed Center for Writing Technologies should be established and, together with the Oral Communication Center, charged to provide the necessary assistance to faculty responsible for developing such courses. The Centers would provide individual assistance to students and faculty in establishing standards for good writing and oral communication, as well as methods for evaluating all forms of communication.

**COMPUTER AND INFORMATION TECHNOLOGY**

**Rationale**

As society moves from the industrial period to the information age, more people will become involved, both personally and professionally, with tasks related to the collection, processing, management, retrieval, transfer and use of information. Present day and future professionals must have basic computer skills in order to achieve a level of efficiency in their daily personal and professional lives that makes them competitive in the market place.

**General Objectives**

Students should develop the computer skills necessary to process or access information related to the practice of the student's chosen field.

**Proposed Requirement**

All students should complete a course on either the use of a high-level language (such as FORTRAN, Basic, Pascal or C), or the acquisition of skills associated with applications software packages (e.g., word processors, spreadsheets, E-mail and
database management systems). This basic exposure should be followed by at least two
courses in the student's discipline that are categorized as "computer intensive". A
computer-intensive course is one in which the student writes one or more programs in a
high-level language to solve a discipline-specific problem or in which the student uses a
software package to solve problems related to his/her field of study.

FOREIGN LANGUAGE AND CULTURE

Rationale

The professional facing the 21st century must be better versed in and more sensitive
to the international world. They must be aware of international interdependence reflected
in the global economy and the multinational approach to world politics. Americans must
end their long-standing ethnocentrism and gain greater sensitivity to other peoples and
their cultures.

General Objectives

The professional should:

develop an awareness and knowledge of a culture or cultures other than that/those of
English-speaking North America,

increase one's ability to function in a global economy and enhance one's credentials
to perform as a professional in that economy, and

hone language and communication skills by learning a language other than English.

Proposed Requirement

All students should complete at least two courses treating foreign language and/or
cultural awareness from a list of approved courses, or they should acquire equivalent
foreign cultural experiences in accordance with guidelines established by each
department. The course list would include classes such as: foreign languages, foreign
civilization and culture, which could satisfy the distribution requirement for Social and
Behavioral Sciences, Humanistic Studies and Fine Arts. The equivalent experience
guidelines would include activities such as study abroad, working abroad, and attending
meetings or conferences abroad.

MATHEMATICAL, SYMBOLIC AND LOGICAL REASONING

Rationale

Knowledge of mathematical, symbolic and logical reasoning is an essential component
of any individual's intellectual capacity. The study of these topics is essential to the
development of mental discipline and structured and logical thought processes. The
language of mathematics is fundamental in understanding of the natural, business and
social worlds.
General Objectives

The student must develop the mathematical, symbolic and logical reasoning tools necessary for study in the student's chosen field and develop critical thinking skills necessary to make rational decisions.

Proposed Requirement

All students should complete at least two courses in the area of mathematics, statistics or symbolic and logical reasoning. These courses should lay a foundation for study in the student's chosen field. (This is the effective requirement for the B.A. degree. All Engineering and Physical Sciences programs require at least seventeen hours.)

PHYSICAL AND BIOLOGICAL SCIENCES

Rationale

"Traditional" General Studies programs commonly group certain areas of study together as "distribution" requirements. As a result, the possibility is raised that the critical, and growing, impact of the physical and biological sciences upon the lives of everyone will receive less attention than it should. The sciences teach the vital concept of cause and effect that helps to prepare all students to make sound decisions.

General Objectives

The student should:

develop an awareness of and an appreciation for rational thinking as expressed in the scientific method,

develop an appreciation for the application of both experimentation and mathematics to the solution of physical and/or biological problems, and

consider multiple situations in which physical laws limit, define, and regulate the behavior of real events having social and political implications.

Proposed Requirement

All students should complete at least three courses in the physical and/or biological sciences, at least one of which must have a significant laboratory component.

SOCIAL AND BEHAVIORAL SCIENCES, HUMANISTIC STUDIES, AND FINE ARTS

Rationale

The major topics within this broad collection of disciplines have long been, and still remain, essential components of what any educated individual should know. The arts, in all their forms, include some of the greatest human accomplishments.
The study of people, and the historic, social, cultural, ethical, and economic forces that shape their behavior have, if anything, increased in importance as the world has become a smaller place. A portion of the course work in this area should reflect the reality of a highly interconnected world.

These topics have been grouped together for two principal reasons. First, the line between what constitutes humanities and what constitutes social sciences is blurred in some cases. Second, rigid divisions within these topics when coupled with legal and accreditation requirements might result in reducing, rather than increasing, the choices possible to a student.

**General Objectives**

The student should:

- develop an awareness of rational thinking as applied to human behavior, both individual and social,
- develop an understanding and a knowledge of human history, including the impact of literature and the fine arts, and
- consider the impact that these topics have in limiting and defining solutions to social and political problems.

**Proposed Requirement**

All students should complete at least six courses within these areas. If these courses will represent all, or nearly all, of a student's activity within these areas, at least two of these courses should have, as prerequisites, one or more of the other college courses within these areas. To the extent consistent with this requirement, departmental programs should require as much breadth of activity as possible.

**SYNTHESIS AND INTEGRATION**

**Rationale**

Students must be able not only to pass individual courses, but also to relate information from vastly different areas into an integrated understanding of their own discipline as well as comprehend how their discipline relates to the rest of the world.

**General Objectives**

The American education process is a highly compartmentalized process in which students are required to complete many different and often unrelated courses. The objective of the synthesis and integration requirement is to make certain that students are able to:

- retain information from the many different courses,
- integrate information from the many different courses into an overall composite understanding of their discipline, and
bring that composite information to bear on a project or problem pertinent to the discipline.

Proposed Requirement

All students will be required to complete an upper level project (or course containing an upper level project) involving synthesis and integration of the entire undergraduate experience. Presentation of the project results is expected in the form of a written report, oral report, recital, exhibit or performance appropriate to the discipline. Projects might include a research or thesis project, an essay, an internship, an upper level seminar or an upper level design course.

PHASE-IN PERIOD

The adoption of a General Education Requirement represents a very significant impact on the various degree programs. For example, faculty expertise must be matched to course offerings, to modifications of course offerings and to creation of new course offerings. Each department will be faced with difficult choices related to required and elective courses in its degree program in order that the General Education Requirement be met while honoring accreditation requirements. In addition, programs in every field have certain attributes that cannot be omitted from a competitive degree offering, even though they are not dictated by either the General Education Requirement or accreditation requirements. These attributes are frequently the richness of a degree program that makes the program attractive to prospective students. The decisions which must be made should be well-planned and the ramifications carefully analyzed.

In addition to re-shaping the curricula in all degree programs, we must worry about modifying course descriptions and matching faculty to greatly revised course offerings. In some cases, the existing faculty expertise will not mesh well with major new course offerings. New introductory courses, especially in areas such as foreign language and culture will have to be offered.

A major factor in the implementation of the General Education Requirement will be the formation of the Center for Writing Technologies. This Center will have to be authorized, staffed and faculty educated with respect to the services it can offer.

IMPLEMENTATION AND REVIEW COMMITTEE

Each department must submit a revised curriculum for each degree it offers. This revised curriculum should be reviewed by a committee to verify that it will meet the goals of the General Education Requirement. In addition, there should be a committee structure to review courses that may qualify as "writing-intensive" or "computer-intensive".

The existing UMR Curriculum Committee is an appropriate entity to perform this function. The start-up process of reviewing twenty six degree programs and various courses to determine if specific courses meet goals under various categories of the
General Education Requirement may be a heavy burden and therefore the Curriculum Committee membership may be expanded temporarily, if appropriate.

Once the General Education Requirement is established in all curricula, it should become a maintenance effort for the Curriculum Committee to determine if:

any change in curriculum for a degree program satisfies the General Education Requirement, and

courses which were approved as being "writing-intensive", "oral-argumentation-intensive", "computer-intensive", etc. continue to qualify as such. Perhaps courses that were so designated should be reviewed on a three to five year cycle. Reviews should be as quantitative as possible. For instance, a writing-intensive course should require a minimum number of words of writing in multiple drafts or a minimum number of individual writing assignments.
APPENDIX 2

CRITERION-REFERENCED TEST RESULTS FROM THE

ACADEMIC PROFILE TEST (APT)
Using Mathematical Data (APT)

Criterion referenced information gives a description of specific skills.

Level 1. A student at this level can read and interpret information from simple graphs or charts, solve simple equations or evaluate expressions, and solve simple and routine word problems.

Level 2. At this level a student can solve moderately difficult equations and inequalities, evaluate complex formulas, compare and apply information from more complex charts and graphs, and apply reasoning, geometry, and measurement skills in solving moderately complex problems including word problems.

Level 3. Students at level 3 can generalize and apply mathematical knowledge and skills in a nonroutine situations, and demonstrate real comprehension of exponents, variables, geometry, and measurement. Also at this level a student can solve multi-step and non-routine problems involving a range of reasoning skills.
APT CRITERION-REFERENCED MATH

Frequency of APT Criterion-Referenced Math Levels

Percent of UMR Students

<table>
<thead>
<tr>
<th>Level</th>
<th>1989</th>
<th>1990</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level 2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level 3</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Reading and Critical Thinking (APT)

Criterion referenced information indicates the specific skills at each level.

Level 1. (Reading). At this level a student recognizes and comprehends discrete pieces of information such as presented in a single sentence, as well as relationships explicitly stated in a passage. A student also understands words and phrases in context.

Level 2. (Reading). Students at this level recognize relationships that can be inferred. They also recognize summaries and alternative ways of stating information. Level 2 students can also interpret figurative language, and recognize the purpose of the passage as whole.

Level 3. (Critical Thinking). Students at level 3 can evaluate and analyze arguments, and within an academic field, handle interpretation, inductive generalization, or causal explanations.

Academic Field Tasks differ as follows:

Humanities: Evaluate views and interpretations

Social Sciences: Evaluate claims, disputes and inductive generalizations

Natural Sciences: Evaluate explanatory hypotheses and draw conclusions
APT CRITERION-REFERENCED READING & CRITICAL THINKING

Level 1

Level 2

Level 3

Percent of UMR Students

1989, 1990

Frequency of APT Criterion-Referenced Reading and Critical Thinking Levels
Objective Writing Test (APT)

Criterion Referenced

Level 1. Basic Skills: A student at Level 1 avoids gross errors in short or simple structures, and can logically select and order main ideas or divisions in a sustained paragraph using appropriate transition words.

Level 2. Intermediate Skills: Students proficient at Level 2 can recognize appropriate agreement among basic elements when they are complicated by intervening words or phrases, avoid errors in relatively long and complicated constructions, and are able to recast several simple clauses using a single, more complex combination.

Level 3. Mature Writing: These students can make logical statements and comparisons and are able to solve difficult or subtle writing problems such as appropriate use of parallelism. Students at level 3 also can make fine distinctions among closely related root words and grammatical structures.
Frequency of UMR Criterion-Referenced Writing Scores at Various Levels
3. Rescheduling of Instruction, Tests and Examinations. Scheduling of classes relative to time and space should be carefully considered as to need prior to the specific semester and only under the most serious conditions should changes be made during the semester. Care must be taken that such scheduling does not infringe unduly on the rights of the student and all rescheduling must have the written approval of the department chairperson and be coordinated through the Registrar's Office. Such changes must be initiated by students or instructors.

4. Examinations in Courses Attended as Hearer. If you are attending or have attended a course as a hearer, you are not entitled to an examination for credit in that course (see Section II-5, Registration as a Hearer).

5. Examinations of two hours' duration at the end of a semester may be given at the option of the instructor in all lecture and laboratory courses. No special final examinations shall be given except on written permission from the dean of the school/college in which the final is given. If you have a conflict between two final examinations, the subject regularly scheduled for the year in which you are classified shall take precedence, and the department teaching the other subject shall arrange a special examination for you upon verification of the Registrar. If you have three final examinations scheduled on the same day you may request that the examination falling in the second period on that day be moved to a different date. (If no examination is scheduled in the second period, the examination in the fourth period will be moved.) If you have four examinations scheduled on the same day you may request that the second and/or fourth examination be moved to another date. All of the above requests are to be made in the Registrar's Office at least one week before the beginning of the final examination week.

VIII. Undergraduate Grades (Graduate grading is covered in the Graduate Catalog under "Scholastic Requirements"):  

1. Significance of Undergraduate Grades. The grades reported are as follows:

   A, excellent  
   B, superior  
   C, medium  
   D, inferior  
   F, failure  
   I, incomplete  
   S, satisfactory, indicates credit has been earned for the course scheduled.  
   U, unsatisfactory, indicates credit has not been earned for the course scheduled.  
   DL, delayed grade is permissible for undergraduate research 390 and must be removed at the end of the next semester or a "U" grade will be assigned by the Registrar.

   Grades of "S" and "U" are permitted only for orientation courses, seminars, special problems, special readings, independent study courses (Numbered 200, 300, 350 and 390), and Pass/Fail courses. Standard grades also may be used for all of the above courses except the Pass/Fail courses.

   The purpose of the "I" grade is to allow a student to complete a course when, due to illness or unavoidable absence within the last four weeks (three weeks of classes plus finals weeks) of a Fall or Winter semester, or within the last week and a half plus the final exam period of a Summer Session, he or she would otherwise be unable to do so. The intent is to provide a means for completing a course without having to retake the entire subject for lack of fulfillment of one or two requirements of the course.

   The grade of "I" will be given only at the end of a Fall and Winter semester or Summer Session and only if you have been prevented from completing a course by sickness or unavoidable absence within the last four weeks (three weeks of classes plus finals week) of a Fall or Winter semester, or within the last week and a half plus the final exam period of a Summer Session, and then only if you have a passing grade in the course up to the time of such sickness or unavoidable absence.

   A form, obtained from the Registrar's office, must be completed, recommended by the instructor
CONSTITUTION OF THE
MATHEMATICAL ASSOCIATION OF AMERICA
UNIVERSITY OF MISSOURI - ROLLA

We, the students attending the University of Missouri - Rolla, do hereby establish this constitution for the Mathematical Association of America at the University of Missouri - Rolla, for the advancement of the general welfare of the students.

ARTICLE I. NAME AND AFFILIATION

This organization shall be called the Mathematical Association of America at the University of Missouri -Rolla, hereafter referred to as MAA, affiliated nationally with the Mathematical Association of America.

ARTICLE II. PURPOSE

The purpose of this organization shall be to promote an interest in mathematics at UMR by providing lectures and articles dealing with contemporary mathematics and recent developments in mathematical research. It will also provide opportunities to attend regional and national conferences, through the national chapters.

ARTICLE III. MEMBERSHIP

SECTION A

The membership of MAA shall consist of regular members and associate members. Any UMR student with an interest in mathematics may be a regular member, and any UMR faculty member may be an associate member.

SECTION B

All regular members hold voting rights, and may be elected to an office in the organization.

SECTION C

To initiate the removal of any member from the organization, a petition signed by twenty-five percent of the voting members must be brought to the MAA officers. It should clearly outline why the member should be removed. For a removal to occur, a two-thirds majority of all voting members is needed. Anyone so removed has all rights of due process.

ARTICLE IV. OFFICERS

SECTION A

The officer positions shall be that of President, Vice-President, Secretary, and Problems Coordinator.
RITES of KEMET

ACT I - NAME

The name of the organization is KEMET.

ACT II - OBJECTIVE

The objectives of KEMET are to enhance the general University of Missouri Rolla student population's knowledge of African-American and African History, to address current political world issues that involve African-descendants, to encourage people of African-descent to be involved in their own communities, and to train members in Kemetic teachings of self-worth, self-knowledge, self-motivation, and academic excellence in order to shape its members into their true selves. The Kemetic teachings are the ways of Ancient Egypt and Ethiopia. KEMET sponsors no religion.

ACT III - ACTUALIZATION

KEMET plans to expand its organization nationwide to other universities and campuses through positive teachings and achievements.

ACT III - MEMBERSHIP

A. KEMET Neophytes are open to all UMR campus students.

B. Neophytes are new members of the organization KEMET and they can be male or female. Neophytes must be of at least second semester Freshman class standing. Neophytes must have a minimum of a 2.0 GPA. Application for Neophytes shall be in writing in such form and in such detail as required by the Hierarchy and shall be signed by the applicant. A unanimous vote of the Hierarchy will be required to allow the applicant to become a Neophyte. The regular members present the Neophyte to the Hierarchy for regular membership which requires a unanimous vote of the Hierarchy. The time spent as a Neophyte is left up to the Neophyte and no hazing of any sort will be permitted.

C. Regular members consist of the Hierarchy and all other members of KEMET. Associate members will consist of faculty members, one acting as the organization's advisor. Neophytes are those in the initiation stage who do not possess the right to vote as regular members.

D. Any regular member may indicate an intention to relinquish his/her membership by filing a written resignation with the Hierarchy. In case of resignation, no fees covering the remainder of the year in which the resignation is processed shall be remitted to the resigner. If any member whose entering membership fees to KEMET remains unpaid for the period of one academic year (9 months) shall automatically cease to be a member.

Neophytes may be removed by a majority vote of the Hierarchy. Removal of regular members will require a majority vote of all regular members.
E. Only regular members will have the right to be on the Hierarchy and to vote.

**ACT IIII - HIERARCHY**

A. The Hierarchy will consist of a Minister of Administration who is the mediator with the public (an ambassador), a Minister of Order & Procedure who conducts and oversees KEMET meetings and who schedules upcoming functions, a Minister of Communications who is responsible for all publications and publicity of KEMET, a Minister of Finance who acts as a treasurer and bookkeeper, a Minister of Academic & Cultural Enhancement who is a programs and committees chair, and a Minister of Security who is in charge of keeping order in meetings and other KEMET functions. No office has a greater ranking than the other.

B. The qualifications of the Hierarchy will be a 2.0 GPA. Any qualified regular member of KEMET may serve on the Hierarchy for an unrestricted amount of terms. The term of the Hierarchy is one academic school year.

C. Term elections will begin the week prior to Spring Break. Nominations for the Hierarchy will be taken from the floor of the meeting. Candidates for the Hierarchy will be elected by a majority vote at the next regular meeting. A written vote from a regular member will be accepted before that meeting if the member is unable to attend. The beginning of the Hierarchy's term is the following fall semester.

D. In the event of a Hierarchy member relinquishing his/her position, a majority vote election will be held the next meeting from the regular members to fill that vacancy on the Hierarchy. A written resignation from the retiring Hierarchy member must be given to the Hierarchy prior to that election.

E. The process for impeachment of any Hierarchy member may be initiated by a minimum of two letters of impeachment. They must be submitted to the Hierarchy during a regular meeting. The candidate for impeachment has until the next meeting to present a case on his/her behalf. After his/her case has been presented, a vote will be held by the regular members. A majority vote of all regular members in favor of the impeachment is required. Nominations for the office will be taken at the next regular meeting.

**ACT IIIIII - ADVISOR**

The advisor who is an associate member will be elected by a majority vote of the regular members at the Term elections the week prior to Spring Break. The term of office for an advisor will be one academic school year. The beginning of the Advisor's term is every fall semester. The amount of terms for the advisor is unrestricted. If the advisor is unable to complete their term, a new advisor will be elected. The advisor has no voting rights.

**ACT IIIIIII - COMMITTEES**

Commitees will be determined by the Minister of Academic and Cultural Enhancement.
**ACT IIII - DUES**

A. There is an entering membership fee for all Neophytes, once they become KEMET, which will be determined by unanimous approval of the regular membership each term. This fee is separate from the dues and will be paid to the Minister of Finance within nine months of becoming KEMET.

B. There are dues in the fall semester and in the winter semester. The amount of dues will be determined by unanimous approval of the regular membership each term. Dues must be paid by the second meeting of each semester by the regular members, unless arrangements have been made with the Minister of Finance. All dues will be payable to the Minister of Finance. If the dues of a regular member are not paid or waived, the regular member will not be allowed entrance into regular meetings; therefore, giving up all voting rights as a regular member.

**ACT IIIIIII - MEETINGS**

A. Regular meetings are for members only, guests may be invited by a regular member. An invitation must be agreed upon by a majority vote of the regular members in advance to allow entry for the guest. The Minister of Order & Procedure calls all regular meetings. A special meeting may be called by any other member of the Hierarchy and guests are allowed entry. A quorum is required at any meeting on any voting issue. Robert's Rules of Order will be used during meetings.

**ACT ⊕ - RITES**

A. The unanimous vote of all the regular members of KEMET in attendance are needed for adoption of the RITES. This also must be approved by the Student Affairs Committee and the Academic Council.

B. Any amendments to the Rites may be introduced by a KEMET member at any regular meeting. These amendments will be unanimously approved at the next regular meeting. These also must be approved by the Student Affairs Committee and the Academic Council, or their designated representative.

C. Acts may be added when needed. The majority vote of all KEMET regular members is needed for adoption of new acts. Acts may be adopted or revised during regular meetings by unanimous approval. Acts must be approved by the Student Affairs Committee and the Academic Council, or their designated representative.
RITES of KEMET

ACT I - NAME

The name of the organization is KEMET.

ACT II - OBJECTIVE

The objectives of KEMET are to enhance the general University of Missouri Rolla student population's knowledge of African-American and African History, to address current political world issues that involve African-descendants, to encourage people of African-descent to be involved in their own communities, and to train members in Kemetic teachings of self-worth, self-knowledge, self-motivation, and academic excellence in order to shape its members into their true selves. The Kemetic teachings are the ways of Ancient Egypt and Ethiopia. KEMET sponsors no religion.

ACT III - ACTUALIZATION

KEMET plans to expand its organization nationwide to other universities and campuses through positive teachings and achievements.

ACT IIII - MEMBERSHIP

A. Neophytes are new members of the organization KEMET and they can be male or female. Neophytes must be of at least second semester Freshman class standing. Neophytes must have a minimum of a 2.0 GPA. Application for Neophytes shall be in writing in such form and in such detail as required by the Hierarchy and shall be signed by the applicant. A unanimous vote of the Hierarchy will be required to allow Neophytes entry. The final requirements to enter the organization as KEMET are secret to KEMET, but no hazing of any sort will be permitted. The time spent as a Neophyte is left up to the Neophyte.

B. Regular members consist of the Hierarchy, associate members, and all other members of KEMET. Associate members will consist of faculty members, one acting as the organization's advisor. Neophytes are those in the initiation stage who do not possess the right to vote as regular members.

C. Any regular member may indicate an intention to relinquish his/her membership by filing a written resignation with the Hierarchy. In case of resignation, no fees covering the remainder of the year in which the resignation is processed shall be remitted to the resigner. If any member whose entering membership fees to KEMET remains unpaid for the period of one academic year shall automatically cease to be a member.

Neophytes may be removed by a majority vote of the Hierarchy. Removal of regular members will require a unanimous vote of the Hierarchy and a majority approval of all other regular members.

D. Only regular members will have the right to be on the Hierarchy and to vote.
A grievance is defined as an allegation that:
* * *

b. The faculty member has been discriminated against on the basis of sex, sexual preference, race, religion, national origin, age, or disability, or

13. Review Process
* * *

.03 Step 3
If a mutually satisfactory resolution is not reached by the process described in Step 2... A Hearing Committee shall be chosen from a Hearing Panel, as described below.

1. Grievance Hearing Panel
   a. By October 1 of each year, a Grievance Hearing Panel shall be selected for each campus. The panel shall consist of thirty University faculty members, fifteen selected by the appropriate campus faculty governance body and fifteen by the Chancellor. The panel shall consist of between 30 and 60 faculty members without full-time administrative appointments. The specific number shall be appropriate to the needs of the individual campus as agreed to by the faculty governance body and the Chancellor of each campus. Half of the Panel members shall be appointed by the campus faculty governance body, and half shall be appointed by the Chancellor. Both the campus governance body and the Chancellor should ensure that the individuals selected for the Panel contribute to an overall Panel that represents the campus faculty community with regard to academic division, academic rank, ethnicity, and gender.

   b. The Hearing Panel shall have a rotating membership. Each year, both the faculty governance body and the Chancellor shall choose five members. At the end of each academic year, both the faculty governance body and the Chancellor shall choose new Panel members to replace the 1/3 whose terms will expire on August 31. Half of the new Panel members shall be chosen by the faculty governance body and half shall be chosen by the Chancellor in accordance with 1.a. above. A member's term shall expire on August 31 of the third year unless he/she is serving at that time on a Hearing Committee still in the process of reviewing and unresolved grievance. In such case, the member's term shall expire as soon as the committee has submitted its written report of the findings and recommendations to the Chancellor. In order to establish the rotation, the length of the initial term shall be established by lot.

2. Hearing Committee
   a. From the panel established according to Section 1 of Step 3, an ad hoc Grievance Hearing Committee shall be drawn for each case, according to the following procedures:
1. The aggrieved faculty member shall select three members from the Grievance Hearing Panel. The chair of the faculty governance body, with the principal administrative officer, shall randomly draw 12-14 names from the Grievance Hearing Panel to be presented to the grievant and respondent. The specific number shall be as agreed to by the faculty governance body and the Chancellor. One-half the names shall be drawn from those members of the Grievance Hearing Panel appointed by the faculty governance body, and one-half shall be drawn from those members appointed by the Chancellor. The names shall be drawn alternately from the two groups commencing with the group appointed by the faculty governance body. The order in which the names are drawn shall be recorded. Both the grievant and respondent shall be invited to be present for the drawing.

2. The respondent shall select three additional members from the Grievance Hearing Panel. The list of 12-14 randomly drawn names, in alphabetical order, shall be presented to both the grievant and respondent. The grievant and respondent may each strike three names from the list. Neither the grievant nor the respondent will be informed as to which names were struck by the other. If, in consultation with the chair of the faculty governance body, shall contact by letter the first four persons selected by the random drawing, asking those individuals if they are willing to serve on the Hearing Committee. The others whose names remain on the list are alternates. At the same time, a letter shall go to each of the alternates, advising them of their alternate standing, and asking if they will be willing to serve if one of the first four individuals selected cannot do so. The deadline for a response for willingness to serve shall be seven calendar days from the date of the letter. Failure to respond affirmatively by that time will be interpreted to mean that the individual cannot serve. If any of the first four individuals chosen cannot serve, alternates who agree to serve will be named to the Hearing Committee in the order in which their names were randomly drawn, until a panel of four members has been constituted. In the event that the list of alternates is exhausted before a panel of four is established, the process for random drawing, as described in 2.a.i., shall be repeated until a Hearing Committee is constituted.

3. The four panel members shall then select one additional member from the original panel who shall be primarily a faculty member without full-time administrative appointment to serve as chairperson of the Hearing Committee.
b. Upon formation of the Hearing Committee, the Chancellor shall advise the aggrieved faculty member who, within fifteen days, shall send a written statement with his charges to the chairperson of the Hearing Committee, who shall then send a copy to the respondent.

All communication between members of the Hearing Committee and either the grievant or respondent shall be made through the Chair of the Hearing Committee. Neither the grievant nor the respondent, nor their advisors shall discuss the case with any member of the Hearing Committee prior to the hearing. Once the hearing is underway, the only appropriate communication with an individual member of the Hearing Committee regarding the grievance is through the Chair of the Hearing Committee. Any other communication with members of the Hearing Committee outside of the formal hearing sessions shall be regarded as a breach of ethics and shall be reported to the Chair of the Grievance Hearing Committee.

In cases in which a majority of the Hearing Committee finds there was unethical conduct by either the grievant or the respondent, or by a member of the Hearing Committee, the Hearing Committee may take whatever action they judge appropriate as to the disposition of the case. This action includes but is not limited to resolving the case against the principal committing the unethical conduct, removal and replacement of a committee member, or dissolving the Hearing Committee and asking that a new committee be selected.

c. No later than fifteen days after the date of filing of the written charge by the aggrieved faculty member with the Hearing Committee, the Committee Hearing shall be initiated according to the following procedures.
v. Any person selected to a Hearing Committee will be expected to serve on such Committee and to be present at all sessions. If a member is absent from a single session, he/she shall review all tapes or transcribed proceedings of that session prior to the next meeting of the Committee. A member who is absent from two sessions or who request to be excused from service for reasons of illness, necessary absence from the campus or other hardship, or a member who is removed for unethical conduct shall be replaced in the same manner used in the original selection (see Section 2.a.). The replacement shall review all tapes or written transcripts and all submitted evidence prior to service on the Committee.

vi. Upon completion of its hearing, the committee shall immediately notify the grievant, the respondent, and the Chancellor of that fact. Such notification shall include a designation of all witnesses, documents, and other evidential material considered by the Hearing Committee and shall inform the parties that they will be given an opportunity within five days, upon good cause shown, to present additional evidence.

vii. Although the Hearing Committee will attempt to work expeditiously, principals should be aware that difficulties in scheduling may sometimes result in frustrating delays. Nonetheless, every effort will be made to ensure a thorough and fair hearing. The findings of the Hearing Committee need not be unanimous. In such instances, the final report of the committee should explain the varying views of the committee members regarding the case.

viii. Within ten days after completion of the hearing, the Hearing Committee shall meet to deliberate and prepare a written report of its findings and recommendations, including suggested action, which is to be sent by certified letter to the Chancellor. The written report shall be limited to the grievance as specified in Section 370.010 F.5. The findings and recommendation shall also be sent to the grievant and the respondent.

ix. The Chancellor, after having received the report of the Hearing Committee, shall make a determination of the matter and shall advise the grievant and the respondent in writing of that determination within fifteen days of receipt of the report of the Hearing Committee. The grievant or the respondent may request a meeting with the Chancellor for an oral discussion.

x. If the determination of the Chancellor is different from that of the Hearing Committee, the Chancellor shall meet with the Hearing Committee for a discussion of that different determination prior to the Chancellor’s communication of the decision to the grievant and respondent.
The following is a brief explanation of the attached proposed revisions to the Faculty Grievance Procedures approved the UMC Faculty Council on February 24, 1994.

The material in the proposal that is underlined is to be added to the present rules. The material that is shaded is to be deleted.

A. §2b. Page 1, line 6

The only change is the addition of sexual preference to the list of improper bases for discrimination.

B. §13.03 Step 3 - 1a. Page 1, line 16

The present provisions provide for a Grievance Hearing Panel of 30 members. On the Columbia campus, there have been times when, because of the number of grievances, the panel was inadequate in size. This proposal allows each campus to determine the number needed between 30 and 60. It maintains the system of selection of half by the faculty governance body and half by the Chancellor. It adds a statement that the overall panel should be representative with regard to academic division, academic rank, ethnicity and gender. I suspect this is already the practice on all campuses.

§13.03 Step 3 - 1b. Page 1, line 30

The present section provides for the appointment of 10 new members to the Hearing Panel each year. Under 1a above, the number on the panel can vary from campus to campus. This provides for appointment of 1/3 of the panel each year instead of a specific number.

C. §13.03 Step 3 - 2. Page 1, line 43

The next sections change the method of selecting the Grievance Hearing Committee. The words "in each case" are added here simply for clarity.

D. §13.03 Step 3 - 2a - i, ii and iii, Page 2 lines 1, 15 and 22.

These subsections change the method whereby the hearing committee for a case is selected. Under the present system, the entire panel was presented to the grievant and respondent and each selected three names. Each could then strike one of the names selected by the other. The four remaining members would then select a person from the panel to be the chair.

The proposed changes are the result of some problems at UMC. There was a tendency for certain members to be consistently selected, and some to be consistently struck by the other side. In some instances parties to a grievance are reported to have talked to
members of the panel about the grievance in an effort to determine how particular members would view the case. This may have resulted in a panel that contained a member or members who appeared to have prejudged the case. It is our understanding that the system was designed to produce an independent impartial committee that would attempt to resolve the matter in as non-adversarial process as possible. There are cases where this has not occurred.

The proposal is an effort to provide for a degree of random selection. It provides that when a committee is needed, 12-14 names will be drawn at random—one-half from the panel members appointed by the faculty governance body and one-half from those appointed by the Chancellor. These names (with no indication of whether appointed by the faculty governance body or the Chancellor) will be put in alphabetical order and presented to the grievant and respondent. Each of them may strike three names from the list. From those remaining, four are selected (in order of names drawn). The process for selecting the chair is unchanged. The four persons so selected will then select a person from the entire panel to be the chair.

§iii is designed simply to explain and expedite the process whereby the hearing committee is established.

We believe this will produce a committee which will not only be impartial but which will avoid any appearance of partiality.

E. §13.03 Step 3 - 2a - v. Page 3, line 1

To avoid a possibility of bias, this section enlarges the members of the panel who would be ineligible to serve on a particular hearing committee. It retains the present disqualification of those who have participated in the decision complained or who have supervisory responsibility over the respondent. It adds the disqualification of those who have been involved in a prior hearing which involved the present grievant or respondent. It provides that in such cases, the names of those disqualified shall not be included in the drawing.


These additions deal with improper conduct by the grievant, the respondent or a committee member. It specifically prohibits discussion of the case by the parties and a member of the committee prior to the hearing. There have been reported instances of such contact. The section also provides that the hearing committee may determine what is the appropriate action to be taken in such cases.

G. §13.03 Step 3 - 2c - new v. Page 4, line 3.

This new section deals with the problem of the absent hearing committee member and the procedure for replacement of a hearing committee member who is excused.
H. §13.03 Step 3 - 2c - new vii. Page 4, line 21

This is a general statement concerning delays and a specific statement that the findings of the hearing committee need not be unanimous and that the final report should explain the differing views. Such provision should be of help to the Chancellor in reviewing the result.

I. §13.03 Step 3 - 2c - new viii and new ix. Page 4, lines 29 and 36.

The present rules provide that the findings and recommendations of the hearing committee and the determination of the Chancellor are sent to the grievant. We see no reason why they should not also be sent to the respondent.

J. §13.03 Step 3 - 2c - new x. Page 4, line 43

This provides that if the Chancellor is not going to accept the determination of the hearing committee, that the Chancellor meet with the hearing committee to discuss that decision. Note there is no requirement that the Chancellor must follow the recommendation of the hearing committee.
To: UMR Faculty

Academic Council Meeting
Thursday, February 24, 1994; 1:30 P.M; G-5 H/SS

I. Approval of minutes of the January 20, 1993 meeting.

II. Reports and Responses

A. President’s Report (To include IFC) (5 min.) Lance Haynes
B. Chancellor’s Report (10 min.) John Park
   (10 minutes for Questions & Answers)

III. Reports of Standing and Special Committees

A. Admissions and Academic Standards (no report) Lance Williams
   1. Delayed (DEL) Grades & Special topics courses

B. Budgetary Affairs Committee (No report) Al Crosbie

C. Curricula (5 min.)
   1. *Report No. 5 James Wise

D. Personnel (No report) Jeffrey Cawfield
   1. Student Council Questionnaire
   2. System-wide Evaluation of Administrators
   3. Faculty Reporting Hours Worked

E. RP & A (No report) Randy Moss

F. Public Occasions (No report) Jerry Bayless

G. *Student Affairs (5 min.) Joe Ward
   1. Present two constitutions

H. Task Force on Curriculum (No report) Randy Moss

IV. Old Business

V. New Business & Announcements

A. Referrals
   1. Faculty Awards Procedure (Personnel)
   2. Affirmative Action in Chair Searches (Personnel)
   3. Annual Review of Administrators (Personnel)

Information distributed with agenda to Academic Council members and Department chairs.
Minutes of the Academic Council Meeting
February 24, 1994

XXIII, 6. The meeting was called to order at 1:36 P.M., with substitutions noted.

1. It was moved and seconded that the minutes of the January 20, 1994 meeting be approved as distributed. Motion passed.

2. Two agenda additions were announced by President Haynes:
   A. Report from Parking Committee
   B. Report from Facilities and Planning Committee

3. REPORTS AND RESPONSES
   A. PRESIDENT’S REPORT
      1. Professor Haynes reported that there had been no IFC meeting since the last Academic Council meeting.
      2. President Haynes reminded the Academic Council members of the newly formed ad hoc committee to review the ByLaws. He strongly encouraged members to take suggestions or comments to the committee.
      3. The procedure for Annual Review of Chairs was referred to the Personnel Committee for possible updating or revision.

   B. CHANCELLOR’S REPORT
      1. Dr. Park presented a report on various items of interest:
         a. The latest figures show an enrollment of 4789, a little higher than the number used for budget preparations. He said the file count for next fall looks good.
         b. Dr. Park stated that he had met with the legislators on February 23, 1993. He said there is good support for the bond issue. Although some people in public discussion have attempted to associate the bond issue with the Video Lottery Bill, the two matters are not linked. The Chancellor strongly urged faculty and staff to make it clear in discussions with others that there is no connection between the two.
         c. The Chancellor stated that, in his opinion, if Hancock II should pass, it would devastate UMR, and urged everyone not to sign ballot petitions for this measure.
d. Dr. Park announced that UMR is giving serious consideration to trying for the Missouri Quality Award (Baldridge Award). He said applying would show the measure of our dedication and the processes in place to achieve our stated goals. It would mean recognition for our achievements, and it would help us focus on areas where we are weakest.

e. The Chancellor said there have been some changes in the Board of Curators that are likely to result in more attention to details of campus operations. The motivation is a genuine interest in strengthening the environment on campus.

f. Dr. Park also gave some results of a recent survey on faculty salaries that put UMR in a more favorable light regarding disparities in average pay of faculty than would a comparison with Big 8 or Big 10 universities. He reiterated that it remains his goal to bring the UMR average into parity with the average for Big 8 - Big 10 universities.

2. Q & A

a. Dr. Edwards commented that ours is the only campus in the survey for which the Cost of Living component was not for the community in which the campus was located. He said that selection of Columbia as the basis for cost of living as opposed to Jefferson City would have changed the results by 10 percent, and expressed concern that President Russell may rely on those data.

b. Another comment from the floor was that the survey should take into account that we are mainly an engineering campus. Dr. Park replied that this fact was considered.

c. Professor Robertson asked the question, "Who generated this information?" Dr. Park stated that it was Larry Gates, which prompted another question, "At whose request?" The Chancellor said he didn’t know, but that Gates works for President Russell, and Jim McGill.

d. The question was raised as to why the salary goal was for an average for all ranks instead of being multi-tiered according to rank and discipline. Dr. Park replied that it would be infeasible to do so. He is relying on Deans to make those kinds of adjustments. He said that by the time we get to the end of the 5-year period, the intent is that individuals will feel that their colleagues are being fairly remunerated for their responsibilities and productivity.
e. Professor Roach asked if the Institute for Instructional Development is University-wide, and Dr. Park answered affirmatively.

.4 REPORTS OF SPECIAL AND STANDING COMMITTEES

A. Parking Committee—This report was presented by Professor Jack Bourquin, who showed a chart on the recommended increases in parking fees. He also presented a chart showing income sources and how income is expended for parking facilities. He announced that there was an error in a story in "Who, What, Where": Lot 9 will not be upgraded at present. He stated that the reserves are used to develop upgrades in the summer.

Professor Robertson made the comment that the money spent for salaries of an officer and secretary exceeds the returns realized from exercise of their duties. Director of University Police, William Bleckman, replied that the apparent incongruity makes sense when you consider the alternatives. After various other lengthy comments from the floor, President Haynes said that the Parking Committee is set up by the ByLaws, and that any objections to its structure and duties should be directed to the ByLaws Review Committee.

B. Curricula—This report was presented by Professor Pyron in the absence of Professor Wise. Professor Gelles made a motion to discuss EC1 513 separately from the rest of the report. The motion was seconded and passed with one opposed. Professor Pyron moved to approve the balance of the report. It was seconded and passed by voice vote. There followed a prolonged discussion of EC1 513 and various other aspects of EC's in general. Professor Edwards moved to table the motion. The motion was seconded and passed, with one opposed. Professor Robertson requested that the Curricula Committee review the issue and report at the next Academic Council meeting.

C. Student Affairs—Joe Ward announced that he has been elected to replace Linda Martin as Chair of this committee. He presented two constitutions which had been approved by the Committee for submission to the Academic Council. There was a motion and a second to approve both constitutions. Motion passed by unanimous voice vote.

D. Facilities Planning—Professor Ray Edwards presented ideas, proposals for changes, and plans for acquiring new property for expansion in the next fifty years. There was a question from the floor as to specific reasons for planned expansion. Professor
Edwards speculated that it would be for more academic areas and more parking, and possibly new buildings and housing developments. Professor Edwards showed some transparencies depicting where some changes may be implemented. There followed some discussion about future malls and walkways, and the prospect of the University Center West being torn down.

.4 There was no old business presented.

.5 There was no new business presented.

There was a motion and a second to adjourn. Motion passed by voice vote.

Respectfully submitted,

Jerome A. Westphal
Secretary

*Minutes of the Academic Council Meeting are considered official notification and documentation of actions approved.*
March 4, 1994

To: IFC

From: Ed Hunvald

Subject: Proposed changes to faculty grievance procedures.

Enclosed are the proposed changes to the faculty grievance procedures which were approved by the UMC Faculty Council on February 24, 1994. Also enclosed are comments which attempt to explain the proposed changes. I understand that UMSL is also considering some changes, and there may be other changes that we should consider.
Memo To: Academic Council  
FROM: Curricula Committee  
RE: Curricula Committee March 10, 1994 Meeting

For the information of the Academic Council, the following EC1’s have been submitted by the University departments for experimental courses that will be offered in the near future.

ECI’s Reviewed:
ECI 508, Petroleum Engineering 301, Environmental Petroleum Applications. Approved for Fall 1994. 3 hours credit. Prerequisite: Senior Standing.

ECI 516, Speech & Media Studies 201, Oral Interpretation. Approved for Fall 1994. 3 hours credit. Prerequisite: Speech & Media Studies 181.


ECI 519, History 301, Renaissance and Reformation. Approved for Fall 1994. 3 hours credit. Prerequisite: History 111.

ECI 520, Computer Science 401, Topics in Artificial Intelligence. Approved for Fall 1994. 3 hours credit. Prerequisite: CSci 347.

ECI 521, Computer Science 201, Fundamentals of C Programming. Approved for Summer 1994. 1 hour credit. Prerequisite: CSci 53 or CSci 73. This ECI was approved by phone on 2-17-94 per Walter Gajda, Jim Wise and Howard Pyron in able to make the SS94 Schedule of Classes deadline.

ECI 522, Computer Science 201, Fundamentals of C Programming. Approved for Fall 1994. 1 hour credit. Prerequisite: CSci 53 or CSci 73.

ECI 523, Chemistry 401, Inorganic Materials Chemistry. Approved for Fall 1994. 3 hours credit. No prerequisites.

ECI 524, Chemistry 401, Mass Spectrometry. Approved for Fall 1994. 3 hours credit. Prerequisites: Chem 355 or equivalent, undergraduate Chemistry degree.

ECI 525, Mathematics 401, Harmonic Analysis I. Approved for Fall 1994. 3 hours credit. Prerequisite: Math 315, Math 351.
EC1 526, College of Arts & Science 101, Arts & Science Orientation. Approved for Fall 1994. 0 hours credit. No prerequisites.

EC1 527, Aerospace Engineering 301, Aerospace Structural Computer Aided Design. Approved for Fall 1994. 3 hours credit. Prerequisite: AE 251.

EC1 528, Electrical Engineering 301, Electrical Engineering Senior Design Project I. Approved for Fall 1994. 1 hour credit. Prerequisites: EE 220, 253, 265, 271, and consent of instructor.

EC1 529, Electrical Engineering 301, Fiber and Integrated Optics. Approved for Fall 1994. 3 hours credit. Prerequisites: EE 273 or Physics 321.

EC1 530, Electrical Engineering 301, Applied Topics in C Programming. Approved for Fall 1994. 3 hours credit. Prerequisite: EE 211.

The Curricula Committee recommends to the Academic Council that the curricula changes on the following CC1's be approved.

CC1's Reviewed:

CC1 3802, Geological Engineering 341, Engineering Geology and Geotechnics. Approved for Fall 1994. Change in credit hours from 2 hours lecture and 1 hour lab "TO" 3 hours lecture credit. Change in description to: Study of procedures and techniques used to evaluate geologic factors for site selection and the design of engineered structures.

CC1 3803, English 310, Seminar. Approved for Fall 1994. Change in prerequisite from six hours of literature "TO" English 20 and a semester of college literature.

CC1 3804, Physics. Approved for Fall 1994. Change in curriculum which reads: Minimum credits required for a Bachelor of Science in Physics: 130. Suggested course structure first semester of junior year has 3.0 hour non-Math/Stat electives. Second year of sophomore year has "Elective2" with footnote as indicated in attachment.

CC1 3805, Computer Science 333, The Structure of a Compiler. Approved for Fall 1994. Change in prerequisites from CSci 236 or CSci 274 "TO" CSci 228, 253; CSci 236 or 274; CSci 284 or 381.

CC1 3806, Music 035, Wind and Percussion Ensemble. Approved for Fall 1994. Change in course title from Instrumental Chamber Ensembles-Winds. Change in description to: Open to all students who play wind or percussion instruments.

CC1 3808, Mathematics & Statistics, Stat. 213, Statistical Methodology in Engineering. Approved for Fall 1994. Change in description to: An introduction to statistical methods in engineering dealing with basic probability, estimation, tests of hypotheses, regression, design of experiment and control charts. Statistical computer packages will be used in connection with some of the material studied. Credit will not be given for other Stat 213 and Stat 215.
CC1 3809, Life Sciences 332, Molecular Genetics Laboratory. Approved new course for Fall 1994. 2 hours credit. Prerequisites: Preceded or accompanied by Life Science 331. Description reads: this course provides experience in the use of a variety of DNA manipulation techniques that are common to molecular studies. These include DNA extraction, restriction mapping, Southern blotting, recombinant plasmid construction, DNA sequencing and analysis, and polymerase chain reaction.

CC1 3810, Mechanical Engineering. Approved changes in curriculum for Fall 1994. Justification reads: The experience in ME 213 demonstrates the practical necessity for a grade of "C" or better in EM 160. Making grades of "C" or better in certain courses both a prerequisite for other courses and a requirement for graduation indicates more forcefully the importance placed upon these courses. The expanded list of restrictions on technical electives reflects the departments original intentions.

CC1 3811, Aerospace Engineering. Approved changes in curriculum for Fall 1994. Justification reads: The experience in AE 213 demonstrates the practical necessity for a grade of "C" or better in EM 160. Making grades of "C" or better in certain courses both a prerequisite for other courses and a requirement for graduation indicates more forcefully the importance placed upon these courses. The addition of an AE seminar will help prepare students for industry.

CC1 3812, Aerospace Engineering 321, Aerodynamics CAD Design. Approved new course for Fall 1994. 3 hours credit. Prerequisite: AE 231. Description reads: Aircraft fuselages, wings, and fuselage-wing configurations will be constructed with a 3D CAD package, UNIGRAPHICS. These configurations will then be analyzed with an aerodynamics paneling program. Emphasis will be placed on the designing of these shapes for maximizing the aerodynamic performance.

CC1 3813, Chemical Engineering 255, Chemical Engineering Design. Approved for Fall 1994. Change in prerequisites from ChE 243, ChE 253, ChE 261 "TO" ChE 243, ChE 253, preceded or accompanied by ChE 261.


Chair, James Wise
MEMORANDUM TO: Walt Gajda  
Bob Davis  
John Fulton  
Lee Saperstein  
Lance Haynes  

FROM: John T. Park  
Chancellor  

DATE: March 18, 1994  

RE: Proposed Changes to Grievance Procedures  

Attached is a copy of proposed changes to the grievance procedures. These procedures were recommended by the Academic Council at the University of Missouri-Columbia. Please review them carefully and, if you have concerns or suggestions for modifications, we will need to make these known to Richard Wallace as quickly as possible.

dk  
Attachment
Academic Council Meeting
Thursday, March 24, 1994; 1:30 P.M.; G-5 H/SS

I. Approval of minutes of the February 24, 1994 meeting.

II. Reports and Responses
A. President’s Report (To include IFC) (10 Min.) Lance Haynes
B. Chancellor’s Report (10 Min.) John Park
   (10 minutes for Questions & Answers)

III. Reports of Standing and Special Committees
A. Academic Assessment (10 min.) Ron Kohser
B. Admissions & Academic Standards (No report) Lance Williams
   1. Delayed (DEL) Grades & Special topics courses
C. Budgetary Affairs Committee (No report) Al Crosbie
D. Curricula (10 Min.) James Wise
   1.*Report No. 6
E. Personnel (20 Min.) Jeffrey Cawlfield
   1. Student Council Questionnaire
   2. System-wide Evaluation of Administrators
   3. Faculty Reporting Hours Worked
   4. Faculty Awards Procedure
   5. Affirmative Action in Chair Searches
   6. Annual Review of Administrators
F. RP & A (No report) Randy Moss
G. Public Occasions (No report) Jerry Bayless
H. Task Force on Curriculum (5 min.) William Tranter

IV. Old Business

V. New Business and Announcements
A. Referrals
   1. Changed Rules Because of Telephone Registration
      (To Admissions and Academic Standards)

* Information distributed with agenda to Academic Council members and department chairs.
XXIII, 7. The meeting was called to order by President Lance Haynes at 1:37 P.M., with one substitution noted—Professor DuBroff for Professor Moss. It was also noted that Professor Ron Kohser will be the representative to the Council from Metallurgical Engineering, replacing Professor Chris Ramsay, who resigned.

1. REPORTS AND RESPONSES

A. PRESIDENT'S REPORT

1. Professor Haynes announced that much of the paperwork of the Academic Council has been moved to Electronic Record via Gopher.
2. President Haynes mentioned that the ad hoc ByLaws Review Committee is looking for input, and that the Health Care Committee members have now been elected.
3. Professor Haynes reported on last week's IFC meeting.
   a. The Tenure Delay Process was approved.
   b. Changes to the Faculty Grievance Procedure were discussed. Professor Haynes stated that he had just received a copy of UMC's proposed changes, if anyone wished to see it.
   c. Also discussed was the function of the University Level Promotion and Tenure Committee that had been established by President Russell two years ago. President Russell said that its role has evolved to one that functions to study the process rather than approve specific cases. Professor Haynes said that President Russell stated that he will not overturn the Chancellors' recommendations this year.
   d. Executive Guideline 30, negotiated early retirements, was also discussed at the IFC meeting. Some concerns were expressed by the IFC members. President Russell said the purpose is for humane reasons such as health problems. It was not meant to be a tool for terminating employment for other reasons.
   e. President Russell discussed the plus/minus grading systems, and asked if the imposition of grade curved quotas is an imposition on Academic Freedom. There was no answer to this.
B. CHANCELLOR'S REPORT

1. Dr. Park presented the following items of interest:
   a. The Chancellor asked for input for the 1995 Strategic Action Plan. He said items need to contribute directly to one of the University's goals and to meet three criteria: 1) can they be completed within the fiscal year; 2) can they be completed with existing resources and personnel; and 3) do they contain clearly understood or defined measures against which success can be measured.
   b. Dr. Park announced that bids for the Student Recreation Center have been received and they are in the range of 3.4 million dollars.
   c. The Chancellor stated that a Revised Version of the Student Conduct Code is being prepared and he hopes it will be passed at the next Board of Curators meeting. He said there is very little change from the original. The contents are just more clear.
   d. Dr. Park said that President Russell wants to set up "Brainstorming Teams" across the University system. It will be a very involved process, utilizing a lot of people. Because the goal is to find ideas to improve the University, Dr. Park suggested that our Task Force on Curriculum be used as a team.
   e. The Chancellor briefly mentioned that the Board of Curators is advocating use of Student Evaluations in Promotion and Tenure decisions.
   f. Dr. Park reminded everyone that Faculty Performance Reviews need to be underway.

2. Q & A
   a. There was a request for clarification of UMC's document on grievance procedures. Dr. Park said that we don't have a comparable problem here. UMC has many more grievances than we do.
   b. A question was raised as to whether there is a plan for a footbridge over the highway to the new Recreation Center. Dr. Park said that this had been considered, but the price would be very high for the amount of use it would be likely to get from the students.

.2 The President called for a motion to approve the minutes of the February 24, 1994 meeting. There was a motion and a second. Professor Selberg moved that the minutes be amended to insert his statement "If at the end of the five-year period, the assistant professors' salaries are 10 percent above their peers' average in the Big 8-Big 10, and the full professors' salaries are 10 percent below their peers' average in the Big 8-Big 10, then there would
be a lot of unhappy UMR Faculty." at the end of the Q & A (at the end of d.). The minutes were approved as amended.

3 REPORTS OF SPECIAL AND STANDING COMMITTEES

A. Academic Assessment—This report was presented by Professor Kohser, who showed transparencies of the proposal to replace the C-Base test. A document on this proposal, to reinstitute the APT test, had previously been distributed with the Academic Council Agenda. Professor Kohser expanded on the ideas presented in it. Basically, the proposal is to re-adopt the Academic Profile Test (APT) as the means of General Education Assessment on the UMR-Rolla campus, replacing the C-BASE Exam. A motion and second were made to approve this proposal. There was some discussion about the term, "objective writing". Professor Kohser presented a graph and explained the criterion for the objective writing test. The motion then passed by unanimous voice vote. The full proposal will be forwarded to the Board of Curators for approval.

B. Admissions and Academic Standards—There was no verbal report from this committee, but President Haynes distributed a written report. No action was requested.

C. Curricula—This report was presented by Professor Wise.
   1. A motion to approve the CC1's as distributed was passed by voice vote.
   2. Professor Wise also addressed concerns about the EC 1 (513) that was tabled at the February Council meeting. Professor Haynes had asked for a review of the Curricula Committee's procedures. Professor Wise distributed copies of these procedures (which will be put on Gopher), stating that they also had been distributed a year ago. On discussion of the EC1(513), Professor Wise said the members of his committee felt they needed direction from the Academic Council, because the program directed by Catherine Riordan does not have authorization for a course numbered 101. There was a suggestion that authorization for a 101 course be approved for her program, to be followed with EC1(513). The committee will take this matter under consideration again in their April meeting.

D. Personnel—Professor Cawfield presented this report. He addressed four of the referrals that have been made to Personnel.
   1. On Affirmative Action in Chair Searches, the
Committee decided Administrative procedures are in place, and recommended the procedure be re-emphasized. A motion to remove this referral passed by voice vote.

2. With regard to System-Wide Evaluation of Administrators, the Personnel Committee felt that UMR Faculty need not be involved in UMC's proposal, but that we might be interested in their procedures. The motion to remove this referral passed by voice vote.

3. With regard to Faculty Reporting Hours Worked, Professor Cawlfield reviewed past actions. He said that the committee felt that reporting will be required eventually, and that no further study is needed. The motion to remove this referral passed by voice vote.

4. With regard to the Student Council Questionnaire, Professor Cawlfield stated that Andrew Sears (on behalf of the Student Council) had suggested that two questions be added to current teaching evaluations, one to ask how students felt about the educational value of a course and the other to ask the student's opinion about the instructor's effectiveness. Information from those questions would then be released to the student council. The Personnel Committee, being concerned about privacy, recommended that the Committee for Effective Teaching take the summaries on faculty when they get them back, and include a statement encouraging the member to send a copy to the Student Council voluntarily. Mr. Sears stated that they concurred with the recommendation of the Personnel Committee, with the addition that Faculty could sign a slip for Administration to release this information to the Student Council. There was a motion and a second to approve Mr. Sears recommendation. Several questioned what the Student Council was going to do with this information. Mr. Sears replied that it would be put in a book, copies of which would be placed in the library and in the Student Council office. He said that students can release their transcripts by signing a form, and that this would be the same idea. A proposed amendment was made to the motion to state that the exclusive use of these books would be to place them in the library and Student Council office only. The motion then passed, as amended, by voice vote—three opposed.

E. Task Force on Curriculum—This report was given by Prof. Herrick, who read a statement about the goals, changes, and actions of the Task Force thus far. He stated that five sub-groups are now in
Professor Selberg asked to announce an upcoming change from the Board of Curators in Death Benefits for UMR employees. These matters expand benefits to spouses of employees who die between age 55 and retirement.

There was no old business presented.

New business
1. A referral on Changed Rules Because of Telephone Registration was given to Admissions and Academic Standards.
2. There was also a comment from the floor that the Curricula Committee’s proposal should be taken to the Admissions and Academic Standards Committee.

There was a motion and a second to adjourn. Motion passed by voice vote.

Respectfully Submitted,

Jerome A. Westphal
Secretary

*Minutes of the Academic Council are considered official notification and documentation of actions approved.
24 March 1994

REPORT

Admissions & Academic Standards Committee

Committee met 23 March 94, with Myron Parry, Registrar, present. A draft of deliberations will be circulated for approval of committee, including absent member.

Current policy on DEL (delayed) grade use limited to 390 Undergraduate Research is reconfirmed. Its use should be minimal, i.e., not expanded to 300, 301 offerings. 390 seems an appropriate course designation for circumstances where grades are to be given after consecutive term enrollments. Students need to be clearly aware of such grading situations.

A number of items need revision in the Student Academic Regulations rules/publication to reflect telephone registration procedures, e.g., Section II 1., Section II 7.i, Section II 11.c., Section II 12 & Section IX 2.b. The latter two relate to opportunities for students with deficiencies to retain their course schedule, make required adjustments, and preserve their preregistration enrollment. They would no longer be dropped from scheduled classes and required to 'hand' enroll at regular registration (if fees have been settled according to requirements). The others reflect current wording and/or procedures that are made obsolete by the new registration system.

Two further rules have been reviewed, and changes anticipated that will simplify matters for the student. One relates to hearer status, the other to removing Dean approval for adding a class after two weeks of classes.

An action report will be submitted for Council action at its 28 April 94 meeting.

Lance Williams, chair
1993-94 AASC
April 13, 1994

TO: Joe Ward, Chair, Student Affairs Committee

FROM: Lance Haynes

RE: Referral: Students' Expectations, Rights, and Responsibilities Statement

Due to the request for our input by the last of April, I would appreciate a report on this at the April 28 meeting of the Academic Council.

I apologize for the short notice, and thank you for your attention to this referral.
Memo To: Academic Council  
From: Curricula Committee  
RE: Curricula Committee April 14, 1994

For the information of the Academic Council, the following EC1's have been submitted by the University departments for experimental courses that will be offered in the near future.

EC1's Reviewed:
EC1 531, Computer Science 401, Fundamentals of Visualization. Approved for Winter 1995. 3 hours credit. Prerequisites: CSci 343 or EE 345 or EE 347.

EC1 532, Ceramic Engineering 401, Advanced Ceramics and Processes. Approved for Winter 1995. 3 hours credit. Prerequisites: Graduate Standing.

EC1 533, Military Science 101, Basic Leadership Laboratory. Approved for Winter 1995. 1 hour credit. Prerequisites: To accompany Mil Sci 40.

EC1 534, Chemical Engineering 301, Research Internship. Approved for Summer 1994. 3 hours credit. Prerequisite: Junior Standing.

EC1 535, Engineering Management 301, Research Internship. Approved for Summer 1994. 3 hours credit. Prerequisite: Junior Standing.

EC1 536, Engineering Mechanics 301, Research Internship. Approved for Summer 1994. 3 hours credit. Prerequisite: Junior Standing.

EC1 537, Aerospace Engineering 301, Research Internship. Approved for Summer 1994. 3 hours credit. Prerequisite: Junior Standing.

EC1 538, Mechanical Engineering 301, Research Internship. Approved for Summer 1994. 3 hours credit. Prerequisite: Junior Standing.

EC1 539, Civil Engineering 301, Research Internship. Approved for Summer 1994. 3 hours credit. Prerequisite: Junior Standing.

EC1 540, Electrical Engineering 301, Research Internship. Approved for Summer 1994. 3 hours credit. Prerequisite: Junior Standing.
The Curricula Committee recommends to the Academic Council that the curricula changes on the following CCI’s be approved.

CCI 3789, English 350, Texts and Contexts. Approved new course for Fall 1994. (This CCI was reviewed and returned in Jan. 1994. It was distributed at the meeting today to be reviewed with CCI 3816, curriculum changes for English.) 3 hours credit. Prerequisite: English 20 and a semester of college literature; junior standing. Description reads: Examines the relationships between selected texts written or published in a given year and the context of events of that time. Also, explores current critical approaches to such texts and contexts. Writing intensive and computer intensive.

CCI 3814, Chemical Engineering 261, Industrial Instrumentation. Removed from table. Approved for Winter 1995. Change in credit hours from 2 hours "TO" 3 hours. Change in prerequisites from Math/Stat 204 or 229, ChE 231, ChE 233, preceded or accompanied by ChE 262 "TO" Math/Stat 204, or 229, ChE 231, ChE 233, preceded or accompanied by ChE 262.

CCI 3816, English. Approved change in curriculum for Fall 1994. Justification reads: To incorporate into the major the general education requirement for a Capstone course.


CCI 3821, Chemical Engineering. Approved change in curriculum for Fall 1994. ChE 20 has been dropped. The Chem Eng lab courses, 234 and 236, have been increased from 1 and 2 hours to 3 hours each. Chem 222 and Chem 244, both 1 hour courses have been dropped. Organic Chem has been moved from junior year to sophomore year. Chem Eng 258 has been made a required course instead of an elective. Chem Eng 261 was increased from 2 to 3 hours. The students will elect either BE 50 or EE 281 rather than take both.

CCI 3822, Mining Engineering. Approved changes in curriculum. In the senior year, first semester, replaced GE 376 or 335 Environmental GE with Min Eng 376 which is co-listed with GE 376.

Other Chemical Engineering Changes:
CCI 3724, Chemical Engineering 234, Chemical Engineering Laboratory I. Approved for Fall 1994. Change in credit hours from 1 "TO" 3.
CC1 3725, Chemical Engineering 236, **Chemical Engineering Laboratory II.** Approved for Fall 1994. Change in credit hours from 2 "TO" 3.

The next Curricula Committee meeting will be June 9, 1994, at 1:30 p.m. in Room 216 Parker Hall.

James Wise, Chair
Academic Council Meeting
Thursday, April 28, 1994; 1:30 P.M.; G-5 H/SS

I. Approval of minutes of the March 24, 1994 meeting

II. Reports and Responses
   A. President’s Report (To include IFC) (10 min.) Lance Haynes
   B. Chancellor’s Report (10 min.) John Park
       (10 minutes for Questions & Answers)

III. Reports of Standing and Special Committees
   A. Admissions & Academic Standards (5 min.) Lance Williams
      1.*Delayed (DEL) Grades & Special Topics Courses
      2.*Changed Rules Because of Telephone Registration
   B. Curricula (5 min.) James Wise
      1.*Report No. 7
   C. Personnel (No report) Jeffrey Cawlfield
      1. Faculty Awards Procedure
      2. Annual Review of Administrators
      3. Proposed Changes to Grievance Procedure
   D. Student Affairs (5 min.) Joe Ward
      1.*Constitution
      2. Students’ Expectations, Rights and Responsibilities
   E. Task Force on Curriculum (5 min.) Randy Moss

IV. Old Business

V. New Business and Announcements
   A. Referrals
      1. Proposed Changes to Grievance Procedure (to Personnel)
      2. Students’ Expectations (to Student Affairs)

* Information distributed with agenda to Academic Council members and department chairs.
XXIII, 8. The meeting was called to order by President Lance Haynes at 1:35 P.M., with one substitution noted—Professor Barker for Professor Sheffield.

.1 The President called for a motion to approve the minutes of the March 24, 1994 meeting. A motion was made and seconded, and passed by voice vote.

.2 REPORTS AND RESPONSES
A. PRESIDENT'S REPORT
1. Professor Haynes informed the members that more of the Academic Council business has been placed on Gopher. He also requested that those members who had not done so send their Email addresses to the Council secretary, so that a directory can be placed on Gopher.
2. President Haynes reported on the Board of Curators meeting that he attended in early April at Kansas City.
   a. President Russell gave a response to the Curators on assessment of quality and how quality should be defined.
   b. President Russell announced that ACT scores are up for the whole UM system, with UMR having the highest scores.
   c. Dr. Park gave a presentation on "Advising at UMR".
   d. An Enrollment Management presentation was given.
   e. Curator Gilmore raised the issue of grading curves used at the law school at UMKC. President Russell said that is a violation of Academic Freedom.
3. Professor Haynes announced that Professor Chris Ramsay has resigned as President Elect of the Academic Council, and that RP & A is working on a new slate. He also reiterated the rewards of serving as an officer.
4. President Haynes announced that the Board of Curators will meet here on May 19 and 20, and a breakfast on the twentieth will be hosted by the Academic Council.
5. Because Professor Haynes was unable to attend the last IFC meeting, Professor Carlson gave the report.
a. A position paper on Infrastructure is underway at IFC.
b. UMC has approved changes to the Faculty Grievance Procedure. UMSL considered the same changes, and added three. This will be discussed at the next IFC meeting.
c. Plus/minus grading was discussed. President Russell wants a recommendation from IFC. It will be discussed at length at the next meeting.
d. Vice President Wallace was asked to make accessible on Electronic Record the Collected Rules and Regulations, and also agendas for meetings of the Board of Curators and Board of Curators' Committees.
e. Vice President Wallace said there was no time table for implementation of the General Education requirements; however, each campus is to have a method for assessing General Education in place this fall.
f. There was some discussion regarding direct IFC input on the Grievance Procedure and on plus/minus grading.

6. Professor Haynes again requested input to the Ad Hoc Bylaws Review Committee.
7. President Haynes made two additional referrals: (1) Changes in the way diplomas are printed; and (2) Request for review of the charge to the Publications Board and the Constitution of The Miner. These were both referred to RP & A.

B. CHANCELLOR'S REPORT
1. Dr. Park presented a report on three points of interest:
   a. Concerning the request for the review of the charge to the Publication Board, the Chancellor stated that there was no intent to imply that change is required. He said the charge dates back to 1980, and it may or may not need change.
   b. Dr. Park said he is setting up a committee to review the climate for all students on campus. It will be an Ad Hoc committee, but will continue as long as it is effective. Dr. Park is giving the committee a budget to bring in consultants, do surveys, etc. The Chancellor said he believes our campus is open and not repressed. He hopes to use this committee to build on—not to focus on the rights of one or two groups. Members of the committee will be from the Chancellor’s office, the Academic Council, the Student Council, and the Staff Council. If a group that needs to be represented has been missed,
Dr. Park would like to hear from them. He just did not want the committee to be too large to be effective.

c. Concerning budgetary concerns, Dr. Park said we are staying on our 5-year budget. The Chancellor stated that people view savings as new money, and it is only an estimate. He said that if the other campuses don’t change their projections, UMR will have the largest raises to the faculty for the third year in a row.

2. Q and A

a. From the floor, there was a clarification of the Chancellor’s information about the Publication Board. The Council was informed that there had been a review and update in 1993, but not of the Miner Bylaws.
b. Concerning questions from the floor about disposition of saved funds, Dr. Park said the funds would be used where the need was most urgent, and are intended primarily for faculty.

3 REPORTS OF SPECIAL AND STANDING COMMITTEES

A. Admissions and Academic Standards—This report was presented by Professor Williams, and he moved that the report and recommendations from his committee be approved as distributed. There was a second, followed by discussion.

1. A question was raised concerning whether pre-registration is actually being done by phone. Dr. Parry said it is "early or priority" registration, and that payment of fees makes an actual enrollment.

2. A comment was made that the recommendation removes the requirement of Dean’s signatures, and it was asked if the Deans would later be removed from the process? Professor Williams aid the students had requested the dropping of the signature requirement.

3. The question was asked, concerning the delayed grade recommendation, "Would the summer term be included?". Professor Williams said it would not.

It was moved to amend section 2.2c to replace "expected" with "required". There was a second, and the motion to amend passed by voice vote. The main motion was then passed as amended.

B. Curricula—This report was presented by Professor Wise.

1. The EC1’s were presented for information
only.
2. Professor Wise moved to accept the CC1's as distributed. There was a second, and the motion passed by voice vote.

C. Student Affairs—This report was presented by Joe Ward.

1. Mr. Ward presented the constitution of the Bridge Club for approval. There was a motion and a second for approval. The motion passed.
2. This committee had a referral from Academic Council President Haynes on the Students' Rights, Expectations, and Responsibilities Statement. Although no action is required on this from the Council, and it will be put in the Student Handbook, there was considerable interest and discussion among the Council members. The secretary stated that she would put the document on Gopher for the perusal of those who were interested.

D. Task Force on Curricula—This report was given by Professor Moss, consisting of the announcement that a document had been distributed to Department Chairs on Course and Curricula Innovations, and calling for proposals.

.4 There was no old business.

.5 New business

A. Professor Selberg referred to a resolution, previously distributed to the Academic Council members, concerning "savings" from Health Care changes. He moved that this resolution be approved by the Council. Professor Walters seconded the motion. There was a lengthy discussion, after which the motion was reread, and then there was a vote taken on whether to take action at this meeting. The motion failed. Professor Robertson moved to place the motion on the next agenda. There was a second and the motion passed.

There was a motion and second to adjourn. Motion passed by voice vote.

Respectfully Submitted,

Jerome A. Westphal
Secretary

*Minutes of the Academic Council are considered official notification and documentation of actions approved.
21 April 1994

TO: Academic Council members

RE: Report, with action recommendations/Admissions & Academic Standards Cmtn

A number of detail items that amend the Student Academic Regulations [handbook] are included for your consideration. In sum they cover the two referrals: Delayed Grades and Rules changes necessitated by Telephone Registration.

The items are addressed on the attached page by lining out existing language and shading new, additional wording.

The Committee recommends these changes unanimously.

1993-1994 AASC
Harry Eisenman
Jay Gregg
Les Koval
D. C. Look
Mark Schlesinger
Lance Williams, chr

an equal opportunity institution
The committee recommends wording changes to Section II 1., II 7.i, II 11.c to incorporate telephone registration procedures.

RECOMMENDATION FOR SECTION II 1.
Preregistration. You will be requested to preregister for the winter, fall and summer terms semesters during the designated periods. Complete rules and dates for preregistration are printed in the schedule of classes for that semester. At the time you preregister, your schedule for the ensuing semester is made out and approved by your adviser, then returned to the Office of the Registrar where sectioning is done. UMR utilizes a Touch Tone/Voice Response telephone registration system for preregistration. Priority access to the telephone system is based on the level of the student and the total number of hours completed at that level in the following order: PhD, MS, Sr, Jr, Soph, Pr.

RECOMMENDATION FOR SECTION II 7.i
A student may register under the pass/fail option by placing the notation 'PF' in the 'remarks' column of his or her schedule card opposite the course, and having his or her adviser approve the notation by initialing or enclosing the course for credit through telephone registration and submitting the appropriate pass/fail approval form in the schedule of classes to the Registrar's Office prior to the end of two weeks of classes.

RECOMMENDATION FOR SECTION II 11.c
You are expected to consult your adviser and complete an Advising Agreement prior to gaining access to the telephone registration system. An Advising Password obtained from your adviser is required to access the telephone registration system, when you register.

Committee recommends allowing students with academic deficiency, that have preregistered and paid fees, to keep their preregistration (with appropriate modifications) if readmitted to the University.

RECOMMENDATION FOR SECTION II 12.
Cancellation of Registration and Preregistration of Students Who are Scholastically Deficient. Your registration or preregistration is cancelled if your record is referred for action because of scholastic deficiency. If you are denied readmission as a result of scholastic deficiency, your registration will be cancelled prior to the first day of class, and fees paid for cancelled courses will be refunded in full. If you are allowed to continue you must reinstate the enrollment process.

RECOMMENDATION FOR SECTION II 5
If you register in a course for credit and later wish to change to a "hearer" status, you must drop the course for credit and add it as a "hearer" submit a completed grading option change form to the Registrar's Office prior to the end of six weeks of classes for a regular semester, or three weeks for a summer term.

Simplification of procedures for students are recommended for Section IV 1.a and Section II 5.

RECOMMENDATION FOR SECTION IV 1.a
After two weeks of a semester (one week of an eight-week summer session) you must receive the permission of your adviser, the instructor of the course, and the dean of the school responsible for the course to add the course.

RECOMMENDATION FOR SECTION II 5
If you register in a course for credit and later wish to change to a "hearer" status, you must drop the course for credit and add it as a "hearer" submit a completed grading option change form to the Registrar's Office prior to the end of six weeks of classes for a regular semester, or three weeks for a summer term.

Committee recommends the action to be taken if a student does not complete a delayed grade in a course numbered 390.

RECOMMENDATION FOR SECTION VIII.
DL, delayed grade is permissible for undergraduate research 390 and must be removed at the end of the next semester or a "U" grade will be assigned by the Registrar.
MEMORANDUM TO: Academic Council Members

FROM: Bruce P. Selberg

DATE: April 27, 1994

RE: UMR Medical Savings Resolution

For several years I have been a UMR representative to the U-Wide Medical & Staff Benefits Committee. In that capacity I have worked towards increasing faculty and staff benefits within the existing university financial and political constraints.

In 1993 the UM system went to a managed care medical plan which was designed to reduce the university and the employee cost for this new medical plan. The new plan has reduced costs and these reduced costs have provided first year savings to the campuses. UMR medical savings that have been freed-up by the new plan are $678,000. Vice President Jim McGill said that the expenditure of these savings was up to each individual campus. The faculty and staff in 1993 were asked to sacrifice freedom of choice for their primary care provider as well as specialists and to receive their medical care in a more constrained environment. For this sacrifice the faculty and staff should receive the benefits of these savings, i.e., the $678,000 campus savings should remain in the compensation pool. To that end the below resolution will be introduced at the April 28, 1994 academic council meeting.

The academic council recommends that the campus savings of $678,000 freed-up from implementation of the new university medical plan in 1993 remain in the compensation pool and be distributed as compensation or benefits to existing employees.
To: UMR Faculty

Academic Council Meeting
Thursday, June 23, 1994; 1:30 P.M.; G-5 H/SS

I. Approval of minutes of the April 28, 1994 meeting.

II. Reports and Responses
   A. President’s Report (10 min.) Lance Haynes
   B. Chancellor’s Report (10 min.) Walt Gajda
      (10 minutes for Questions & Answers)

III. Reports of Standing and Special Committees
   A. Curricula (5 min.) Vince Roach
      1. Report No. 8(to be distributed at meeting)
   B. Personnel (no report) Jeffrey Cawfield
      1. Faculty Awards Procedure
      2. Annual Review of Administrators
      3. Proposed Changes to Grievance Procedure
   C. RP & A (5 min.) Ray Edwards
   D. Student Affairs (5 min.) Joe Ward
      1.*Constitutions
   E. Task Force on Curriculum (5 min.) William Tranter

IV. Old Business

V. New Business & Announcements
   A. Referrals

* Information distributed with agenda to Academic Council members and department chairs.
CONSTITUTION OF
The DaVinci Society
AT THE UNIVERSITY OF MISSOURI - ROLLA

Article I. Name, Insignia and Affiliation

Section A. (Name of Organization): This organization shall be called "The DaVinci Society" and shall be a recognized Student Organization of the University of Missouri - Rolla.

Section B. (Insignia): This organization shall use a drawing of the face and various creations of the renowned Artist, Engineer, Mathematician, and Scientist Leonardo DaVinci, who is remembered for his multi-disciplinary achievements.

Section C. (Affiliation): This organization shall not be affiliated with any other group or organization with the exception of the University of Missouri - Rolla.

Article II. Aims and Objectives of the Organization

Section A. (Aims and Objectives of the Organization)
The aims and objectives of The DaVinci Society are as follows:

1. To provide its members with an opportunity to study the interfaces of history, philosophy, scientific achievement, and individualism in an informal setting. This is an attempt to answer a challenge by the American Association for the Advancement of Science to bridge the separation between science and the other liberal arts.

2. To provide a network for discussion and support for students with lifestyles that are alternative to heterosexuality.

3. To educate the campus community about diversity related issues and enhance communication about the negative consequences of prejudice and bigotry.

4. To provide members with educational opportunities aimed at preparing them for leadership roles in their professions and communities.

5. To support functions and/or activities that are consistent with the primary purpose of the University.
XXIII.9. The meeting was called to order at 1:30 P.M. by President Lance Haynes.

1. The President called for a motion to approve the minutes of the April 28, 1994 meeting. A motion to approve passed by voice vote.

2. REPORTS AND RESPONSES

A. PRESIDENT’S REPORT
   1. President Haynes explained the purposes for the Advisory Groups on Improvement of the University, which President Russell is going to appoint. Because the Chancellor has requested that Professor Haynes present a list of faculty members interested in serving, he called for volunteers to contact him.

B. IFC-Professor Gordon Carlson presented a brief report pertaining to the last IFC meeting.

C. CHANCELLOR’S REPORT
   1. In the absence of Dr. Park, Dr. Gajda gave a brief report on President Russell’s committee to review the mission of a land grant university.
   2. Dr. Gajda and Professor Delbert Day are on the review committee, and are soliciting ideas from the Academic Council members.

3. REPORTS OF SPECIAL AND STANDING COMMITTEES

A. Curricula-Professor Vince Roach moved that the proposed CCI’s be approved as distributed. The motion was seconded and approved by unanimous voice vote.

B. RP & A-Professor Lance Williams presented a list of proposed dates for 1994-95 Academic Council meetings. These dates were:
   September 22, 1994; October 27, 1994; December 8, 1994; January 19, 1995; February 23, 1995; April 20, 1995; and June 22, 1995. Professor Williams moved to approve these dates, and there was a second. After a brief discussion, the motion passed by voice vote.
C. STUDENT AFFAIRS—Joe Ward presented four constitutions from student organizations for approval. These were for the Da Vinci Society, the Inline Roller Hockey Club, the Intercollegiate Bowling Association, and the Interfaith Christian Council. There was a motion and a second to approve all four. Professor Ron Kohser questioned some of the wording in the Constitution of the Da Vinci Society. After some discussion, the motion passed by voice vote, with three opposed.

D. TASK FORCE ON CURRICULUM—Professor William Tranter gave an update on activities of the Task Force. He said that the Internal Awareness Committee has attempted to determine what proposals from faculty members could be funded to aid teaching.

1. The committee reported receiving very good proposals, and were able to support funding for ten, five from Arts and Sciences, and five from Engineering.
2. Professor Tranter said that the committee hopes to repeat the procedure in the future, and would welcome comments or suggestions.
3. There was a question from the floor asking whether the Task Force planned to let the public know what the successful proposals were. Professor Tranter noted that there will be a press release.
4. Professor Tranter said that funding was supplied jointly by the Office of the Vice Chancellor for Academic Affairs and by the School Deans.

4 OLD BUSINESS
A. Professor Selberg reminded the Council of the motion, approved last meeting, to bring the Health Care Resolution back for discussion at this meeting. He moved to approve the Health Care Resolution as presented previously.

1. Professor Selberg reread the Resolution.
2. Professor Lance Williams commented that RP & A had recommended sending it back to Budgetary Affairs.
3. Professor Selberg read Budgetary Affairs recommendation, as they had previously given it.
4. There was a motion to change the $678,000 in the original resolution to $300,000. Professor Selberg accepted this as a friendly amendment to his motion. There was then a second to the original motion, with the amendment, which passed by voice vote—with one opposed. The resolution passed now reads "The Academic Council recommends that $300,000 of the campus savings of $678,000 freed-up from implementation of the new university medical plan in 1993 remain in the compensation pool and be dis-
tributed as compensation or benefits to existing employees."

.5 NEW BUSINESS—There was no new business.

There was a motion and a second to adjourn. Motion passed by voice vote.

Respectfully Submitted,

Jerome Westphal
Secretary

*Minutes of the Academic Council are considered official notification and documentation of actions approved.*