1-1-1997

Faculty Senate Minutes 1997 - 1998

Missouri University of Science and Technology Faculty Senate

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FALL SEMESTER 1997

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 8:00 a.m.
Final Examinations end 5:30 p.m.
Fall Semester Closes 5:30 p.m.

SPRING SEMESTER 1998

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
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Spring Semester Closes 5:30 p.m.
May Commencement

*SUMMER SESSION 1998

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.

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*Approved as part of 1997-98 calendar
1997-98 Dates

Home Football Schedule - 1997

- September 20 - Central Missouri State
- October 11 - Northwest Missouri State
- October 25 - Missouri Western
- November 8 - Emporia State

Other Dates:

ACT Test Dates - October 25, December 13, 1997, February 7, April 4, 1998
Spring Break - February 28 - March 9, 1998
Spring Recess - March 19 - March 23, 1998
EIT Exam - Saturday, November 1, 1997 and Saturday, April 25, 1998
Easter - April 12, 1998
STUDENT ANONYMOUS COMPLAINT LETTER

The Personnel Committee has given careful consideration to the implementation of the concept of student anonymous complaint letters by second year students as part of their assessment efforts. It is the conclusion of the Committee that the use of such a letter is inappropriate and should not be used. We are concerned that such an approach may be inconsistent with the thrust of the campus "developing leaders".

It is recognized that an open system should have a means of correcting inequities. There are many ways to allow students to accomplish that without an anonymous system. Although the Committee does not see its role as one to devise such a system, it is recommended that the administration may want to find ways to educate our students on how to use the system(s) in place to get a fair hearing on complaints with grades and/or faculty. Part of this education could be to assist the student in making decisions about the importance, and potential consequences, of being an advocate for correcting inequities.
Honors Academy Program

Freshmen Year:
Enroll in Honors Seminar (August, September, October, November, January, February, March sessions) with guest speakers, programs, panels, presentations as well as attendant social occasions. Additionally, students will be encouraged to partake of cultural opportunities: music, theater, art exhibits, general lectures tours.

Sophomore to Senior Years:
Student to enroll in, and complete, twelve (12) credit hours of “Honors” coursework. Such designation to be based on extra work in regular courses wherein the instructor agrees to oversee the effort; or, in courses designated as “Honors”.

Senior Year:
Student to complete an “Honors” project/senior thesis, and, present findings orally in an appropriate venue. [This rubric is basically the current Divisional Honors program.]

COMMENCEMENT PROGRAM, TRANSCRIPT, TO CERTIFY ACHIEVEMENT.

General Requirements:
~Eligibility to be based on ACT or SAT score in 95th percentile or above, high school class rank in top 10%; transfer students with 3.5 GPA.
~UMR GPA of 3.5 or above needed to keep eligibility.
~Required of Master Student Fellowship Program: students.
~As early as first year, student would plan “Honors” curriculum, i.e., anticipated courses to fulfill designation. Intent is to declare objectives with adviser/honors coordinator.

*********************************************************************
General Information:
-> Assumes students will include courses outside their major as part of their honors curriculum.
-> Departments may identify courses they offer as “Honors” eligible; or, individual instructors may agree to work with students to meet “Honors” distinction in a course.
-> Departments to designate “Honors Adviser” to work with students to meet program requirements — likely, MSFP mentor/ adviser.
-> Registrar’s Office to enter “Honors” credit from information included by instructor on final grade roll, or, from the roll of a course offered as “Honors”.
-> Program coordinator will oversee seminar, general advising of interested prospects/enrollees, processing of records, certification of completion. . . .

Lance Williams, Honors coordinator

lw: 7 October 1997 — Academic Council, 16 October 1997
FALL SEMESTER 1999

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New Student Orientation
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December Commencement

SPRING SEMESTER 2000

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May Commencement

*SUMMER SESSION 2000

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.

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The faculty is reminded of the religious and other holidays that a substantial number of
IFC Resolution on University Medical Insurance Offerings
passed at the December 18, 1996 meeting

The IFC recommends that the University of Missouri faculty and staff benefits i.e., medical, dental and retirement programs, be structured in such a way that all employees within the system are treated equitably. Specifically, the IFC is opposed to medical insurance program designs which have as a primary goal the channeling of University employees on selective campuses to University Hospital and Clinics or any other University-based provider. This includes, but is not limited to, differential coverage levels for University versus non-University- based providers.

The IFC recommends that a self-referral point-of-service plan like the UHC Choice Plan be developed and offered on all campuses. Ideally, such a plan would include University Hospital and Clinics, as well as any other willing hospital provider (e.g., Boone Hospital), as network providers for employees on the Columbia and Rolla campuses. Should University Hospital and Clinics be unwilling to participate in such a network on "equal footing" with other hospital providers, the University will actively discourage the offering of any other University Hospital and Clinics medical insurance plans, including their recently proposed low-cost HMO in Rolla.

UMR Academic Council Resolution on University Medical Insurance Offerings

The UMR Academic Council recommends that the University of Missouri faculty and staff benefits, i.e., medical, dental and retirement programs, be structured in such a way that all employees within the system are treated equitably. Specifically, the UMR Academic Council is opposed to medical insurance program designs which have as a primary goal the channeling of University employees on selective campuses to University Hospital and Clinics or any other University-based provider. This includes, but is not limited to, differential coverage levels for University versus non-University-based providers.

The UMR Academic Council requests that the self-referral point-of-service plan, UHC Choice Plus, include the same providers and county network at the 100 percent benefit level that is currently in place for the UHC Select Plus Plan. This would add eight counties surrounding Columbia Missouri which are currently excluded from the UHC Choice Plus Plan. Should University Hospital and Clinics be unwilling to participate in such a network on "equal footing" with other hospital providers, the University should not approve the offering of any other new University Hospital and Clinics medical insurance plans, including their recently proposed low-cost HMO in Rolla.
## PUBLIC OCCASIONS DATES FOR 1998-99

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## HOMECOMING DATES FOR 1999 - 2000

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1999-2000 UMR Academic Calendar
(approved by UMR Academic Council on November 20, 1997)

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Freshmen Orientation
New Student Orientation
Student Registration 8:15 A.M.-3:30 P.M.
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Thanksgiving vacation begins 7:30 A.M.
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*SUMMER SESSION 2000*

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The faculty is reminded of the religious and other holidays that a substantial number of students may wish to observe.
EC 1838, Electrical Engineering 301, Digital System Modeling. Approved for WS98. 3 hours credit. Prerequisite: El Eng 111 or Cmp Sc 253.

EC 1839, Life Sciences 301, Toxicology. Approved for WS98. 3 hours credit. Prerequisites: Life Sc 110 and Chem 003 or Chem 5.

EC 1840, Mechanical Engineering 401, Advanced Mechanisms. Approved for WS98. 3 hours credit. Prerequisite: Mc Eng 302.


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

Review of submitted CCI's:
CCI 4401, Geological Engineering 339, Groundwater Remediation. Approved new course for WS98. 3 hours credit. Prerequisite: Ge Eng 331. Description reads: A survey of conventional and innovative techniques for remediation of contaminated groundwater. Topics include groundwater cleanup standards, physico-chemical properties of groundwater and contaminants, fate and transport of contaminants in the subsurface, hydrogeologic site characterization, and selection process of a remedial technology. Various computer programs developed to assist in preliminary selection and design of remediation technologies will be used.

CCI 4402, Geological Engineering 333, Risk Assessment in Environmental Studies. Approved new course for WS98. 3 hours credit. No prerequisites. Description reads: This course will present the concepts required to assess the human health and environmental risks resulting from contaminants in soil and groundwater. Course topics include evaluation of data sets, exposure calculation, chemical fate and transport, and development of conceptual site models. (To be noted: A member of the Math department felt a prerequisite of Stat 213 or Stat 215 should be considered.)

CCI 4403, Nuclear Engineering 000. Approved curriculum change for FS98. Justification reads: First semester, Senior year, Nuc En 345 is replaced by Nuc En 307. Nu En 345 becomes an elective course. The change is introduced because Nuc En 307 is more comprehensive than Nuc En 345.

CCI 4404, Geological Engineering 000. Approved curriculum change for SS98. Geology 373 will be replaced with new course, Geological Engineering 373.

CCI 4405, Geological Engineering 373, Geologic Field Methods. Approved new course for SS98. 3 hours credit. Prerequisites: Two courses in either geology or geological engineering. Description reads: Field practice in geologic mapping and interpretation in the Western United States using topographic base maps and aerial photos. Emphasizes the description and interpretation of stratigraphic sections, sedimentary and tectonic structures.

Howard D. Pyron, Chair
UMR Curricula Committee
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RESOLUTION
TOWARD AN ENHANCED UM RETIREMENT PLAN

WHEREAS, the UMR Academic Council recognizes that:

UM spends between 40 and 50 percent of total benefit spending on retirement and all employees benefit from the UM Defined Benefit Plan;

UM has not changed the formula for computing the benefits for retirement since 1990;

In 1994 a university consultant, Hewitt, hired to analyze UM benefits relative to an AAU Research University peer group found that in the retirement area UM ranked 11 out of 14 universities in the comparison group; and

UM retirement fund investment returns between 1991 and 1997 have averaged 15.5 percent per year resulting in decreasing University contributions;

IT IS HEREBY RESOLVED:

That the UMR Academic Council recommends to the UM Administration that the UM Defined Benefit Retirement value be increased to and maintained at the average of the AAU Research University peer group; and

A timely response to the UMR Academic Council is requested.
The Curricula Committee asks the Academic Council to consider a concern regarding 300 and 400 level new course requests by departments. Currently tabled by the Curricula Committee is a 300 level course which has not been offered as experimental course (EC1's).

Concerns:

1. If a department submits a CC1 for a required graduate course of 300 or 400 level, never been taught as an EC1, should the committee request a “Graduate Core Curriculum” to show the course is required for majors?

2. If a 300 or 400 level graduate course is never taught as an EC1, is approved by the Curriculum Committee, what is to stop a department, once approved, from offering this course to undergraduate students and by-passing the experimental course process?

3. Should EC1's be skipped entirely for 400 level courses as they are graduate level only?
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(2) If a 300 or 400 level graduate course is never taught as an EC1, is approved by the Curriculum Committee, what is to stop a department, once approved, from offering this course to undergraduate students and by-passing the experimental course process?

(3) Should EC1's be skipped entirely for 400 level courses as they are graduate level only?
MEMO TO: Academic Council  
FROM: UMR Curricula Committee  
SUBJECT: September 3, 1997, Meeting

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

Review of submitted ECI's:
ECI 796, Computer Science 401, Distributed Database System. Approved for WS98. 3 hours credit. Prerequisites: Cmp Sc 304. ("Consent of instructor" was deleted as a prerequisite as this is an understood condition for all courses.)

ECI 797, Computer Science 301, Advanced Topics in Database Systems. Approved for WS98. 3 hours credit. Prerequisites: Cmp Sc 304. ("Consent of instructor" was deleted as a prerequisite as this is an understood condition for all courses.)

ECI 798, Statistics 401, Advanced Data Analysis Techniques. Approved for WS98. 3 hours credit. Prerequisites: Stat 344 and 346 and Stat 301 (Stat. Computing). ("Consent of instructor" was deleted as a prerequisite as this is an understood condition for all courses.)

ECI 799, Statistics 301, Applied Time Series Analysis. Approved for FS97. 3 hours credit. Prerequisites: One of Stat 213, 215, 343 and one of Math 203, 208, 309.

ECI 800, Mining Engineering 401, Optimization Applications in Mining I. Approved for WS98. 3 hours credit. Prerequisites: Graduate standing. ("Instructor's approval" was deleted as a prerequisite as this is an understood condition for all courses.)

ECI 801, Mining Engineering 401, Mining Property Feasibility Studies and Evaluation Procedures. Approved for WS98. 2 hours lecture and 1 hour lab. Prerequisites: Mi Eng 270, Mi Eng 325, Mi Eng 376 and Mi Eng 393. ("Approval of instructor" was deleted as a prerequisite as this is an understood condition for all courses.)

ECI 804, Aerospace Engineering 301, Concurrent Engineering I. Approved for WS98. 3 hours credit. Prerequisites: Ae Eng 231 and Bas Eng 110.

ECI 805, Electrical Engineering 301, Digital Network Design. Approved for WS98. 3 hours credit. Prerequisites: El Eng 213 or equivalent. (With instructor Paul Stigall's approval, prerequisite was changed from "El Eng 213 or computer hardware competency.")

ECI 806, Life Sciences 201, Plant Biology Laboratory. Approved for WS98. 1 hour lab credit. Prerequisites: Life Sc 112, preceded or accompanied by Life Sc 218.

ECI 807, Mathematics 401, Group Representation Theory. Approved for WS98. 3 hours credit. Prerequisites: Math 306 or equivalent.

ECI 808, Philosophy & Liberal Arts, Latin 101, Elementary Latin I. Approved for WS98. 3 hours lecture and 1 hour lab. No prerequisites.
ECI 809, Philosophy & Liberal Arts, Latin 101, Elementary Latin II. Approved for FS98. 3 hours lecture and 1 hour lab. Prerequisites: Latin I. (Anne Marie Daniels was asked to speak on behalf of a faculty member to present a few concerns pertaining to the approval of Latin I and Latin II. Concerns such as which faculty member would be responsible for teaching the Latin courses, where would the funds come from, and also, once a student has completed Latin I and Latin II, how will they continue their studies in Latin, these are the only two courses we offer at this time. The Curricula Committee felt these concerns should be directed to the College of Arts and Sciences as the two submitted EC1 forms had been signed and approved by the Dean and Chair.)

ECI 810, Philosophy & Liberal Arts, Education 301, School of Law. Approved for FS97. 1 hour credit. Prerequisites: Graduate standing.

ECI 812, Philosophy & Liberal Arts, Education 301, Novell NetWare 4.1 / 4.11. Approved for FS97. 3 hours credit. Prerequisites: Graduate standing.

ECI 813, Ceramic Engineering 301, Chemical Processes in Refractories. Approved for WS98. 3 hours credit. No prerequisites. (The EC1 form originally had an effective date of FS97, however, the department requested we changed the effective date to WS98 on 8/25/97.)

ECI 814, Psychology 201, Introduction to Human-Computer Interaction. Approved for WS98. 3 hours credit. Prerequisites: Psych 50.

ECI 815, Psychology 301, Psychology of Religion. Approved for WS98. 3 hours credit. Prerequisites: Psych 50.

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

Review of submitted CC1’s:

CC1 4369, Chemistry 252, Intermediate Quantitative Analysis Laboratory. Approved deletion for FS98. (CC1 had effective date of FS97 but, was corrected to read FS98 per Ken Robertson, Chemistry department.)

CC1 4370, Chemistry 251, Intermediate Quantitative Analysis. Approved for FS98. Change in credit hours from 3 hours “TO” 3 hours lecture and 1 hour lab. Change in description to: The course provides an overview on the applications of atomic spectroscopy, electroanalytical x-ray, electron spectroscopy, and separation techniques for chemical analysis. (CC1 had effective date of FS97 but, was corrected to read FS98 per Ken Robertson, Chemistry department.)

CC1 4371, English 278, Thematic Studies in Literature and Film. Approved new course for FS97. 3 hours credit. Prerequisites: English 20 and one semester of college literature, or English 177. Description reads: Topics examine different thematic relationships between literature and film (e.g. Poe and Hitchcock, Shakespeare on film, etc.) announced at time of registration.

CC1 4373, Computer Science 330, Automata Theory. Approved for FS98. Change in description and curriculum for master’s student’s only. Justification reads: Computer Science faculty approved the requiring of this course for all master’s degree candidates in computer science.

CC1 4374, History 383, American Diplomatic History. Approved for FS98. Change in catalog description to: The history of American foreign relations, broadly conceived, from the Revolution to the present. The first half of the course will survey American diplomatic history to 1941. The second half will analyze the major themes in U.S. foreign policy since WWII, with special emphasis on the problems of national security and the realities of power politics in the Cold War era. Change in prerequisites from Hist 60 “TO” Hist 175 or 176. (This course in the past has had the print suppressed when the catalogs were printed. History 60 is not reflected in the current catalog as the course was deleted FS81.)
CCI 4375, Metallurgical Engineering 000. Change in curriculum. Approved for FS98. Justification reads: To update emphasis area in metallurgical program. Under the Manufacturing Metallurgy emphasis area, Mt Eng 333, Nonferrous Alloys has been added.


CCI 4377, Philosophy & Liberal Arts, 101, Special Topics. Approved new course for FS97. Variable hours. Description reads: This course is designed to give the department an opportunity to test a new course. Variable title.

CCI 4379, Chemical Engineering 234, Chemical Engineering Laboratory I. Approved for WS98. Credit hours were shown to change from 1 hr. to 3 hrs., however, this change of hours was previously done on CC1 3724 in April of 1994, and approved effective WS97. Change in catalog description to: Experiments illustrate the unit operations associated with momentum and heat transfer. Experimental methods, such as design of experiments and uncertainty analysis are introduced. Process equipment designs based on laboratory data stress the importance of creativity as well as the need to effectively communicate these technical designs through oral and written reports. Change in prerequisites from Ch Eng 231 and 233, Chem 51 and 52 "TO" Ch Eng 143, 231 and 233, Chem 51 and 52.

CCI 4380, Psychology 380, Cross-Cultural Psychology. Approved new course for WS98. 3 hours credit. Prerequisites: Psych 50 and Psych 155 or Psych 270. Description reads: Providing a cross-cultural perspective is an essential element of current curricula in psychology. Students need an understanding of how self-concepts, cognitive abilities and social relations are affected by cultural factors.

CCI 4381, Chemistry, Premedicine Emphasis Area. Approved change in curriculum for FS98. Justification reads: Change in curriculum required because Chem 252 is being deleted and incorporated in Chem 251. (CC1 had effective date of FS97 but, was corrected to read FS98 per Ken Robertson, Chemistry department.)

CCI 4382, Chemistry, Polymer and Coatings Science Emphasis Area. Approved change in curriculum for FS98. Justification reads: Change in curriculum required because Chem 252 is being deleted and incorporated in Chem 251. (CC1 had effective date of FS97 but, was corrected to read FS98 per Ken Robertson, Chemistry department.)

CCI 4383, Chemistry, Biochemistry Emphasis Area. Approved change in curriculum for FS98. Justification reads: Change in curriculum required because Chem 252 is being deleted and incorporated in Chem 251. (CC1 had effective date of FS97 but, was corrected to read FS98 per Ken Robertson, Chemistry department.)

CCI 4384, Chemistry, Bachelor of Science. Approved change in curriculum for FS98. Justification reads: Change in curriculum required because Chem 252 is being deleted and incorporated in Chem 251. (CC1 had effective date of FS97 but, was corrected to read FS98 per Ken Robertson, Chemistry department.)

CCI 4385, Economics 230, Law and Economics. Approved new course for WS98. 3 hours credit. Prerequisites: Econ 121 or equivalent. Description reads: Study of application of economics analysis to legal concepts, issues and reasoning. Emphasizes the use of microeconomic theory to examine questions of efficacy and efficiency of decisions emanating from three major areas of common law -- property rights, contracts and torts.
The following material was reviewed by the committee without the 30 circulation period due to several departments wanting approval of ECI's in order to make the WS98 Schedule of Classes deadline for preregistration. For future Curricula Committee meetings, the committee will require the 30 day circulation period necessary for ECI's and CC1's. This enables all departments time to view the upcoming agenda and also time to voice any disapprovals to their school or colleges committee representative.

A memo from Tom Deering in Education was submitted for review by the Curricula Committee. This memo dated August 25, 1997, asked the committee to approve a typographical error, on ECI 743-SS97-1890-301, for Philosophy & Liberal Arts, Education. This 301 course, Computer Programming C++, was submitted with "1 hour credit" to be taught Summer 1997. Dr. Deering has asked the committee to approve a change to the credit hours to read "3 hours." The committee denied the change. However, the committee did specify if Dr. Deering wished to submit an ECI form for Computer Programming C++, for three hours credit for a different term, they would approve it.

ECI 816, Computer Science 401, Advanced Java. Approved for WS98. 3 hours credit. Prerequisites: Cmp Sc 301 (Java). (Consent of instructor was deleted as part of the prerequisites as this is an understood condition for all courses.)

ECI 817, Philosophy & Liberal Arts, Education, Current Issues: Authentic Performance Assessment. Approved for FS97. 3 hours credit. Prerequisites: Graduate Standing.

ECI 818, Philosophy & Liberal Arts, Education, Using Multimedia in the Classroom. Approved for FS97. 3 hours credit. Prerequisites: Graduate Standing.

ECI 819, Philosophy & Liberal Arts, Education, Issues in Elementary Science. Approved for FS97. 2 hours credit. Prerequisite: Graduate Standing.

ECI 820, Nuclear Engineering 401, Instrumentation & Artificial Intelligence Applications. Approved for WS98. 3 hours credit. Prerequisites: Graduate Standing.

ECI 821, Philosophy & Liberal Arts, Education, Internet in the Classroom. Approved for FS97. 1 hour credit. Prerequisites: Graduate Standing.

ECI 822, Philosophy & Liberal Arts, Education, Introducing Educators to Computers. Approved for FS97. 1 hour credit. Prerequisites: Graduate Standing.

CC1 4386, Geology 423, Sedimentary Basin Analysis. Approved for WS98. Change in course title from Precambrian and Paleozoic Stratigraphy. Change in prerequisites from Geol 223 "TO" Geol 220, 223, 275, or 375 or 376. Change in description to: An advanced study of stratigraphic, diagenetic and tectonic processes in sedimentary basins.

The following four CC1's, 4387-4390, are courses which fall under a cooperative agreement UMR Department of History has with the University of Missouri-St. Louis to offer an M.A. in history. The agreement permits students to take up to 12 credit hours on the UMR campus. However, students may take only 9 credit hours at the 300 level. To enable our students to take the maximum number of hours possible, the department is seeking approval of these four 400 level courses. These four courses have the same descriptions and prerequisites as those offered in the UMSL department. Because these course will form part of the core of the cooperative degree program, they had asked for approval of these CC1's without going through the experimental course procedure.

CC1 4387, History & Political Science 402, Readings in American History to 1865. Approved new course for FS98. 3-5 hours credit. Prerequisites: Graduate standing and consent of instructor. Description reads: Directed readings and writing on selected topics and areas in American history to 1865.
CCI 4388, History & Political Science 403, Readings in American History since 1865. Approved new course for FS98. 3-5 hours credit. Prerequisites: Graduate standing and consent of instructor. Description reads: Directed readings and writing on selected topics and areas in American history since 1865.

CCI 4389, History & Political Science 404, Readings in European History to 1715. Approved new course for FS98. 3-5 hours credit. Prerequisites: Graduate standing and consent of instructor. Description reads: Directed readings and writing on selected topics and areas in European history to 1715.

CCI 4390, History & Political Science 405, Readings in European History Since 1715. Approved for FS98. 3-5 hours credit. Prerequisites: Graduate standing and consent of instructor. Description reads: Directed readings and writing on selected topics and areas in European history since 1715.

CCI 4391, Aerospace Studies 011, The Air Force Today I. Approved for WS98. Change in credit hours from 1.0 hour lecture “TO” 0.5 hour lecture and 0.5 hour lab. Change in description to: This survey course introduces various topics relating to Air Force customs and courtesies, officership, installations, and basic communications. It focuses on professionalism and leadership. This course includes a Leadership Laboratory which provides cadets with the knowledge and practical command and staff leadership experience in preparation for active duty as Air Force officers.

CCI 4392, Aerospace Studies 012, The Air Force Today II. Approved for WS98. Change in credit hours from 1.0 hour lecture “TO” 0.5 hour lecture and 0.5 hour lab. Change in description to: Continuation of Aeros 011. Topics include effective oral communication preparation and application, US military history, military chain of command, current ROTC issues, and group leadership problems. This course includes a Leadership Laboratory which provides cadets with the knowledge and practical command and staff leadership experience in preparation for active duty as Air Force officers.

CCI 4393, Aerospace Studies 022, The Air Force Way II. Approved for WS98. Change in course title from, The Development of Air Power II. Change in credit hours from 1.0 hour lecture “TO” 0.5 hour lecture and 0.5 hour lab. Change in description to: Continuation of Aeros 021. Topics include leadership, Quality Air Force, ethics and values, oral communication application, and group leadership problems. This course includes a Leadership Laboratory which provides cadets with the knowledge and practical command and staff leadership experience in preparation for active duty as Air Force officers.

Howard D. Pyron, Chair
University of Missouri-Rolla
Academic Council

To:
UMR FACULTY

Academic Council Meeting
Thursday, September 18, 1997; 1:30 P.M.; 204 McNutt

I. Approval of minutes of the June 19, 1997 meeting

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

III. Reports of Standing and Special Committees
A. Curricula (5 min.) Howard Pyron
   1.*Report No. 1
B. Personnel (No report)
   1. Faculty Awards (11-30-95)
   2. Tenure and Promotion Procedures
C. Rules, Procedures, and Agenda (10 minutes) Greg Gelles
   1. Election of Academic Council Officers
   2. Committee Elections

IV. Old Business

V. New Business and Announcements
A. Staff Council
B. Student Council
Referrals

*Information distributed with agenda to Academic Council members and department chairs.
XXVII,1. The meeting was called to order at 1:35 P.M. by President Jeff Cawlfield. Three substitutions were noted: Patterson for Book, Bayless for Mitchell, and Stephenson for Burken.

.1 It was moved and seconded to approve the minutes of the June 19, 1997 meeting as distributed. Motion carried.

.2 REPORTS AND RESPONSES

A. PRESIDENT’S REPORT-Professor Cawlfield gave a brief report from the September IFC meeting. He announced that he will be chairing IFC this year and Professor Dennis Perry will be secretary. They will be meeting once a month, and would welcome input from UMR Faculty on items of concern. He said they met the new President, Manuel Pacheco, and had good first impressions. He then mentioned items discussed, which were:

1. Faculty and Staff Benefits-President Cawlfield said that Bruce Selberg will be chairing that committee. Professor Selberg then gave a brief overview on this. He said he will be sending a referral to Personnel Committee to study UMC’s resolution.

   a. There were some comments from the floor on this subject.

2. Vice President Ralph Caruso spoke to IFC about computing issues, especially about the probability of a unified email system for the four campuses using Microsoft Exchange.

   a. Dr. Park commented that UMR might not be forced to change for quite sometime, and David Dearth confirmed this.

3. Steve Lemkul, Acting Vice President for Academic Affairs, talked about the new program, replacing the old Faculty Exchange Program.
.3 REPORTS OF STANDING AND SPECIAL COMMITTEES

A. Professor Richard Hall made a motion to move RP & A report to this point in the agenda. There was a second and motion carried.
   1. Professor Greg Gelles presented the slate of officers for Academic Council, 1997-98 as follows: President-Bruce Selberg; President-Elect-Dennis Perry; Secretary-Jerry Tien; and Parliamentarian-Don Myers. There was a motion by Lance Haynes to approve this slate. It was seconded by Susan Murray. Motion carried.
   2. Professor Gelles passed out ballots for committee elections. After they were marked, they were collected for counting.
   3. There was a comment from Professor Haynes concerning people being re-elected to committees. Professor Cawlfield remarked that since nominations have to be from Academic Council members, the pool is rather limited. Professor Gelles said that, although there were precedents in the past, RP & A would take this under advisement for next year’s nominations.

.2 REPORTS AND RESPONSES CONTINUED

A. PRESIDENT’S REPORT CONTINUED

4. Professor Cawlfield thanked Dr. Park for a cordial working relationship during his year as President, and made a few brief comments about his time in that office. This was followed by a round of applause for the outgoing president.
5. Professor Selberg then took charge of the meeting as the incoming president. He thanked Professor Cawlfield for a smooth year. He made a few comments about the coming year, and also announced that all of the 1997-98 meetings of the Council will be in 204 McNutt.

B. CHANCELLOR’S REPORT-Dr. Park expressed his thanks for the Academic Council members. He said that even when there were occasional disagreements, he feels that all worked together for the good of the institution, and got "good things done".
   1. The Chancellor commented briefly on the General Officers’ meeting, and a discussion on Capital Priorities, and UMR’s position on this. He said he will be talking with Senator Lyber, Representative Parker, and Representative McBride about it.
2. Dr. Park explained the new dual format for the Strategic Action Plan. Items would be listed under Department Division Plans, and repeated under Goals and Action Items.
   a. He said the Action Plan would be out about the first week in October, and by the end of next week—the report of things accomplished last year.
3. The Chancellor said that he is involved in a study of Activity Based Costing and Value Responsibility Budgeting; and after collecting data, will discuss this.

Q & A—There were several comments and questions for the Chancellor, especially concerning the last item, followed by a rather lengthy discussion.

.3 REPORTS OF STANDING AND SPECIAL COMMITTEES CONTINUED

B. CURRICULA—Professor Howard Pyron gave this report. He presented the EC1’s for information only and moved that the CC1’s be approved as distributed. There was a second and motion carried.

.4 No old business was presented.

.5 NEW BUSINESS

A. STUDENT COUNCIL—It was announced that there has been a reactivation of the InterCampus Student Council, similar to IFC, with Karl Scmitt as President and Lucy Knaup as Vice-President.
B. REFERRALS—President Selberg made a brief reference to the aforementioned referral to the Personnel Committee.

There was a motion and second to adjourn. Motion carried.

Respectfully submitted,

Jerry Tien
Secretary

*Minutes of the Academic Council are considered official notification and documentation of actions approved.
MEMORANDUM TO: Don Myers, Chair
Personnel Committee

FROM: Bruce P. Selberg

DATE: September 29, 1997

SUBJECT: Retirement Benefits Referral

In May 1997 the MU Senate passed a document recommending improved retirement benefits. The chair of their senate requested that this recommendation be forwarded to each of the three other University of Missouri campuses for their endorsement. Attached is this document along with other similar documentation either requesting similar improvements or providing necessary back-up material. These documents are listed below:

1. MU recommendation for improved benefits.
2. UMR Staff Council recommendation of Winter 1997 semester.
3. UMR employee survey of potential improved benefits.
4. 1994 UM comparison of UM benefits versus comparison group (note these results assumed equal salaries with UM and the comparative group).
5. Salary comparison between UM and Big 8/Big 10.
6. UM annual investment as a percentage of S&W.
7. UM Retirement Fund recent investment returns.

I would like to have a recommended resolution by the January Academic Council meeting so that it will be in the hands of the U-Wide Retirement & Medical Committee prior to any Spring 1998 recommendation.

cc: Personnel Committee
MEMO TO:  Academic Council
FROM:  UMR Curricula Committee
RE:  October 6, 1997, Meeting

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

The minutes of the September 3, 1997, meeting were approved with the correction of the spelling of AnneMarie Daniel’s name.

Review of EC1's:
EC1 802, Civil Engineering 301, *Remediation of Contaminated Soil and Groundwater*. (Co-listed with Env Eng 301) Removed from tabled. Approved for WS98. 3 hours credit. Prerequisites: Cv Eng 265, Ge Eng 337, or graduate status. (This EC1 was tabled at the 9/03/97, meeting due to controversy over the catalog description between Ge Eng and Cv Eng. The controversy was resolved after a revised description was submitted to the committee from Dr. Joel G. Burken.)

EC1 803, Environmental Engineering 301, *Remediation of Contaminated Soil and Groundwater*. (Co-listed with Cv Eng 301). Removed from tabled. Approved for WS98. 3 hours credit. Prerequisites: Cv Eng 265, Ge Eng 337, or graduate status. (This EC1 was tabled at the 9/03/97, meeting due to controversy over the catalog description between Ge Eng and Cv Eng. The controversy was resolved after a revised description was submitted to the committee from Dr. Joel G. Burken.) EC1 823, Ceramic Engineering 401, *IC Fabrication*. Approved for WS98. 3 hours credit. No prerequisites.

EC1 824, Computer Science 401, *Fundamentals of Visualization*. Approved for WS98. Offered FS95. 3 hours credit. Prerequisites: Cmp Sc 343 or El Eng 345 or El Eng 347. (Consent of instructor was deleted as part of the prerequisite as this is an understood condition.)

EC1 825, Petroleum Engineering 301, *Natural Gas Engineering*. Approved for WS98. Offered FS95. 3 hours credit. Prerequisites: Preceded or accompanied by Pe Eng 241.

EC1 826, Ceramic Engineering 301, *Optical Properties of Materials*. Approved for WS98. Offered WS94. 3 hours credit. Prerequisites: Cr Eng 102 and Cr Eng 103.
The Curricula Committee recommends to the Academic Council that the curricula changes on the following CCI's be approved.

Review of CCI's:
CCI 4394, Computer Science. Approved curriculum change effective WS98. Computer Science Minor program has added “c.” to their description to read as follows: “c. Students pursuing a minor in computer science must earn a “C” or better in Cmp Sc 53, Cmp Sc 153, Cmp Sc 158, and Cmp Sc 253 if any of these courses are taken for the minor.”

CCI 4395, Ceramic Engineering. Approved change in curriculum effective WS98. The required course Cr Eng 177, 2.0 hours credit, has been deleted. The 2.0 credit hours have been added in .5 hour increments to Cr Eng 111 (1.5 hrs. credit), Cr Eng 122 (1.5 hrs. credit), Cr Eng 231 (1.5 hrs. credit), and Cr Eng 242 (1.5 hrs. credit). Also, Dr. Watnik, from the Mathematics & Statistics department who teaches Stat 213 noticed on CCI 4395 in the “Proposed” Ceramic Engineering curriculum, Senior Year, First Semester, it reads, Stat 213 or Stat 215 or Eng Mg 385. Stat 213 is a prerequisite for Eng Mg 385. The committee suggested the Ceramic Engineering department be notified.

CCI 4397, Ceramic Engineering 111. Approved for WS98. Change in credit hours from 1.0 hours “TO” 1.5 hours credit.

CCI 4398, Ceramic Engineering 122. Approved for WS98. Change in credit hours from 1.0 hours “TO” 1.5 hours credit.

CCI 4399, Ceramic Engineering 231. Approved for WS98. Change in credit hours from 1.0 hours “TO” 1.5 hours credit.

CCI 4400, Ceramic Engineering 242. Approved for WS98. Change in credit hours from 1.0 hours “TO” 1.5 hours credit.

Howard D. Pyron, Chair
To: UMR FACULTY

Academic Council Meeting
Thursday, October 16, 1997; 1:30 P.M.; 204 McNutt

I. Approval of minutes of the September 18, 1997 meeting

II. Reports and Responses
   A. President's Report (5 min.) Bruce Selberg
   B. Chancellor's Report (10 min.) John Park
      (10 minutes for Questions and Answers)

III. Reports of Standing and Special Committees
   A. Curricula (5 min.) Howard Pyron
      1. *Report No. 2
   B. Personnel (10 min.) Don Myers
      1. Tenure and Promotion Procedures
      2. Post-Tenure Review
      3. *Student Anonymous Complaint Letters
      4. Retirement Benefits
   C. R P & A (5 min.) Jeff Cawlfield
      1. Elect student to Student Affairs Committee
         (Student nominated-Lucy Knaup)
   D. Student Affairs (5 min.) Bill Wilson
      1. Constitutions (copies distributed at meeting)

IV. Old Business

V. New Business and Announcements
   A. *Report - Revision of Honors Program (10 min.) Lance Williams
   B. Staff Council
   C. Student Council
   D. Referrals

*Information distributed with agenda to Academic Council members and department chairs.
XXVII,2. The meeting was called to order at 1:30 P.M. by President Bruce Selberg. Three substitutions were noted: Bayless for Mitchell, Fitch for Burken, and Adams for Morris.

1. It was moved and seconded to approve the minutes of the September 18, 1997 meeting as distributed. Motion carried.

2. REPORTS AND RESPONSES

A. PRESIDENT’S REPORT
   1. Professor Selberg presented a list of items that would be discussed at upcoming IFC meetings, and stated that input would be welcome. The subjects for discussion are:
      a. U-wide Calendar
      b. IFC Bylaws
      c. Trend toward non-tenured appointments
      d. Post-Tenure Review
      e. Accepting credits from community colleges during last 60 hours
      f. Modification of Grievance Procedures
      g. Faculty Compensation
      h. Admission Exceptions

2. President Selberg announced that UM Vice-President McGill is leaving to accept a similar position at John Hopkins.

B. CHANCELLOR’S REPORT-Dr. Park expressed his thanks to all those who helped with Homecoming, and also those who came out to hear President Pacheco. He said that the new president has a very positive view of UMR.
   1. He then went on to discuss the Board of Trustees Meeting.
      a. The Trustees voiced strong support of the emphasis built last year.
      b. A concern mentioned was that about one-third of the faculty will be retiring within the next decade, and what kind of process to aggressively recruit faculty, rather than just "select", will continue the emphasis.
2. The Chancellor also mentioned a visit from the Office of Equal Opportunity, and an audit of UMR’s Affirmative Action process.
   a. Dr. Park said the University will have to be more intrusive in order to document the search for diversity.
   b. There were several comments and questions from the floor.

.3 REPORTS AND RESPONSES

A. CURRICULA—Professor Howard Pyron gave this report. He presented the EC1’s for information only, and moved that the CC1’s be approved as distributed. There was a second and motion carried.

B. PERSONNEL—Don Myers presented this report concerning student anonymous complaints.
   1. Professor Myers said that this matter had been referred to his committee; and, after discussion, they concluded that the use of these letters is inappropriate.
   2. He read the resolution from the committee that was distributed with the agenda and moved to approve it. There was a second; and, after a fairly lengthy discussion, the motion carried.

C. RP & A—In the absence of the chair, Jeff Cawlfield, Don Myers moved to elect Lucy Knaup as Academic Council’s student representative to the Student Affairs Committee. There was a second, and the motion carried.

.4 No old business was presented.

.5 NEW BUSINESS

A. HONORS ACADEMY PROGRAM—As Honors Program Coordinator, Lance Williams elaborated on the information that was sent out with the agenda.
   1. Professor Williams asked the Council to approve the Program as presented. Lance Haynes moved to accept and endorse it. There was a second, followed by a very lengthy discussion.
   2. Professor Acar moved to amend the motion to identify Honors Courses by name and publish a list. There was more discussion and then a second.
   3. After more discussion, Frank Blum asked that the vote be taken. President Selberg asked first for a vote on the proposed amendment, which failed with
only three affirmative votes. A vote was then taken on the original motion, which carried, with no nays.

B. STAFF COUNCIL-The new president, Mitsy Daniels, was introduced to the Academic Council.

C. STUDENT COUNCIL-Alex Huber spoke briefly about the possibility of, and ongoing discussions about, University Center renovations.

There was a motion and second to adjourn. Motion carried.

Respectfully submitted,

Jerry Tien
Secretary

*Minutes of the Academic Council are considered official notification and documentation of actions approved.*
MEMO TO: Academic Council
FROM: UMR Curricula Committee
RE: November 10, 1997, Meeting

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

Review of submitted EC1’s:
EC1 827, Chemistry 401, Environmental Aerosol Characterization. Approved for FS98. 2 hours lecture and 1 hour lab. Prerequisites: Chem 373.

EC1 828, Civil Engineering 401, Advanced Construction Materials Lab. Approved for WS98. 1 hour lecture and 2 hours lab. Prerequisites: Civ Eng 216 or Civ Eng 312 or Civ Eng 313.

EC1 829, Electrical Engineering 301, Flexible Transmission Control. Approved for WS98. 3 hours lecture. Prerequisite: Elec Eng 207.

EC1 830, Electrical Engineering 401, High-Speed Digital Design. Approved for WS98. 3 hours lecture. Prerequisite: Elec Eng 275.

EC1 831, Engineering Management 301, Activity Based Accounting and Financial Decision Making. Approved for WS98. 3 hours lecture. No prerequisite.

EC1 833, Philosophy & Liberal Arts, Education 301, Introducing Educators to Computers. Approved for WS98. 1 hour credit. Prerequisite: Graduate Standing. (A portion of a sentence was deleted in the description which read: the skills taught here are prerequisite for "The Internet in the Classroom" and "Integrating Technology Into Education". The committee felt this was misleading and the student might think this was an actual prerequisite. The department agreed with the editorial change.)

EC1 834, Philosophy & Liberal Arts, Education 301, Elementary Science Activities. Approved for WS98. 1 hour credit. Prerequisite: Graduate Standing.

EC1 835, Philosophy & Liberal Arts, Education 301, Issues in Elementary Science. Approved for WS98. 2 hours credit. Prerequisite: Graduate Standing.

EC1 836, Philosophy & Liberal Arts, Education 301, Current Issues in Education: Performance-Based Assessment-Intermediate. Approved for WS98. 3 hours credit. Prerequisites: Graduate Standing.

EC1 837, Philosophy & Liberal Arts, Education 301, Current Issues in Education: Performance. Approved for WS98. 3 hours credit. Prerequisites: Graduate Standing.
EC 1838, Electrical Engineering 301, *Digital System Modeling*. Approved for WS98. 3 hours credit. Prerequisite: El Eng 111 or Cmp Sc 253.

EC 1839, Life Sciences 301, *Toxicology*. Approved for WS98. 3 hours credit. Prerequisites: Life Sc 110 and Chem 003 or Chem 5.

EC 1840, Mechanical Engineering 401, *Advanced Mechanisms*. Approved for WS98. 3 hours credit. Prerequisite: Mc Eng 302.


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

**Review of submitted CCl's:**

CC 14401, Geological Engineering 339, *Groundwater Remediation*. Approved new course for WS98. 3 hours credit. Prerequisite: Ge Eng 331. Description reads: A survey of conventional and innovative techniques for remediation of contaminated groundwater. Topics include groundwater cleanup standards, physico-chemical properties of groundwater and contaminants, fate and transport of contaminants in the subsurface, hydrogeologic site characterization, and selection process of a remedial technology. Various computer programs developed to assist in preliminary selection and design of remediation technologies will be used.

CC 14402, Geological Engineering 333, *Risk Assessment in Environmental Studies*. Approved new course for WS98. 3 hours credit. No prerequisites. Description reads: This course will present the concepts required to assess the human health and environmental risks resulting from contaminants in soil and groundwater. Course topics include evaluation of data sets, exposure calculation, chemical fate and transport, and development of conceptual site models. *(To be noted: A member of the Math department felt a prerequisite of Stat 213 or Stat 215 should be considered.)*

CC 14403, Nuclear Engineering 000. Approved curriculum change for FS98. Justification reads: First semester, Senior year, Nuc En 345 is replaced by Nuc En 307. Nu En 345 becomes an elective course. The change is introduced because Nuc En 307 is more comprehensive than Nuc En 345.

CC 14404, Geological Engineering 000. Approved curriculum change for SS98. Geology 373 will be replaced with new course, Geological Engineering 373.

CC 14405, Geological Engineering 373, *Geologic Field Methods*. Approved new course for SS98. 3 hours credit. Prerequisites: Two courses in either geology or geological engineering. Description reads: Field practice in geologic mapping and interpretation in the Western United States using topographic base maps and aerial photos. Emphasizes the description and interpretation of stratigraphic sections, sedimentary and tectonic structures.

Howard D. Pyron,
Chair
UMR Curricula Committee
To:
University of Missouri-Rolla
Academic Council
UMR FACULTY

Academic Council Meeting
Thursday, November 20, 1997; 1:30 P.M.; 204 McNutt

I. Approval of minutes of the October 16, 1997 meeting

II. Reports and Responses
A. President’s Report (10 min.) Bruce Selberg
B. Chancellor’s Report (10 min.) John Park
(10 minutes for Questions and Answers)

III. Reports of Standing and Special Committees
A. Curricula (5 min.) Howard Pyron
   1. *Report No. 3
B. Personnel (No report) Don Myers
   1. Tenure and Promotion Procedures
   2. Post-Tenure Review
   3. Retirement Benefits
C. Public Occasions (10 min.) Jerry Bayless
   1. *Calendar
D. Student Affairs (5 min.)

IV. Old Business
1. *Constitution

V. New Business and Announcements
A. *Medical Resolution (10 min.) Jeff Cawlfield
B. Staff Council
C. Student Council
D. Referrals

*Information distributed with agenda to Academic Council members and department chairs.
For the information of the Academic Council, the following EC1's have been submitted by the University department for experimental courses that will be offered in the near future.

Review of submitted EC1's:
EC 1 827, Chemistry 401, Environmental Aerosol Characterization. Approved for FS98. 2 hours lecture and 1 hour lab. Prerequisites: Chem 373.

EC 1 828, Civil Engineering 401, Advanced Construction Materials Lab. Approved for WS98. 1 hour lecture and 2 hours lab. Prerequisites: Cv Eng 216 or Cv Eng 312 or Cv Eng 313.

EC 1 829, Electrical Engineering 301, Flexible Transmission Control. Approved for WS98. 3 hours lecture. Prerequisite: El Eng 207.

EC 1 830, Electrical Engineering 401, High-Speed Digital Design. Approved for WS98. 3 hours lecture. Prerequisite: El Eng 275.

EC 1 831, Engineering Management 301, Activity Based Accounting and Financial Decision Making. Approved for WS98. 3 hours lecture. No prerequisite.

EC 1 833, Philosophy & Liberal Arts, Education 301, Introducing Educators to Computers. Approved for WS98. 1 hour credit. Prerequisite: Graduate Standing. (A portion of a sentence was deleted in the description which read: the skills taught here are prerequisite for “The Internet in the Classroom” and “Integrating Technology Into Education.” The committee felt this was misleading and the student might think this was an actual prerequisite. The department agreed with the editorial change.)

EC 1 834, Philosophy & Liberal Arts, Education 301, Elementary Science Activities. Approved for WS98. 1 hour credit. Prerequisite: Graduate Standing.

EC 1 835, Philosophy & Liberal Arts, Education 301, Issues in Elementary Science. Approved for WS98. 2 hours credit. Prerequisite: Graduate Standing.

EC 1 836, Philosophy & Liberal Arts, Education 301, Current Issues in Education: Performance-Based Assessment-Intermediate. Approved for WS98. 3 hours credit. Prerequisites: Graduate Standing.

EC 1 837, Philosophy & Liberal Arts, Education 301, Current Issues in Education: Performance. Approved for WS98. 3 hours credit. Prerequisites: Graduate Standing.
To:

University of Missouri-Rolla
Academic Council
UMR FACULTY

Academic Council Meeting
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V. New Business and Announcements

A. *Medical Resolution (10 min.) Jeff Cawfield

B. Staff Council
C. Student Council
D. Referrals

*Information distributed with agenda to Academic Council members and department chairs.
XXVII, 3. The meeting was called to order at 1:35 P.M. by President Bruce Selberg. Two substitutions were noted—Cohen for Haynes and Williams for Buhite.

1. It was moved and seconded to approve the minutes of the October 16, 1997 meeting as distributed. Motion carried.

2. REPORTS AND RESPONSES

A. PRESIDENT’S REPORT Professor Selberg gave a brief report from the November 19 IFC meeting.

1. He said they had met with Curator Mathes, who is a UMR alum and very supportive of UMR and the whole UM system.
2. They discussed the decline, percentage-wise, of Tenure Track Positions.
3. In the afternoon, they discussed this issue with President Pacheco, and pointed out the fact that other universities are starting to put in real incentives for teaching.
4. There were some questions and comments from the floor, including one concerning a rumor that President Pacheco was going to do away with IFC. President Selberg said he had heard nothing like that.

B. CHANCELLOR’S REPORT Dr. Park gave a very brief report on two items.

1. The Chancellor said President Pacheco is considering changing the General Officer’s Meeting to two groups—Cabinet (Chancellors and Vice Presidents) and Advisory (IFC representatives, student representatives, and possibly staff representatives).
2. Dr. Park reported on a meeting he recently attended, and the two items discussed—Intellectual Property and Management of Universities. He also mentioned SB1148 presented by John Ashcroft, concerning some of the problems of "digital education".
3. There was a question from Professor Lance Williams, concerning senior assessment scores on transcripts. Dr. Park said we need to look at the way we address outcomes measures.

3. REPORTS OF STANDING AND SPECIAL COMMITTEES

A. CURRICULA Professor Howard Pyron presented the EC1's for information only, and moved to approve the CC1's as distributed. Professor Greg Gelles seconded, and motion carried.

B. PUBLIC OCCASIONS Professor Ron Kohser gave this report, in the absence of Professor Jerry Bayless. He presented the Academic Calendar for 1999-00, the Public Occasions Calendar for 1998-99, and the Homecoming Dates for 1999 and 2000. There was a motion and a second to approve these dates. Motion carried.

C. STUDENT AFFAIRS Mr. Bill Wilson asked that this committee be added to the agenda. He presented four constitutions for approval: Student Cooperative Education Association, Kappa Alpha Psi Fraternity, UMR Indoor Soccer Club, and UMR Extreme Sports Club. There was a motion and a second to approve all four. There were numerous questions and comments concerning the Extreme Sports Club, the connotation of the word "extreme" itself, and possible liabilities should there be accidents. After a lengthy discussion, Professor Lance Williams moved to amend the motion to remove Extreme Sports Club from the list. There was a second and motion carried. Vote was then taken on the main motion as amended, and motion carried.

4. No old business was presented.

5. NEW BUSINESS

A. Professor Jeff Cawlfield discussed the Medical Resolution that was distributed with the agendas. He then moved to approve it, and Professor Lance Williams seconded the motion. After a brief discussion, vote was taken and motion carried.

B. STAFF COUNCIL Mitsy Daniels represented this group, and thanked all who helped with Harvest of Love. She also mentioned a questionnaire sent out to all full-time employees for input on various issues, and the good response. There was a question from Shirley Hobson as to why part-time employees were not included. Ms. Daniels said it was a "judgement call".
C. STUDENT COUNCIL—Lucy Knaup mentioned the Open Forum fees, and the approval of the 1.2 million dollar University Center renovation.

There was a motion and a second to adjourn. Motion carried.

Respectfully submitted,

Jerry Tien
Secretary

*Minutes of the Academic Council are considered official notification and documentation of actions approved.
November 26, 1997

President Manuel Pacheco
University of Missouri
University Hall
Columbia, MO

Dear President Pacheco:

In 1994 the University of Missouri contracted with a benefit consultant, HEWITT, to make a comparison of UM employee benefits with those of a selected AAU research university comparison group. In the retirement area of the HEWITT report UM ranked 11 out of the 14 universities studied, see Attachment A. In the 1994 analysis HEWITT assumed equal salaries in all institutions. Over the last 25 years UM salaries have been below those of our comparable institutions, see Attachment B. If actual salaries had been used in the HEWITT analysis UM would have lower benefit values and be ranked below the 11th position out of the 14 institutions.

As a result of the HEWITT analysis and because of retirement plan concerns from various employee groups at different UM campuses, several recommendations have been made to the university administration to improve retirement benefits over the past several years. The last one I am aware of came from the UMC Faculty Senate in June 1997. The UMR Academic Council has studied this issue and at the January 22, 1998 council meeting unanimously passed a resolution to UM administration recommending an enhancement of the value of the UM DB Retirement Plan to the average of the AAU universities comparison group, see Attachment C.

I would be happy to discuss any of the above issues with you at your convenience.

Sincerely,

Bruce P. Selberg
President, UMR Academic Council

BPS: bh
Enclosures

cc: Ken Hutchinson
Acting VP, Human Resources
HEWITT BENEFITS INDEX 1994
SUMMARY OF RESULTS -- Attachment 1

<table>
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<tr>
<th>DETAILED INDEX ANALYSIS</th>
<th>EMPLOYER PAID VALUE</th>
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<td>All Pre-Retirement Death</td>
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<tr>
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<td>89.2</td>
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<td>12</td>
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<tr>
<td>Medical--Out of Network</td>
<td>60.5</td>
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<td>Medical Composite--including HMO</td>
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<td>Long Term Disability</td>
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<td>All Healthcare</td>
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<td>All Benefits</td>
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## Salary Analysis of University System Faculty

### Fiscal Year Salaries

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<tr>
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<td>Rank Mix</td>
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<td>17.852</td>
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### State Salaries

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<th>91-92</th>
<th>92-93</th>
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<td>44.938</td>
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<td>Percent above or below</td>
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<td>-3.7%</td>
<td>-3.7%</td>
<td>-3.7%</td>
<td>-3.7%</td>
<td>-3.7%</td>
<td>-3.7%</td>
<td>-3.7%</td>
<td>-3.7%</td>
</tr>
</tbody>
</table>

### Source

SOURCE: NSF CASPAR Database System.

Data includes Fall & 12 month Instructional Faculty (12 mos salaries unadjusted).

Instructional faculty includes ranked faculty whose appointment is 50% or more instruction.

(survey data is grouped by service base gender. If a group is less than 3 faculty, it is not included in the average salary calculation.)

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### University System Salaries

**UM Salaries Below/Above Big 8/10**

Unadjusted for Discipline

- **Using Big 8/10 rank mix**
- **Big 8/10 @ UM rank mix**

**Fall**

- **Percent Below or Above Big 8/10:**
  - **UM Salaries:**
    - 72-73: -5%
    - 73-74: -5%
    - 74-75: -5%
    - 75-76: -5%
    - 76-77: -5%
    - 77-78: -5%
    - 78-79: -5%
    - 79-80: -5%
    - 80-81: -5%
    - 81-82: -5%
    - 82-83: -5%
    - 83-84: -5%
    - 84-85: -5%
    - 85-86: -5%
    - 86-87: -5%
    - 87-88: -5%
    - 88-89: -5%
    - 89-90: -5%
    - 90-91: -5%
    - 91-92: -5%
    - 92-93: -5%
    - 93-94: -5%

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**Attachment**
RESOLUTION
TOWARD AN ENHANCED UM RETIREMENT PLAN
(Passed at the January 22, 1998 meeting)

WHEREAS, the UMR Academic Council recognizes that:

UM spends between 40 and 50 percent of total benefit spending on retirement and all employees benefit from the UM Defined Benefit Plan;

UM has not changed the formula for computing the benefits for retirement since 1990;

In 1994 a university consultant, Hewitt, hired to analyze UM benefits relative to an AAU Research University peer group found that in the retirement area UM ranked 11 out of 14 universities in the comparison group; and

UM retirement fund investment returns between 1991 and 1997 have averaged 15.5 percent per year resulting in decreasing University contributions;

IT IS HEREBY RESOLVED:

That the UMR Academic Council recommends to the UM Administration that the UM Defined Benefit Retirement value be increased to and maintained at the average of the AAU Research University peer group; and

A timely response to the UMR Academic Council is requested.
General Faculty Meeting Minutes

December 10, 1997

Aaron J. Miles Auditorium, 4:00 P.M.

I. Call-to-Order: Chancellor John T. Park called the meeting of the General Faculty to order at 4:00 P.M.

II. Chancellor Park called for approval of the minutes of the September 3, 1996 meeting. The minutes were approved as distributed.

III. Unfinished Business - None

IV. Report of RP&A Committee - None

V. New Business

A. Approval of Candidates for Degrees: It was moved and seconded that the names on the previously circulated list of degree candidates for degrees on December 21, 1996 be approved, subject to successful completion of any remaining degree requirements. The motion carried.

B. Outstanding Teacher Awards, 1995-96

Vice Chancellor Gajda presented the Outstanding Teacher Awards for 1995-96 to the following faculty:

D.J. Belarbi, assistant professor of civil engineering
James Bogan, Distinguished Teaching Professor of art and film
Elizabeth Cummins, professor and chair of English
Ralph Flori, associate professor of basic engineering
Larry Gragg, professor and chair of history and political science
Lance Haynes, professor of speech and media studies
Don Higginbotham, lecturer in engineering management
Jim Hightfill, lecturer in engineering management
Ronald Hinds, visiting associate professor of geology and geophysics
Wayne Huebner, associate professor and interim chair of ceramic engineering
Roger LaBoube, professor of civil engineering
A.I. Liapis, professor of chemical engineering
Paula Lutz, associate professor of life sciences
Inga Matukhina, instructor of Russian
Randy Moss, professor of electrical engineering
Susan Murray, assistant professor of engineering management
Ron Olson, Curators' Professor of physics
Jagdish K. Patel, professor of mathematics and statistics
Kent D. Peaslee, assistant professor of metallurgical engineering
Oliver Sitton, associate professor of chemical engineering
David C. Van Aken, associate professor of metallurgical engineering
Ralph Wilkerson, professor of computer science

C. Chancellor's Report

Chancellor Park summarized the efforts underway at the University level relative to the Pew Charitable Trust and indicated that these meeting will probably have a focus on distance education in the future and could have an impact on campus and resources.

Chancellor Park reported on his invited talk to the Southern Association of Colleges and Universities concerning the use of the Baldridge Award as an accreditation device. Chancellor Park noted that other universities are taking notice of the UMR efforts in this regard.

VII. Announcements - None

VIII. Adjournment - The meeting was adjourned at 4:40 PM.

Myron G. Parry, Secretary
### ADDITIONAL ITEMS ADDED TO BENEFIT QUESTIONNAIRE (continued)

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<th>Points</th>
<th>Weight</th>
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<td>.02</td>
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<td>Being Able to Choose Your OWN Doctor with Same Benefits</td>
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<td>.01</td>
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<td>Allow Staff to go to Infirmary</td>
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<tr>
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<td>Better Health Coverage (Preferred Doctors and Hospitals)</td>
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<td>Holiday - Such as State Holiday</td>
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<td>Non-Prescription Drug Program</td>
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<td>High Deductible Major Medical Insurance</td>
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<td>.00</td>
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</table>

* Total points in a benefit area divided by the total number of returned questionnaires.
UMR

Employee Benefits Questionnaire

Listed below are benefit areas along with some blank spaces in which other benefit areas can be added. Rank those areas in which you would like the university to provide benefits as well as provide the funding or partial funding. **Rank only 10 areas** in the following manner; 10 points for the area of most importance, 9 points for the area of second most importance, 8 points for the area of third most importance, etc. down to 1 for the area of least importance in your top 10 choices. You can cast only 10 votes.

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<tr>
<th>Ranking</th>
<th>Benefit Area</th>
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<td>_______</td>
<td>Early retirement with long term service and no penalties</td>
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<td>_______</td>
<td>Improvements in pre-retirement death benefits</td>
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<td>_______</td>
<td>Improvements in post-retirement death benefits</td>
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<td>Improvements in long term disability</td>
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<td>Family sick leave without restrictions</td>
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<td>_______</td>
<td>Day care</td>
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<td>_______</td>
<td>Legal services</td>
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<td>_______</td>
<td>Financial planning</td>
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9-1-92
Selberg - McCoy
# HEWITT BENEFITS INDEX
## SUMMARY OF RESULTS -- Attachment 1

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</tr>
<tr>
<td>- Medical Composite--including HMO</td>
<td>100.3</td>
<td>7</td>
</tr>
<tr>
<td>- Dental</td>
<td>94.2</td>
<td>1</td>
</tr>
<tr>
<td>Post-Retirement Health and Life</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Pre-65</td>
<td>172.1</td>
<td>3</td>
</tr>
<tr>
<td>- Post-65</td>
<td>53.9</td>
<td>8</td>
</tr>
<tr>
<td>- Composite</td>
<td>93.5</td>
<td>7</td>
</tr>
<tr>
<td>- Death</td>
<td>652.0</td>
<td>1</td>
</tr>
<tr>
<td>Comprehensive</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- All Retirement</td>
<td>89.5</td>
<td>10</td>
</tr>
<tr>
<td>- All Death</td>
<td>123.5</td>
<td>4</td>
</tr>
<tr>
<td>- Long Term Disability</td>
<td>89.2</td>
<td>9</td>
</tr>
<tr>
<td>- All Healthcare</td>
<td>98.5</td>
<td>8</td>
</tr>
<tr>
<td>All Benefits</td>
<td>96.6</td>
<td>10</td>
</tr>
</tbody>
</table>
### Table: University of Missouri System Salaries in Big 8/10 Salaries

#### Fiscal Year

<table>
<thead>
<tr>
<th>Salary Category</th>
<th>University of Missouri System</th>
<th>Big 8/10</th>
<th>Dollars above (below) market</th>
<th>Percent above or below</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>20.277</td>
<td>21.714</td>
<td>(1.437)</td>
<td>-7.1%</td>
</tr>
<tr>
<td>Big 8/10</td>
<td>21.714</td>
<td>22.173</td>
<td>(2.629)</td>
<td>-7.2%</td>
</tr>
<tr>
<td>Dollars above (below) market</td>
<td>22.007</td>
<td>22.572</td>
<td>(0.494)</td>
<td>-1.1%</td>
</tr>
<tr>
<td>Percent above or below</td>
<td>7.2%</td>
<td>5.5%</td>
<td>(0.100)</td>
<td>0%</td>
</tr>
</tbody>
</table>

#### Associate Professor

<table>
<thead>
<tr>
<th>Salary Category</th>
<th>University of Missouri System</th>
<th>Big 8/10</th>
<th>Dollars above (below) market</th>
<th>Percent above or below</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>15.864</td>
<td>16.024</td>
<td>(0.260)</td>
<td>-1.6%</td>
</tr>
<tr>
<td>Big 8/10</td>
<td>16.024</td>
<td>16.083</td>
<td>(0.815)</td>
<td>-1.3%</td>
</tr>
<tr>
<td>Dollars above (below) market</td>
<td>22.007</td>
<td>22.572</td>
<td>(0.494)</td>
<td>-1.1%</td>
</tr>
<tr>
<td>Percent above or below</td>
<td>7.2%</td>
<td>5.5%</td>
<td>(0.100)</td>
<td>0%</td>
</tr>
</tbody>
</table>

#### Assistant Professor

<table>
<thead>
<tr>
<th>Salary Category</th>
<th>University of Missouri System</th>
<th>Big 8/10</th>
<th>Dollars above (below) market</th>
<th>Percent above or below</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>13.246</td>
<td>13.807</td>
<td>(0.192)</td>
<td>-1.5%</td>
</tr>
<tr>
<td>Big 8/10</td>
<td>13.807</td>
<td>14.595</td>
<td>(2.271)</td>
<td>-1.2%</td>
</tr>
<tr>
<td>Dollars above (below) market</td>
<td>22.007</td>
<td>22.572</td>
<td>(0.494)</td>
<td>-1.1%</td>
</tr>
<tr>
<td>Percent above or below</td>
<td>7.2%</td>
<td>5.5%</td>
<td>(0.100)</td>
<td>0%</td>
</tr>
</tbody>
</table>

#### All Ranks

<table>
<thead>
<tr>
<th>Salary Category</th>
<th>University of Missouri System</th>
<th>Big 8/10</th>
<th>Dollars above (below) market</th>
<th>Percent above or below</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>16.037</td>
<td>16.381</td>
<td>(1.278)</td>
<td>-7.5%</td>
</tr>
<tr>
<td>Big 8/10</td>
<td>16.381</td>
<td>17.650</td>
<td>(1.545)</td>
<td>-10.5%</td>
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<tr>
<td>Dollars above (below) market</td>
<td>22.007</td>
<td>22.572</td>
<td>(0.494)</td>
<td>-1.1%</td>
</tr>
<tr>
<td>Percent above or below</td>
<td>7.2%</td>
<td>5.5%</td>
<td>(0.100)</td>
<td>0%</td>
</tr>
</tbody>
</table>

#### All Ranks (Big 8/10 averages with System Level Mix)

<table>
<thead>
<tr>
<th>Salary Category</th>
<th>University of Missouri System</th>
<th>Big 8/10</th>
<th>Dollars above (below) market</th>
<th>Percent above or below</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>19.306</td>
<td>20.309</td>
<td>(2.102)</td>
<td>-5.9%</td>
</tr>
<tr>
<td>Big 8/10</td>
<td>20.309</td>
<td>21.219</td>
<td>(1.941)</td>
<td>-3.1%</td>
</tr>
<tr>
<td>Dollars above (below) market</td>
<td>22.007</td>
<td>22.572</td>
<td>(0.494)</td>
<td>-1.1%</td>
</tr>
<tr>
<td>Percent above or below</td>
<td>7.2%</td>
<td>5.5%</td>
<td>(0.100)</td>
<td>0%</td>
</tr>
</tbody>
</table>

#### Institutions Included in the Big 8/10 group

- Indiana University at Bloomington
- Iowa State University
- Kansas State University
- Michigan State University
- Ohio State University, Main Campus
- Oklahoma State University, All Campuses
- Pennsylvania State U, Main Campus
- Purdue University, Main Campus
- University of Colorado at Boulder
- University of Illinois at Urbana Champaign
- University of Iowa
- University of Kansas, Main Campus
- University of Michigan at Ann Arbor
- University of Minnesota - Twin Cities
- University of Missouri, Columbia
- University of Nebraska at Lincoln
- University of Oklahoma, Norman Campus
- University of Wisconsin-Madison

#### SOURCE: NSF CASPAR Database System.

Data includes Big 8 and Big 12 months Instructional Faculty (12-month salaries unadjusted).

Instructional faculty includes ranked faculty whose appointment is 50% or more instruction.

Survey data is grouped by service base & gender - if a group is less than 20 faculty, it is not included in the average salary calculation.
<table>
<thead>
<tr>
<th>Dates</th>
<th>Contribution Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>7-1-82 to 6-30-84</td>
<td>9.32</td>
</tr>
<tr>
<td>7-1-84 to 6-30-86</td>
<td>8.60</td>
</tr>
<tr>
<td>7-1-86 to 6-30-87</td>
<td>8.40</td>
</tr>
<tr>
<td>7-1-87 to 6-30-90</td>
<td>6.50</td>
</tr>
<tr>
<td>7-1-90 to 6-30-91</td>
<td>5.70</td>
</tr>
<tr>
<td>7-1-91 to 6-30-92</td>
<td>5.90</td>
</tr>
<tr>
<td>7-1-92 to 6-30-93</td>
<td>7.26</td>
</tr>
<tr>
<td>7-1-93 to 6-30-94</td>
<td>7.02</td>
</tr>
<tr>
<td>7-1-94 to 6-30-95</td>
<td>6.32</td>
</tr>
<tr>
<td>7-1-95 to 6-30-96</td>
<td>5.96</td>
</tr>
</tbody>
</table>
### One Year Returns for Periods Ended June 30

<table>
<thead>
<tr>
<th>Date</th>
<th>Return</th>
</tr>
</thead>
<tbody>
<tr>
<td>6/30/92</td>
<td>14.7%</td>
</tr>
<tr>
<td>6/30/93</td>
<td>18.3%</td>
</tr>
<tr>
<td>6/30/94</td>
<td>2.9%</td>
</tr>
<tr>
<td>6/30/95</td>
<td>16.2%</td>
</tr>
<tr>
<td>6/30/96</td>
<td>20.3%</td>
</tr>
</tbody>
</table>
January 13, 1997

Interim President Melvin D. George
University of Missouri System
321 University Hall

SUBJECT: Pension Adjustment for Retirees

Dear President George:

Herein is information regarding the costs and effects of a pension adjustment for retirees. It is provided now for full consideration in the formulation of the operating budget for 1997-98.

As you know, our practice has been to compute possible retiree pension adjustments as the lesser of the cumulative CPI-W and the cumulative 2/3rds of active employees' salary increases. The attached table shows these data in columns B, C, and D.

For September, 1994, through August, 1995, the consumer price index increased 2.526%; from September, 1995, through August, 1996, the increase was 2.863%. For those same two years, respectively, 2/3rds of the salary increase for active employees was 3.494% and 3.153%.

Column E shows the percentage change in pension payments by year of retirement. Because there was no adjustment made to pension payments for the 1996-97 year, the data in the table include the effects of an adjustment for 1996-97, as well as for 1997-98.

The cost of making these adjustments as of September 1, 1997, is $19,180,000. A 20-year amortization requires an annual increase in contributions by the University to the retirement fund of $1,881,173, or 0.37% of the salary base of active employees.

Cordially,

James T. McGill
Executive Vice President

Attachment

cc: Ken Hutchinson
    Bob Breitenbach, Chair, Retirees Group
# Retirement, Disability and Death Benefit Plan

## Cost of Living Adjustments for Retired Participants

| WHEN RETIRED | Cumulative COLAs awarded through and including September, 1995 | CPI-W since August, 1996 | Cumulative 2/3 Salary Adjustment through September, 1995 | Cumulative Target for September, 1997 (Proposed) | Cumulative COLAs including September, 1997
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1999 - 8/00</td>
<td>2.863%</td>
<td>3.153%</td>
<td>2.863%</td>
<td>2.863%</td>
<td>2.863%</td>
</tr>
<tr>
<td>1998 - 8/99</td>
<td>5.461%</td>
<td>6.737%</td>
<td>5.461%</td>
<td>5.461%</td>
<td>5.461%</td>
</tr>
<tr>
<td>1997 - 8/98</td>
<td>2.667%</td>
<td>8.498%</td>
<td>8.498%</td>
<td>8.498%</td>
<td>8.498%</td>
</tr>
<tr>
<td>1996 - 8/97</td>
<td>6.034%</td>
<td>11.825%</td>
<td>11.825%</td>
<td>11.825%</td>
<td>11.825%</td>
</tr>
<tr>
<td>1995 - 8/96</td>
<td>6.658%</td>
<td>19.090%</td>
<td>15.865%</td>
<td>15.865%</td>
<td>15.865%</td>
</tr>
<tr>
<td>1994 - 8/95</td>
<td>2.667%</td>
<td>9.064%</td>
<td>16.902%</td>
<td>16.902%</td>
<td>16.902%</td>
</tr>
<tr>
<td>1991 - 8/91</td>
<td>2.667%</td>
<td>27.110%</td>
<td>27.110%</td>
<td>27.110%</td>
<td>27.110%</td>
</tr>
<tr>
<td>1990 - 8/90</td>
<td>6.034%</td>
<td>30.500%</td>
<td>30.500%</td>
<td>30.500%</td>
<td>30.500%</td>
</tr>
<tr>
<td>1989 - 8/89</td>
<td>6.658%</td>
<td>35.721%</td>
<td>35.721%</td>
<td>35.721%</td>
<td>35.721%</td>
</tr>
<tr>
<td>1988 - 8/88</td>
<td>2.667%</td>
<td>42.778%</td>
<td>42.778%</td>
<td>42.778%</td>
<td>42.778%</td>
</tr>
<tr>
<td>1987 - 8/87</td>
<td>6.034%</td>
<td>50.203%</td>
<td>50.203%</td>
<td>50.203%</td>
<td>50.203%</td>
</tr>
<tr>
<td>1986 - 8/86</td>
<td>6.658%</td>
<td>55.309%</td>
<td>55.309%</td>
<td>55.309%</td>
<td>55.309%</td>
</tr>
<tr>
<td>1985 - 8/85</td>
<td>2.667%</td>
<td>62.175%</td>
<td>62.175%</td>
<td>62.175%</td>
<td>62.175%</td>
</tr>
<tr>
<td>1984 - 8/84</td>
<td>6.034%</td>
<td>69.652%</td>
<td>69.652%</td>
<td>69.652%</td>
<td>69.652%</td>
</tr>
<tr>
<td>1983 - 8/83</td>
<td>6.658%</td>
<td>75.657%</td>
<td>75.657%</td>
<td>75.657%</td>
<td>75.657%</td>
</tr>
<tr>
<td>1982 - 8/82</td>
<td>2.667%</td>
<td>82.778%</td>
<td>82.778%</td>
<td>82.778%</td>
<td>82.778%</td>
</tr>
<tr>
<td>1981 - 8/81</td>
<td>6.034%</td>
<td>90.309%</td>
<td>90.309%</td>
<td>90.309%</td>
<td>90.309%</td>
</tr>
<tr>
<td>1980 - 8/80</td>
<td>6.658%</td>
<td>95.109%</td>
<td>95.109%</td>
<td>95.109%</td>
<td>95.109%</td>
</tr>
<tr>
<td>1979 - 8/79</td>
<td>2.667%</td>
<td>102.443%</td>
<td>102.443%</td>
<td>102.443%</td>
<td>102.443%</td>
</tr>
<tr>
<td>1978 - 8/78</td>
<td>6.034%</td>
<td>107.813%</td>
<td>107.813%</td>
<td>107.813%</td>
<td>107.813%</td>
</tr>
<tr>
<td>1977 - 8/77</td>
<td>6.658%</td>
<td>113.650%</td>
<td>113.650%</td>
<td>113.650%</td>
<td>113.650%</td>
</tr>
<tr>
<td>1976 - 8/76</td>
<td>2.667%</td>
<td>119.223%</td>
<td>119.223%</td>
<td>119.223%</td>
<td>119.223%</td>
</tr>
<tr>
<td>1975 - 8/75</td>
<td>6.034%</td>
<td>125.855%</td>
<td>125.855%</td>
<td>125.855%</td>
<td>125.855%</td>
</tr>
<tr>
<td>1974 - 8/74</td>
<td>6.658%</td>
<td>131.437%</td>
<td>131.437%</td>
<td>131.437%</td>
<td>131.437%</td>
</tr>
<tr>
<td>1973 - 8/73</td>
<td>2.667%</td>
<td>137.024%</td>
<td>137.024%</td>
<td>137.024%</td>
<td>137.024%</td>
</tr>
<tr>
<td>1972 - 8/72</td>
<td>6.034%</td>
<td>142.725%</td>
<td>142.725%</td>
<td>142.725%</td>
<td>142.725%</td>
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<tr>
<td>1971 - 8/71</td>
<td>6.658%</td>
<td>148.382%</td>
<td>148.382%</td>
<td>148.382%</td>
<td>148.382%</td>
</tr>
<tr>
<td>1970 - 8/70</td>
<td>2.667%</td>
<td>154.046%</td>
<td>154.046%</td>
<td>154.046%</td>
<td>154.046%</td>
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<tr>
<td>1969 - 8/69</td>
<td>6.034%</td>
<td>160.618%</td>
<td>160.618%</td>
<td>160.618%</td>
<td>160.618%</td>
</tr>
<tr>
<td>1968 - 8/68</td>
<td>6.658%</td>
<td>166.284%</td>
<td>166.284%</td>
<td>166.284%</td>
<td>166.284%</td>
</tr>
<tr>
<td>1967 - 8/67</td>
<td>2.667%</td>
<td>171.928%</td>
<td>171.928%</td>
<td>171.928%</td>
<td>171.928%</td>
</tr>
<tr>
<td>1966 - 8/66</td>
<td>6.034%</td>
<td>177.563%</td>
<td>177.563%</td>
<td>177.563%</td>
<td>177.563%</td>
</tr>
<tr>
<td>1965 - 8/65</td>
<td>6.658%</td>
<td>183.204%</td>
<td>183.204%</td>
<td>183.204%</td>
<td>183.204%</td>
</tr>
<tr>
<td>1964 - 8/64</td>
<td>2.667%</td>
<td>188.843%</td>
<td>188.843%</td>
<td>188.843%</td>
<td>188.843%</td>
</tr>
<tr>
<td>1963 - 8/63</td>
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<td>194.483%</td>
<td>194.483%</td>
<td>194.483%</td>
<td>194.483%</td>
</tr>
<tr>
<td>1962 - 8/62</td>
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<td>200.125%</td>
<td>200.125%</td>
<td>200.125%</td>
</tr>
<tr>
<td>1961 - 8/61</td>
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<td>205.765%</td>
<td>205.765%</td>
<td>205.765%</td>
<td>205.765%</td>
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<tr>
<td>1960 - 8/60</td>
<td>6.034%</td>
<td>211.403%</td>
<td>211.403%</td>
<td>211.403%</td>
<td>211.403%</td>
</tr>
<tr>
<td>1959 - 8/60</td>
<td>6.658%</td>
<td>217.043%</td>
<td>217.043%</td>
<td>217.043%</td>
<td>217.043%</td>
</tr>
</tbody>
</table>

*Cor: COLA = lesser of (B) and (C). This is a 2 yr adjustment because no COLA was given in 1996*
### Tax Deferred Annuity Enrollment
#### As of 12/31/96

<table>
<thead>
<tr>
<th>AGE</th>
<th>Faculty</th>
<th>Staff</th>
<th>Columbia</th>
<th>Hospital</th>
<th>All Campuses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td># Enrolled</td>
<td>Avg Contribution</td>
<td>Benefit Eligible</td>
<td>Avg Salary Employees</td>
<td>% Enrolled</td>
</tr>
<tr>
<td>20</td>
<td>0</td>
<td>$0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>7</td>
<td>$3,579</td>
<td>78</td>
<td>$988</td>
<td>1,858</td>
</tr>
<tr>
<td>39</td>
<td>167</td>
<td>$5,050</td>
<td>262</td>
<td>$1,658</td>
<td>363</td>
</tr>
<tr>
<td>49</td>
<td>382</td>
<td>$5,481</td>
<td>363</td>
<td>$2,645</td>
<td>271</td>
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<tr>
<td>59</td>
<td>319</td>
<td>$7,626</td>
<td>288</td>
<td>$4,132</td>
<td>142</td>
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<tr>
<td>69</td>
<td>133</td>
<td>$8,421</td>
<td>55</td>
<td>$5,460</td>
<td>23</td>
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<tr>
<td>&amp; Over</td>
<td>5</td>
<td>$9,363</td>
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<td>$0</td>
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<tr>
<td></td>
<td>SALARY</td>
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</tr>
<tr>
<td>70,000</td>
<td>Faculty</td>
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<td>$0</td>
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</tr>
<tr>
<td>Staff</td>
<td>106</td>
<td>$1,107</td>
<td>150</td>
<td>$6,520</td>
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<tr>
<td>100-200</td>
<td>Faculty</td>
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<td>$1,828</td>
<td>322</td>
<td>$1,586</td>
</tr>
<tr>
<td>Staff</td>
<td>322</td>
<td>$1,586</td>
<td>159</td>
<td>$1,120</td>
<td>71</td>
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<tr>
<td>200-399</td>
<td>Faculty</td>
<td>50</td>
<td>$3,532</td>
<td>207</td>
<td>$2,476</td>
</tr>
<tr>
<td>Staff</td>
<td>207</td>
<td>$2,476</td>
<td>183</td>
<td>$1,954</td>
<td>57</td>
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<tr>
<td>399-499</td>
<td>Faculty</td>
<td>123</td>
<td>$4,109</td>
<td>134</td>
<td>$3,633</td>
</tr>
<tr>
<td>Staff</td>
<td>134</td>
<td>$3,633</td>
<td>114</td>
<td>$2,891</td>
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<tr>
<td>499-599</td>
<td>Faculty</td>
<td>163</td>
<td>$5,258</td>
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<tr>
<td>Staff</td>
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<td>$4,069</td>
<td>57</td>
<td>$2,993</td>
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<tr>
<td>599-699</td>
<td>Faculty</td>
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<td>$4,995</td>
<td>16</td>
<td>$5,696</td>
<td>92</td>
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<tr>
<td>699 &amp; Over Faculty</td>
<td>523</td>
<td>$7,720</td>
<td>169</td>
<td>$5,095</td>
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<tr>
<td>Staff</td>
<td>169</td>
<td>$5,095</td>
<td>0</td>
<td>$0</td>
<td></td>
</tr>
<tr>
<td></td>
<td>TOTAL</td>
<td>Faculty &amp; Staff</td>
<td>2,059</td>
<td>$4,620</td>
<td>6,360</td>
</tr>
</tbody>
</table>
Retirement Plan

Last year the benefits committee looked into an 80 point plan for retirement. When your age and your years of service equal 80, you would be eligible to retire with full benefits. At this time, the only thing the University recognizes is your age, and then you are penalized if you are too young. The benefits committee responded by stating that the cost for this plan would be too expensive. After reviewing the 95-96 financial report, we question the committee's response. It seems the retirement account increased by $205,317,000.00 after payments of $40,561,000.00 to 4,822 benefit eligible persons. It appears the retirement account investments made 5 times as much as was spent. These figures seem to put holes in the committee's response of too costly. At this time, the retirement account has $1,279,446,000.00 in it for investment purposes.

Many companies are offering the long term employee the opportunity to retire at any age with full benefits. Most of these plans are based on years of service such as 30 years. These companies realize that the phrase "out with the old and in with the new" holds more meaning than just being a cute saying. New people bring new ways of dealing with old problems. Most new employees hired to replace a person retiring would be hired in at a lesser salary than the person they are replacing. The person retiring will draw less than what their full time salary was, so there is somewhat of a balance of cost. We all agree that the cost would increase but not at the devastating level that we would be led to believe.

Unemployment is a real problem, so a modified retirement plan could improve things in our area. If you make retirement available to those who can qualify, you open up job opportunities to people needing jobs sooner. Everyone benefits from this type of plan; the University with new minds and enthusiasm for the job; the employee with the opportunity to enjoy retirement possibly at an earlier age; the new employee with a job worth having; and the community with lower unemployment.

The State of Missouri has had the 80 point plan in place for the past few years and they have not experienced the great exodus. It appears to be working out just fine for both the state and the employees.

The committee assumes everyone eligible would retire. We do not believe that there would be a great number of persons taking advantage of this policy change. We still live in the real world and most people working for a living are not in a position to retire too early in life. For those who have given the University 25 to 30 years or more of service and are in a position to retire, why should they be penalized because of their age?

The first couple of years could show an increase in retirement with an increase in expenditures. But after that we should achieve a balance of those entering the program and those leaving it. If the figures stated above are correct, the money is there to sustain the retirement fund through an adjustment period. We are not talking about reducing any of the principal, just the amount of profit made off the principal.

We would like the University to take another look at the 80 point plan or some type of retirement plan based on years of service with no penalties. A change like this in the retirement qualifications could be just another good reason for working at this institution.
Number of Questionnaires Sent to Employees = 1029  
Number of Questionnaires Returned = 470  
Percent of Employees Responding = 46%

**EMPLOYEE BENEFIT AREA RANKING**

<table>
<thead>
<tr>
<th>BENEFIT AREA</th>
<th>Total Points</th>
<th>No. of Responses in Benefit Area</th>
<th>Normalized Score*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prescription Drug Program</td>
<td>2,516</td>
<td>388</td>
<td>5.35</td>
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<tr>
<td>Early Retirement with Long Service and No Penalties</td>
<td>2,478</td>
<td>367</td>
<td>5.27</td>
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<tr>
<td>Regular Cost of Living Adjustment for Retirees</td>
<td>2,257</td>
<td>355</td>
<td>4.80</td>
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<tr>
<td>Lower Medical Deductible</td>
<td>2,157</td>
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<td>4.59</td>
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<tr>
<td>Eye Glass Care</td>
<td>2,121</td>
<td>364</td>
<td>4.51</td>
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<tr>
<td>Family Sick Leave Without Restrictions</td>
<td>1,961</td>
<td>329</td>
<td>4.17</td>
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<tr>
<td>Improvements in Long Term Disability</td>
<td>1,627</td>
<td>320</td>
<td>3.46</td>
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<tr>
<td>Long Term Care</td>
<td>1,523</td>
<td>304</td>
<td>3.24</td>
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<tr>
<td>Orthodontist Coverage</td>
<td>1,319</td>
<td>240</td>
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<tr>
<td>Improvements in Pre-Retirement Death Benefits</td>
<td>1,123</td>
<td>239</td>
<td>2.39</td>
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<tr>
<td>Legal Services</td>
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<td>233</td>
<td>2.09</td>
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<tr>
<td>Improvements in Post-Retirement Death Benefits</td>
<td>968</td>
<td>223</td>
<td>2.06</td>
</tr>
<tr>
<td>Day Care</td>
<td>902</td>
<td>177</td>
<td>1.92</td>
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<tr>
<td>Financial Planning</td>
<td>851</td>
<td>202</td>
<td>1.81</td>
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</table>

* Total points in a benefit area divided by the total number of returned questionnaires.
### ADDITIONAL ITEMS ADDED TO BENEFIT QUESTIONNAIRE

<table>
<thead>
<tr>
<th>BENEFIT AREA</th>
<th>Total Points</th>
<th>No. of Responses in Benefit Area</th>
<th>Normalized Score*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education (Assistance including Family Members)</td>
<td>122</td>
<td>14</td>
<td>.26</td>
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<tr>
<td>Lower Medical Insurance Costs</td>
<td>75</td>
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<td>.16</td>
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<tr>
<td>Free Parking</td>
<td>27</td>
<td>4</td>
<td>.02</td>
</tr>
<tr>
<td>Lower Medical Insurance</td>
<td>13</td>
<td>3</td>
<td>.05</td>
</tr>
<tr>
<td>Benefits for FTE 50%</td>
<td>20</td>
<td>2</td>
<td>.04</td>
</tr>
<tr>
<td>Make TIAA-CREF a Retirement Option</td>
<td>20</td>
<td>2</td>
<td>.04</td>
</tr>
<tr>
<td>Additional Personal Holiday Leave</td>
<td>13</td>
<td>2</td>
<td>.03</td>
</tr>
<tr>
<td>Collective Bargaining</td>
<td>10</td>
<td>1</td>
<td>.02</td>
</tr>
<tr>
<td>Mammogram Coverage for Under Age Listed on Your &quot;New&quot; Plan</td>
<td>10</td>
<td>1</td>
<td>.02</td>
</tr>
<tr>
<td>Improved Hospitalization Cost/Share for Retirees</td>
<td>10</td>
<td>1</td>
<td>.02</td>
</tr>
<tr>
<td>Accidental Death to Cover Excluded Activities (Pay Extra)</td>
<td>10</td>
<td>1</td>
<td>.02</td>
</tr>
<tr>
<td>Consideration of Total Years Worked For Retirement</td>
<td>10</td>
<td>1</td>
<td>.02</td>
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<tr>
<td>Cost of Living Adjustments for Lower 1/3 of Retirees</td>
<td>10</td>
<td>1</td>
<td>.02</td>
</tr>
<tr>
<td>Cafeteria Style Benefit Plan (Options)</td>
<td>10</td>
<td>1</td>
<td>.02</td>
</tr>
<tr>
<td>Adequate Salaries at Work</td>
<td>10</td>
<td>1</td>
<td>.02</td>
</tr>
<tr>
<td>Improved Wellness - Pool Open Between Semesters, etc.</td>
<td>10</td>
<td>1</td>
<td>.02</td>
</tr>
<tr>
<td>Quit Raising Premiums without Improving Medical Coverage</td>
<td>10</td>
<td>1</td>
<td>.02</td>
</tr>
<tr>
<td>Have &quot;Deferred Vested&quot; early retirement reduction be the same as reduction made for those retiring from UMR employment</td>
<td>10</td>
<td>1</td>
<td>.02</td>
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</tbody>
</table>
## ADDITIONAL ITEMS ADDED TO BENEFIT QUESTIONNAIRE (continued)

<table>
<thead>
<tr>
<th>Item</th>
<th>Score</th>
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</thead>
<tbody>
<tr>
<td>Benefit Options for Non-Spouse Companion</td>
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<tr>
<td>Improve Retirement Pay &amp; Benefits</td>
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</tr>
<tr>
<td>Retirement Credit for Service with other State Agencies</td>
<td>10</td>
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<tr>
<td>Periodic &quot;Open Season&quot; for Employees and Dependents</td>
<td>10</td>
</tr>
<tr>
<td>No Degradation in Current Benefits</td>
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</tr>
<tr>
<td>Minimum $4,000 Death Benefit for 70 and Older Retirees</td>
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</tr>
<tr>
<td>More Benefits for Surviving Spouse</td>
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</tr>
<tr>
<td>Waive Student Activities Fees for Full-time Employees Attending Classes</td>
<td>9</td>
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<tr>
<td>No Deductive Preventative Maintenance</td>
<td>9</td>
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<tr>
<td>Matching Contributory Retirement Plan</td>
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<tr>
<td>Claims Processing Improvement</td>
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</tr>
<tr>
<td>Establish Base Salary Ranges for Retired Faculty and Staff According to Title When Re-Hired</td>
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<tr>
<td>Better Medical Coverage</td>
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<tr>
<td>Improvements in Long Terms Nursing Care</td>
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<tr>
<td>Flex-Time</td>
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<tr>
<td>Regular Pay Increase to Offset Current Starting Position Wage Compared to When You Started</td>
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<tr>
<td>Fixed Cost Medical Coverage for Retirees</td>
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<tr>
<td>Hearing Aids &amp; Batteries</td>
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<tr>
<td>Improve Retirement Program to Include 3-Month Summer Salary</td>
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<tr>
<td>Post-Retirement Medical Program</td>
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<tr>
<td>Higher Medical Deductible</td>
<td>7</td>
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</tbody>
</table>
pension-eligible salary base, thereby enabling some or all of the following increased benefits:

1. Establish a Board of Curators statement of intent that the retirees' stipend be adjusted regularly to maintain parity with an appropriate inflation factor. These adjustments should be equitably applied to all current and future qualified members of the plan.

2. Allow retirees to become eligible for any inflationary adjustments on September 1 following the date of retirement.

3. Institute a matching policy for employee contributions to 403b accounts. Careful thought should be given to the maximum amount of employee contribution which will be matched and to the percentage of University match.

4. Strong consideration should be given to increasing the 2.133% multiplier so that the target income replacement ratio is made comparable to the ratio attained by UM's peer institutions.
<table>
<thead>
<tr>
<th>ORGANIZATION</th>
<th>YEAR</th>
<th>TYPE OF PLAN</th>
<th>ELIGIBILITY FOR PARTICIPATION</th>
<th>DEFINITION OF PAY</th>
<th>INTEGRATION WITH SOCIAL SECURITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>WISCONSIN UNIVERSITY</td>
<td>94</td>
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<td>--</td>
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<tr>
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Hewitt Associates
<table>
<thead>
<tr>
<th>ELIGIBILITY FOR NORMAL RETIREMENT</th>
<th>BASIC BENEFIT FORMULA</th>
<th>MINIMUM BENEFIT FORMULA</th>
<th>PAST SERVICE VARIATION</th>
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<tbody>
<tr>
<td>65 OR AGE 62 + YEARS</td>
<td>1.87% HIGHEST AVERAGE PAY UP TO $28,000 X SERVICE</td>
<td>NONE</td>
<td>NONE</td>
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<tr>
<td>AGE 65</td>
<td>2.1% HIGHEST AVERAGE PAY X SERVICE (MAXIMUM 30 YEARS)</td>
<td>NONE</td>
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<tr>
<td>AGE 60 OR 65 YEARS</td>
<td>2% HIGHEST AVERAGE PAY X SERVICE</td>
<td>NONE</td>
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<tr>
<td>AGE 62 + 5 YEARS</td>
<td>1.67% HIGHEST AVERAGE PAY X SERVICE (MAXIMUM 10 YEARS)</td>
<td>596 TO 1180 X SERVICE (MAXIMUM 30 YEARS)</td>
<td>PARTICIPANTS PRIOR TO 9/14/77 HAVE A MAXIMUM BENEFIT OF 80%</td>
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<td>AGE 65</td>
<td>2% HIGHEST AVERAGE PAY X SERVICE</td>
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<tr>
<td>AGE 65</td>
<td>2.10% HIGHEST AVERAGE PAY X SERVICE + 2.10% SUMMER HIGHEST AVERAGE PAY X SUMMER SERVICE</td>
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<td>CAMPUS</td>
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<td>PAYMENT FORM</td>
<td>ELIGIBILITY</td>
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<tr>
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<tr>
<td>VARIETAS</td>
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<td>LIFE</td>
<td>AGE 55</td>
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</tr>
<tr>
<td>IDAHO STATE UNIVERSITY CULTY</td>
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<td>LIFE</td>
<td>AGE 60 + 5 YEARS OR AGE 55 + 25 YEARS OR 30 YEARS</td>
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<td>PENNSYLVANIA STATE UNIVERSITY CULTY</td>
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<td>LIFE</td>
<td>10 YEARS</td>
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<td>RICE UNIVERSITY CULTY</td>
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<td>LIFE</td>
<td>AGE 55 + 8 YEARS OR AGE 62 + 5 YEARS OR 35 YEARS</td>
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<tr>
<td>UNIV OF IOWA CULTY</td>
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<tr>
<td>WISCONSIN STATE UNIVERSITY CULTY</td>
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<td>UNIVERSITY OF IOWA CULTY</td>
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<td>KANSAS STATE UNIVERSITY CULTY</td>
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<tr>
<td>UNIVERSITY OF OKLAHOMA CULTY</td>
<td>94</td>
<td>LIFE (COLA AFTER RETIREMENT)</td>
<td>AGE 55 + 5 YEARS BELOW AGE 55 + 30 YEARS</td>
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<tr>
<td>UNIVERSITY OF OKLAHOMA CULTY</td>
<td>94</td>
<td>LIFE (COST-OF-LIVING ADJUSTMENTS, LESSER OF CPI OR 2/3 PAY INCREASES)</td>
<td>AGE 55 + 10 YEARS OR AGE 60 + 5 YEARS</td>
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Hewitt Associates
<table>
<thead>
<tr>
<th>Eligibility</th>
<th>Benefit</th>
<th>Eligibility</th>
<th>Benefit</th>
<th>Employee Contributions</th>
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<tbody>
<tr>
<td>0 DIATE</td>
<td>ACCRUED BENEFIT TO DATE OF DISABILITY, UNREDUCED AT AGE 65</td>
<td>4 YEARS OR AGE 55</td>
<td>ACCRUED BENEFIT</td>
<td>3.7% OF PAY UP TO $36,000</td>
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<tr>
<td>5 YEARS OF SERVICE AND LESS THAN AGE 60</td>
<td>NORMAL RETIREMENT BENEFIT PROJECTED TO AGE 60</td>
<td>5 YEARS</td>
<td>ACCRUED BENEFIT</td>
<td>9.2% OF PAY</td>
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<tr>
<td>5 YEARS</td>
<td>ACCRUED BENEFIT TO DATE OF DISABILITY</td>
<td>10 YEARS OR AGE 60 + 3 YEARS</td>
<td>ACCRUED BENEFIT</td>
<td>5% OF PAY (PRE-TAX)</td>
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<tr>
<td>2 YEARS</td>
<td>ACCRUED NORMAL RETIREMENT BENEFIT WITH SERVICE CREDITS EARNED WHILE ON DISABILITY</td>
<td>IMMEDIATE</td>
<td>ACCRUED BENEFIT</td>
<td>7% FOR RETIREMENT, 1% FOR SURVIVOR INCOME</td>
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MEMO TO: Academic Council
FROM: UMR Curricula Committee
RE: January 14, 1998, Meeting

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

Review of submitted EC1's:
EC1 842, Aerospace Engineering 301, Concurrent Engineering II. Approved for FS98. 3 hours lecture. Prerequisite: Concurrent Engineering I. (Correction of the agenda to show “II”, not “I” in the title.)

EC1 843, Civil Engineering 301, Environmental Law and Regulations. (Co-listed with Env En 301). Approved for SS98. 3 hours credit. No prerequisites.

EC1 844, Environmental Engineering 301, Environmental Law and Regulations. (Co-listed with Cv Eng 301). Approved for SS98. 3 hours credit. No prerequisites.

EC1 845, Engineering Management 301, Introduction to Quality Engineering. Approved per phone on 12/19/97 per Howard Pyron for WS98. 3 hours credit. Prerequisite: Eng Mg 375.

EC1 846, Computer Science 401, Introduction to Data Mining. Approved for FS98. 3 hours credit. No prerequisites. (Editorial change: “Consent of instructor” was deleted as prerequisite.)

EC1 847, Geology 301, Methods of Karst Hydrogeology. Approved for WS98. 1 hour credit. No prerequisites.

EC1 848, Statistics 401, Categorical Data Analysis. Approved for FS98. 3 hours credit. Prerequisites: Stat 344 (or) Stat 343 and Stat 320 (or) 346. (Editorial change: () placed around both “or’s” and the word “either” deleted from the prerequisite.)

EC1 849, English 101, Approaches to Literature. Approved for FS98. 3 hours credit. Prerequisites: Entrance requirements.
ECI 852, Mining Engineering 401, *Mining Property Feasibility Studies and Evaluation Procedures*. Approved for FS98. 2 hours lecture and 3 hours lab. Prerequisites: Mi Eng 270; Mi Eng 325; Mi Eng 376 and Mi Eng 393. (Editorial change: approval of instructor deleted.)

ECI 853, Mining Engineering 401, *Tunneling and Underground Construction Techniques*. Approved for WS99. 2 hours lecture and 3 hours lab. Prerequisites: Mi Eng 325; Min Eng 307; Mi Eng 393. (Editorial change: approval of instructor deleted.)

ECI 854, Computer Science 301, *Advanced Java*. Approved for SS98. 3 hours credit. No prerequisites. (Editorial change: consent of instructor deleted.)

ECI 855, Basic Engineering 301, *Introduction to Solar Car Design*. Approved for FS98. 3 hours credit. Prerequisites: Bas En 50 or 140, Math 204 or 229.

ECI 856, Civil Engineering 301, *Infrastructure Strengthening with Composites*. Approved for FS98. 3 hours credit. Prerequisite: Cv Eng 223. (Editorial change: With permission of the instructor, the words, “a novel idea” were deleted from the description.)

ECI 857, Electrical Engineering 301, *Communications Circuits*. Approved for FS98. 3 hours credit. Prerequisites; El Eng 254 or El Eng 252; preceded or accompanied by El Eng 243.

ECI 858, Electrical Engineering 301, *Real-time Digital Signal Processing*. Approved for FS98. 2 hours lecture and 1 hour lab. Prerequisites: El Eng 267 or El Eng 262. (Editorial change: consent of instructor deleted.)

ECI 868, Mining Engineering 301, *Mine Plant Management*. Approved for WS98. 2 hours credit. Prerequisites: General familiarity with mining methods and equipment as determined by instructor. (Editorial change: Consent of instructor deleted and prerequisites rephrased.) This EC1 was not included on the original agenda but was reviewed by the committee at the meeting.

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

**Review of submitted CCI's:**
CCI 4412, Psychology, second minor program entitled, *Industrial/Organizational Minor*. Approved second Minor Program for FS98. Justification reads: This minor program in Industrial Organizational psychology is aimed at UMR's science and engineering majors who must factor in the human side of technology for effective system design and organizational leadership. Six courses were listed for the minor. Five were approved but, the experimental course, ECI 201, *Intro. To Human-Computer Interaction* was not at this time. Dr. Kellogg was contacted and agreed that once this 201 course is approved on a CCI form, it can then be added to the minor curriculum.)
CC1 4413, Electrical Engineering 275, Electromagnetics. Approved for FS98. Change in catalog description to: Static electric and magnetic fields using vector analysis and time-varying electromagnetic fields using Maxwell's equations. Topics include Coulomb's law, Gauss's law, Ampere's law, dielectric and magnetic materials, plane waves, and transmission lines. Change in prerequisites from EI Eng 151, Math 22, and Physics 24 with a grade of “C” of better, in each. Passing grade in EI Eng Advancement Exam I “TO” EI Eng 153, math 204, and Physics 24 with a grade of “C” or better, in each. Passing grade in EI Eng Advancement Exam II. (Effective semester was corrected from WS98 to FS98.)

CC1 4414, Electrical Engineering 425, Electromagnetic Optics. Approved new course for FS98. 3 hours credit. Prerequisites: EI Eng 275 or Physics 321. Description reads: Propagation, control, and modulation of laser radiation. Topics include optical polarization, interference, layered and anisotropic media, electro-optic devices, acousto-optic devices, and nonlinear optics.

CC1 4415, Missouri London Program 300, Special Problems. Approved new course for WS98. Variable credit. No prerequisites. Description reads: Problems or readings on specific subjects or projects in the department.

CC1 4416, Missouri London Program 100, Special Problems. Approved new course for WS98. Variable credit. No prerequisites. Description reads: Problems or readings on specific subjects or projects in the department.

CC1 4417, Missouri London Program 200, Special Problems. Approved new course for WS98. Variable credit. No prerequisites. Description reads: Problems or readings on specific subjects or projects in the department.

CC1 4418, Geological Engineering 249, Fundamentals of Computer Applications in Geological Engineering. Approved new course for FS98. 2 hours lecture and 1 hour lab. Prerequisites: Ge Eng 50, Cmp Sc 73, 77. Description reads: Applications of existing and available software packages utilizing a variety of hardware systems for geological engineering purposes. Emphasis on practical utilization of personal computers and network operations for graphical analysis of geologic data, mapping of surface and subsurface configurations and modeling of geologic processes.

CC1 4419, Geological Engineering 349, Computer Applications in Geological Engineering. Approved for FS98. Change in prerequisites from Cmp Sc 73, Ge Eng 50 “TO” Ge Eng 249. Change in description to: Advanced topics in computer applications including: statistical analysis, geostatistical modeling, groundwater and contaminant transport simulation, computer contouring algorithms, and digital image processing. Emphasis is on understanding the mathematical algorithms and computer implementation as well as the practical application to site investigation, decision making, and modeling projects. Mitch Watnik from the Statistics department, expressed concern about the teaching of “statistical analysis” within the Ge Eng department. It was suggested by the committee that the instructor be notified before the curriculum committee meets if there are problems to be resolved between departments. The committee felt the phrase,
"statistical analysis", which is part of the catalog description, is only a small portion of the material which will be taught in the course and that there was no infringing on another departments area of expertise.

CC1 4420, Geological Engineering 343, Subsurface Exploration. Approved for FS98. Change in credit hours from 1 hour lecture and 2 hour lab "TO" 2 hour lecture and 1 hour lab.

CC1 4421, Geological Engineering 000, curriculum change. Approved for FS98. Cmp Sc 73/77 was aligned with required prerequisites for new Ge eng 249. (Editorial change: The word "Stat" is removed when it appears as Math/Stat in the curriculum attached sheet.)

CC1 4422, Civil Engineering 460, Chemical Principles in Environmental Engineering. Co-listed with Env En 460. Approved new course for FS98. 3 hours credit. Prerequisite: Graduate standing. Description reads: The course develop fundamental chemical and physical principles underlying environmental engineering systems including drinking water, groundwater, and wastewater treatment; and natural environmental processes. Topics include adsorption, complex formation, acid-base equilibria, solubility, mass transfer and diffusion, electrochemistry, and chemical kinetics. The committee questioned if the course was "required for majors" or "an elective for majors". Dean Jerry Bayless responded with "Elective for majors".

CC1 4423, Environmental Engineering 460, Chemical Principles in Environmental Engineering. Co-listed with Cv Eng 460. Approved new course for FS98. 3 hours credit. Prerequisite: Graduate standing. Description reads: The course develop fundamental chemical and physical principles underlying environmental engineering systems including drinking water, groundwater, and wastewater treatment; and natural environmental processes. Topics include adsorption, complex formation, acid-base equilibria, solubility, mass transfer and diffusion, electrochemistry, and chemical kinetics. The committee questioned if this course was "required for majors" or "elective for majors" and if it is required for majors, the committee requested documentation. Dean Jerry Bayless responded with "Required for majors".

CC1 4424, Electrical Engineering 303, Electrical Distribution System Design and Protection. Approved for FS98. Change in prerequisites from El Eng 207 "TO" El eng 206. Change in description to: Analysis of unbalanced faults in distribution systems are performed. Computer methods are used for modeling and calculations needed for selecting protection devices. New technologies such as load management and distribution automation are developed and demonstrated.

CC1 4425, Mathematics & Statistics 346, Regression Analysis. Co-listed with Cmp Sc 366. Approved for FS98. Change in prerequisites from Stat 215 or 343 "TO" Stat 213 or 215 or 217 or 343. Change in description to: Simple linear regression, multiple regression, regression diagnostics, multicollinearity, measures of influence and leverage, model selection techniques, polynomial models, regression with autocorrelated errors, introduction to non-linear regression.
CCI 4426, Computer Science 366, *Regression Analysis*. Co-listed with Stat 346. Approved for FS98. Change in prerequisites from Stat 215 or 343 "TO" Stat 213 or 215 or 217 or 343. Change in description to: Simple linear regression, multiple regression, regression diagnostics, multicollinearity, measures of influence and leverage, model selection techniques, polynomial models, regression with autocorrelated errors, introduction to non-linear regression.

CCI 4427, English 361, *The British Novel I*. Approved for FS98. Change in course title from, "*The English Novel I*". Change in description to: The history, development, and cultural contexts of the British novel from the late seventeenth to the early nineteenth century.

CCI 4428, English 345, *The Restoration & Eighteenth Century*. Approved for FS98. Change in course title from, "*The Age of Reason*". Change in description to: The history, development, and cultural contexts of British literature from 1660 to 1798.

CCI 4429, Mining Engineering 350, *Blasting Design and Technology*. Approved new course for FS98. 2 hours lecture and 1 hour lab. Prerequisites: Mi Eng 307. Description reads: Advanced theory and application of explosives in excavation; detailed underground blast design; specialized blasting including blast casting, construction and pre-splitting. Introduction to blasting research. Examination of field applications.

CCI 4430, Life Sciences 322, *Pathogenic Microbiology Laboratory*. Approved new course for FS98. 2 hours lab. Prerequisites: Preceded or accompanied by Life Sc 321. Description reads: An investigation of techniques for the isolation and identification of pathogenic microorganisms.

CCI 4431, Life Sciences 321, *Pathogenic Microbiology*. Approved for FS98. Change in credit hours from 3 hours lecture and 2 hours lab "TO" 3 hours lecture. Change in description to: A study of medically important microorganisms. Students will learn about the properties that enable organisms to cause disease as well as the disease process within the host. Special emphasis will be placed on recent advances in the molecular genetics of host pathogen interaction.

CCI 4436, Economics 211, *Introduction to Economic Statistics*. Approved new course for FS98. 2 hours lecture and 1 hour lab. Prerequisites: Econ 121 or 122, and Math 004 or higher and Stat 115. Description reads: Introduction of econometric techniques for the analysis of economic data. Topics will include collection, manipulation, and presentation of economic and business data, linear, economic models, testing economic hypotheses, and forecasting. Application of all techniques using economic data and statistics software.

Change in course title from *Intermediate Fluid Mechanics I*. Change in description to:
Application of fluid mechanics principles to the design. Kinematics of fluid motion, conservation of mass, linear and angular momentum, and energy. Requirements for similarity of fluid flow. Introduction to dynamics of fluid flows and viscous incompressible flows.

CC1 4439, Civil Engineering 335, *Water Infrastructure Engineering*. Approved for FS98.
Change in course title from *Water Power Engineering*. Change in description to: Fundamental principles underlying comprehensive water infrastructure development; sanitary sewers, sanitary treatment facilities, storm water sewers, storm water detention, water power development, and hydraulic structures. The student is responsible for the planning and design of a water infrastructure development project.

Howard D. Pyron, Chair
UMR Campus Curricula Committee
XXVII,4. The meeting was called to order at 1:35 P.M. by President Bruce Selberg. One substitution was noted—Fitch for Burken.

.1 It was moved and seconded to approve the minutes of the November 20, 1997 meeting as distributed. Motion carried.

.2 REPORTS AND RESPONSES

A. PRESIDENT’S REPORT
   1. Professor Selberg reported briefly on the most recent Curators’ meeting, stating that the meeting progressed very smoothly until questions arose concerning the hospital budget. It was indicated that this would be discussed in-depth at the next meeting or the one following.
   2. Concerning the IFC meeting:
      a. President Selberg said they continued to talk about Grievance Procedures—timely moving through the process, level of evidence, and whether the grievant and grievee should be present with witnesses.
      b. The IFC also continued discussing the Coordinated Calendar, and also the development of IFC Bylaws.
      c. They met with President Pacheco, and Professor Selberg stated that a better exchange is developing between the President and IFC members.

B. CHANCELLOR’S REPORT Dr. Park briefly reported on a few items of interest.
   1. The Chancellor said the budget definitely provides 5.5 million dollars to begin planning the new Civil Engineering Building.
   2. Dr. Park reported that Governor Carnahan has recommended 395 million dollars for the University System, up from last year’s 368 million. He said there is a big "jump" between a recommendation and the signature on a bill. However, he urged all to begin lobbying in support of the recommendation.
3. The Chancellor also stated that enrollment is not what it should be, but he said they’re working to find the problem. He asked that everyone help recruit and strengthen retention.
4. Dr. Park also mentioned Transfer Articulation. He said UMR needs to be sensitive to the fact of pressure on other campuses to come up to where we are. We need to look at our procedure and clean up a few small areas.
5. Q and A—There was a question from Dean Saperstein concerning an announcement on the radio that Rolla Technical Institute was going to become a junior college, and the possible impact on UMR. It was explained that RTI plans to become a satellite campus for East Central College in Union. Dr. Park said UMR and RTI have had a good rapport in the past, and they have always been complimentary to us. We need to be sure our transfer procedures are good.

.3 REPORTS OF STANDING AND SPECIAL COMMITTEES

A. CURRICULA Professor Howard Pyron presented this report, and distributed a handout. He first referred to the EC1’s for information only. He then moved to approve the CC1’s. Professor Dan White seconded the motion. Vote was taken, and motion carried.

B. PERSONNEL Professor Don Myers presented this report, referring to the Retirement Benefit Resolution that was distributed with the agenda. He moved to approve the Resolution, and there was a second. After one question from the floor, vote was taken, and motion carried.

.4 No old business was presented.

.5 NEW BUSINESS

A. STAFF COUNCIL Venita Currie announced that the nomination forms were on the web site for Staff Excellence Awards.

B. STUDENT COUNCIL Lucy Knaup announced that they had just been meeting with the architects for the student center project, and this was the opportune time for input.
C. President Selberg announced that the Academic Council office would be moving to the Computer Science building when a convenient time becomes available. Professor Lance Haynes suggested possibly getting a special parking permit for the office secretary. This was referred to the Parking Committee.

D. Professor Ken Robertson asked Professor Selberg if he would be keeping the Academic Council apprised of the clarification of the role of IFC.
   1. He said he found that no formal charter exists for IFC.
   2. President Selberg stated that the role of the IFC has varied with different Presidents.
   3. Professor Haynes mentioned that about two years ago, UMR changed its method of choosing IFC representatives to appointing the President, President-Elect, and Past President of the Academic Council.
   4. Dr. Gajda stated that President Pacheco had asked him who represented our campus, and he told him it was the Academic Council.

There was a motion and a second to adjourn. Motion carried.

Respectfully submitted,

Jerry Tien
Secretary

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

Academic Council Meeting
Thursday, January 22, 1998; 1:30 P.M.; 204 McNutt

I. Approval of minutes of the November 20, 1997 meeting

II. Reports and Responses

A. President’s Report (5 min.) Bruce Selberg

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

III. Reports of Standing and Special Committees

A. Curricula (5 min.) Howard Pyron
   1. Report No. 4 (To be handed out at meeting)

B. Personnel (10 min.) Don Myers
   1. Tenure and Promotion Procedures
   2. Post-Tenure Review
   3. Retirement Benefits

IV. Old Business

V. New Business and Announcements
A. Staff Council
B. Student Council
C. Referrals

*Information distributed with agenda to Academic Council members and department chairs.
Memo To: Academic Council
From: UMR Campus Curricula Committee
RE: February 9, 1998, 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.

Review of submitted EC1's:
EC1 850, Metallurgical Engineering 301, Environmental Aspects of Metals Manufacturing. Removed from table. Approved for FS98. 3 hours credit. Prerequisites: Junior/Senior standing.

EC1 851, Metallurgical Engineering 401, Environmental Aspects of Metals Manufacturing. Removed from table. Approved for FS98. 3 hours credit. Prerequisites: Graduate standing.

EC1 859, Civil Engineering 301, Applied Mechanics to Structural Engineering. Approved for FS98. 3 hours credit. Prerequisites: Cv Eng 218.

EC1 860, Philosophy & Liberal Arts, Latin, Elementary Latin I. Approved for FS98. 3 hours lecture and 1 hour lab. No prerequisites.

EC1 861, Philosophy & Liberal Arts, Latin, Elementary Latin II. Approved for WS99. 3 hours lecture and 1 hour lab. Prerequisites: Latin I. (The committee requested a prerequisite of Latin I with approval of Dean.)

EC1 862, Chemical Engineering 301, Environmental Chemodynamics. Approved for FS98. 3 hours credit. Prerequisites: Ch Eng 231 or equivalent, Ch Eng 233 or equivalent, Chern 5 or Chern 3 or equivalent.

EC1 863, English 301, The Sexual Science and the British marriage Plot: 1880-1930. Approved for FS98. 3 hours credit. Prerequisites: English 20 and a semester of college literature.
EC1 864, English 301, *Arthurian Literature*. Approved for FS98. 3 hours credit. Prerequisites: Entrance requirements.

EC1 865, Petroleum Engineering 301, *Artificial Lift*. Approved for FS98. 3 hours credit. Prerequisites: Pe Eng 241, preceded or accompanied by Pe Eng 316.

EC1 866, Statistics 301, *Statistical Data Analysis*. Approved for FS98. 3 hours credit. Prerequisites: Math 22 and one of Stat 115, 213, 215 and 217.

EC1 867, Statistics 301, *Applied Time Series Analysis*. Approved for FS99. 3 hours credit. Prerequisites: One of Stat 213, 215, 217, 343 and one of Math 203, 208 or 308.

EC1 869, Philosophy & Liberal Arts, Education 301, *Authentic Instruction for Classroom Use*. Approved for SS98. 3 hours credit. Prerequisite: Graduate standing.

EC1 870, Philosophy & Liberal Arts, Education 301, *Using Multimedia in the Classroom*. Approved for SS98. 3 hours credit. Prerequisite: Graduate standing.

EC1 871, Philosophy & Liberal Arts, Education 301, *Document Processing with “Word Perfect”*. Approved for SS98. 1 hour credit. Prerequisite: Graduate standing.

EC1 872, Philosophy & Liberal Arts, Education 301, *Internet Publications/Creating Web Pages*. Approved for SS98. 1 hour credit. Prerequisite: Graduate standing.

EC1 873, Philosophy & Liberal Arts, Education 301, *Comparative Education*. Approved for SS98. 3 hours credit. Prerequisite: Graduate standing.

EC1 874, Chemical Engineering 301, *Inherently Safe Chemical Processes*. Approved for WS99. 3 hours credit. Prerequisite: Ch Eng 258 or graduate standing.

EC1 875, Electrical Engineering 301, *Fuzzy Logic Control*. Approved for FS98. 3 hours credit. Prerequisite: El Eng 231.

EC1 876, Philosophy & Liberal Arts, Education 301, *Understanding Nuclear*. Approved for SS98. 2 hours credit. Prerequisite: Graduate standing.

EC1 877, Philosophy & Liberal Arts, Education 301, *Novell NetWare 4.1/4.11*. Approved for SS98. 3 hours credit. Prerequisite: Graduate standing.

EC1 878, Philosophy & Liberal Arts, Education 301, *Conflict Resolution for Educators & School Administrators*. Approved for SS98. 3 hours credit. Prerequisites: Graduate standing.
The Curricula Committee recommends to the Academic Council that the curricula changes on the following CCI’s be approved.

Review of submitted CCI’s:
CCI 4432, Metallurgical Engineering 126, *Computer Application in Metallurgical Engineering*. Removed from table. Approved for FS98. Change in credit hours from 1 hour lecture and 1 hour lab “TO” 2 hours lecture and 1 hour lab. Change in description to: Introduction to the use of microcomputers for simulation, data analysis including statistics, data acquisition from laboratory instruments, and automatic process control systems. The course will provide instruction in programming and software usage, and the laboratory will enable students to fully utilize the potential of microcomputers in later courses.

CCI 4433, Metallurgical Engineering 001, *Introduction to Metallurgical Engineering*. Removed from table. Approved new course for FS98. 1 hour credit. No prerequisites. Description reads: Introduction to the field of metallurgical engineering with specific reference to the emphasis areas of extractive, manufacturing and physical metallurgy. The course will include lectures, videos and field trips to local industry.


CCI 4443, History 225, *European Diplomatic History, 1814-Present*. Approved new course for WS99. 3 hours credit. Prerequisites: History 112. Description reads: A survey of European Diplomatic History beginning with the Congress of Vienna to the present, including the Congress system, the Eastern Question, the shift to realpolitik, the diplomatic origins and concluding conferences of the World Wars and Cold War diplomacy.

CCI 4444, Aerospace Studies 151, *The Air Force Today II*. Approved for FS98. Change in course number from “012”.


CCI 4446, Aerospace Studies 251, *The Air Force Way II*. Approved for FS98. Change in course number from “022”.


- 2 -
CC1 4449, Aerospace Studies 380, National Security Forces in Contemporary Society I. Approved for FS98. Change in course number from 141. The Aerospace Studies department requested the course number “450” replace “141” however, the Committee did not approve “450” as 400 level numbered courses are graduate level only.

CC1 4450, Aerospace Studies 381, National Security Forces in Contemporary Society II. Approved for FS98. Change in course number from “142”. The Aerospace Studies department requested the course number “451” replace “142” however, the Committee did not approve “451” as 400 level numbered courses are graduate level only.

CC1 4451, Geological Engineering 345, Radioactive Waste Management and Remediation. Approved new course for FS98. (Co-listed with Nu Eng 345) 3 hours credit. Prerequisite: Math 204. Description reads: Sources and classes of radioactive wastes, long-term decay, spent fuel storage, transport, disposal options, regulatory control, materials issues, site selection and geologic characterization, containment, design and monitoring requirements, domestic and foreign waste disposal programs, economic, environmental and regulatory issues; history of disposal actions, and conduct of remedial actions and clean-up.

CC1 4452, Geological Engineering. Approved curriculum change for FS98. Justification reads: Ge Eng 110, 1.0 hours credit was added to the curriculum and Ge Eng 249 changed credit hours from 3 “TO” 2 hours. Total hours of 138 remain the same.

CC1 4453, Geological Engineering 249, Fundamentals of Computer Applications in Geological Engineering. Approved for FS98. Change in credit hours from 3 hours “TO” 2 hours.

CC1 4454, Nuclear Engineering 345, Radioactive Waste Management and Remediation. Approved for FS98. (Co-listed with Ge Eng 345) Change in catalog description which reads: Sources and classes of radioactive wastes, long-term decay, spent fuel storage, transport, disposal options, regulatory control, materials issues, site selection and geologic characterization, containment, design and monitoring requirements, domestic and foreign waste disposal programs, economic, environmental and regulatory issues; history of disposal actions, and conduct of remedial actions and clean-up.

CC1 4455, Geological Engineering 110, Principles of Geological Engineering. Approved new course for WS99. 1 hour credit. No prerequisites. Description reads: Introduction to the concepts defining the application of geologic science to the solution of problems in engineering practice, including field trips to illustrate current examples of professional responsibility.

CC1 4456, Aerospace Engineering 435, Turbulence in Fluid Flow. Approved for FS98. (Co-listed with Mc Eng 435) Change in description to: Fundamentals of statistical theory of turbulence; turbulence modeling for transport processes of heat, mass, and momentum, closure schemes for Reynolds-averaged Navier-Stokes equations in free turbulence and wall turbulence, CFD simulations of turbulent flows. (Co-listed with Mc Eng 435.)
CCI 4457, Aerospace Engineering 423, *Viscous Fluid Flow*. Approved for FS98. (Co-listed with Mc Eng 423) Change in course title from, "Boundary Layer Theory." Change in description to: Fundamentals of viscous fluids for incompressible and compressible flows governed by Navier-Stokes equations; exact, approximate, and numerical solutions for steady and unsteady laminar flows; stability, transition, and turbulence, CFD simulations of internal and external flows.

CCI 4458, Mechanical Engineering 435, *Turbulence in Fluid Flow*. Approved for FS98. (Co-listed with Ae Eng 435) Change in catalog description to: Fundamentals of statistical theory of turbulence; principles of methods and techniques in the measurement of turbulent flows, isotropic and nonisotropic turbulence, transport processes in turbulent flows, free turbulence and wall turbulence.

CCI 4459, Mechanical Engineering 423, *Viscous Fluid Flow*. Approved for FS98. (Co-listed with Ae Eng 423.) Change in catalog description to: Fundamentals of viscous fluids for incompressible and compressible flows governed by Navier-Stokes equations; exact, approximate, and numerical solutions for steady and unsteady laminar flows; stability, transition, and turbulence, CFD simulations of internal and external flows.

CCI 4462, Education 315, *Advanced Adolescent Development*. Approved new course for SS98. 3 hours credit. No prerequisites. Description reads: This course is an advanced examination of the intellectual and social development of the adolescent. Theories of adolescent development and their implications for the educative process are covered and debated.

Howard D. Pyron, Chair
To: UMR FACULTY

University of Missouri-Rolla
Academic Council

Academic Council Meeting
Thursday, February 19, 1998; 1:30 P.M.; 204 McNutt

I. Approval of minutes of the January 22, 1998 meeting

II. Reports and Responses
A. President’s Report (5 min.) Bruce Selberg
B. Chancellor’s Report (10 min.) John Park
   (10 minutes for Questions and Answers)

III. Reports of Standing and Special Committees
A. Curricula (5 min.) Howard Pyron
   1.*Report No. 5
B. Personnel (No report) Don Myers
   1. Tenure and Promotion Procedures
   2. Post-Tenure Review

IV. Old Business

V. New Business and Announcements
A. Staff Council
B. Student Council
C. Referrals

*Information distributed with agenda to Academic council members and department chairs.
XXVII, 5. The meeting was called to order at 1:30 P.M. by President Bruce Selberg. No substitutions were noted.

1. It was moved and seconded to approve the minutes of the January 22, 1998 meeting as distributed. Motion carried.

2. REPORTS AND RESPONSES

A. PRESIDENT’S REPORT
1. Professor Selberg said the IFC meeting had been delayed, so he had no report from that.
2. He mentioned the Chancellor’s upcoming Strategic Planning Meetings, and urged Council members to attend.
3. President Selberg reminded members that there would be no Academic Council meeting in March; however, the Curators will meet here on March 26 and 27. He announced that the Council will host either a luncheon or breakfast for the Curators.

B. CHANCELLOR’S REPORT
1. Dr. Park announced that on the following day, February 20, the Chancellor’s Council would meet to discuss Campus Priorities, Mission, and Vision. He stressed the fact that this meeting would be open, and anyone could attend.
2. The Chancellor referred again to the three upcoming Strategic Plan meeting that Professor Selberg had mentioned earlier. These are on March 10, 12, and 19.
3. Dr. Park referred to an article in the U.S. News and World Report about a reputation survey on colleges in the United States. The Chancellor was disturbed with the results, as to where UMR rated. There was a lengthy discussion of this survey, related topics, and marketing strategies.
A. CURRICULA
1. Professor Howard Pyron presented the EC1’s for information only. He then moved to approve the CC1’s as distributed. Professor Dennis Perry seconded the motion. After a question from the floor about a Philosophy and Liberal Arts EC1 and a brief discussion, motion carried.
2. Professor Pyron then referred to the last page of the agenda, concerning 300 and 400 level new course requests by departments. He requested input from the Academic Council and the General Faculty.

.4 No old business was presented.

.5 NEW BUSINESS

A. PARKING COMMITTEE-Professor Richard Bryant announced that the committee had recently established a Web Site, where the minutes and agendas of their meetings can be found, as well as other pertinent information. He also mentioned a proposal to revamp the Permit System to include automatic renewal. He asked for comments on this via email. There were a few brief comments from the floor.

B. STUDENT COUNCIL-Lucy Knaup announced that the new Student Curator from UMSL would be on our campus on February 20. She also said Student Council Presidential Campaigns would be starting early in March.

C. Professor Ken Robertson asked Dr. Park a question concerning the U.S. News and World Report survey, which precipitated another lengthy discussion of this survey and marketing strategies.

There was a motion and a second to adjourn. Motion carried.

Respectfully submitted,

Jerry Tien
Secretary

*Minutes of the Academic Council are considered notification and documentation of actions approved.
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.

**Review of submitted EC1's:**

EC1 879, English 201ML, *Introduction to the Plays of William Shakespeare-Missouri London.* Approved for SS98. 3 hours credit. No prerequisites.


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

**Review of submitted CCI's:**

CCI 4464, Chemistry 355, *Instrumental Methods of Chemical Analysis.* Approved for FS98. Change of credit hours from 2 hours lecture and 1 hour lab "TO" 3 hours lecture and 1 hour lab.


CCI 4466, Electrical Engineering 474, *Computational Electromagnetics.* Approved new course for FS98. 3 hours credit. Prerequisites: El Eng 275. Description reads: Differential equation based numerical methods finite element, finite difference, and finite difference time domain for solving static and dynamic equations of electromagnetics. Applications considered are multi-conductor transmission lines, Maxwell’s equations for radiation and scattering, and electric machinery.
CC1 4467, Psychology 246, *Motivation and Emotion*. Approved for FS98. Change in course title from *Theories of Motivation*. Change in description to: An examination of the ways in which situational, cognitive, and emotional factors influence, and are influenced by, human motivation. Motivation and emotion contexts will be emphasized.

CC1 4468, Mathematics & Statistics, Stat 211, *Statistical Tools for Decision Making*. Approved new course for FS98. 2 hours lecture and 1 hour lab. Prerequisites: Math 8. Description reads: An introduction to statistical techniques commonly used in management decision making. Topics include statistical inference of population parameters, linear regression, basics of experimental design and analysis, analysis of categorical data, and the use of statistical software.

CC1 4469, Economics 000, curriculum change. Approved for FS98. Economic requirements raises from 30 hours to 33 hours. New course Econ 211 is added to the Economic requirements. Mathematics/Statistics minimum hours change from 30 hours to 27 hours and Stat 116 is replaced by Stat 211.

CC1 4470, Economics 211, *Introduction to Economic Statistics*. Approved for FS98. Change in prerequisites from Econ 121 or 122, and Math 004 or higher and Stat 115 “TO” Econ 121 or 122, and Math 004 or higher and Stat 115 or Stat 211.

CC1 4471, Engineering Management 352, *Activity Based Accounting and Financial Decision Making*. Approved new course for SS98. 3 hours credit. No prerequisites. Description reads: This course reviews the fundamentals of activity based accounting and financial decision making.

CC1 4472, Engineering Management 385, *Statistical Process Control*. Approved for SS98. Change in prerequisites from Stat 213 or equivalent “TO” Stat 213 or 215 or equivalent. Editorial change in prerequisite from “or adequate statistical background” to “or equivalent” to keep a consistency of language.


CC1 4474, Computer Science 284, *Introduction to Operating Systems*. Approved for FS98. Change in prerequisites from Cmp Sc 235 or Cmp Sc 274 “TO” Cmp Sc 234 or Cmp Sc 274.

CC1 4475, Computer Science 000. Approved curriculum change for FS98. Cmp Sc 284 was switched from Junior year, second semester, “TO” Junior year, first semester. Cmp Sc 228 was switched from Junior year, first semester, “TO” Junior second semester. The faculty feel Cmp Sc 284 should be taken as early as feasible.
CC1 4482, Nuclear Engineering 025, *Nuclear Technology Applications*. Approved new course for FS98. 1 hour credit. No prerequisites. Description reads: It is a project oriented course that examines various aspects of nuclear technology, such as radiation detection, radiation protection, food irradiation, medical and industrial applications. The students will work in small groups on stimulating projects.

CC1 4483, Nuclear Engineering, curriculum change for FS98. Approved for FS98. New course Nu Eng 25 is added to the Freshman Engineering year. The Engineering/Science/Math Elective in the first semester senior year is reduced by 1 credit hour. Total hours of 135 remain the same for graduation.

CC1 4434, Metallurgical Engineering 000, curriculum change. Removed from table. Approved curriculum changes for FS98. The concerns over the deletion of math elective Stat 215 which is a prerequisite for Eng Mg 385, were taken care of. Eng Mg 385 was deleted from the curriculum and replaced with Statistics Elective for three hours credit.

CC1 4435, Management Systems 000, curriculum change. Removed from table and approved for FS98.

CC1 4463, Mathematics & Statistics, Stat 353, *Statistical Data Analysis*. Removed from table and approved for FS98. New course. 3 hours credit. Prerequisites: Math 22 and one of Stat 115, 213, 215 and 217. Description reads: Introduction to methods for analyzing statistical data from experiments and surveys. Analysis of variance, correlation, introduction to regression techniques, contingency tables, non-parametric techniques and introduction to modern statistical software. *Required for those obtaining a graduate degree in Mathematics and Statistics with emphasis in statistics. Mitch Watnik has agreed to supply the Curricula Committee with a copy of a document showing the outline of a graduate program which requires Stat 353.

Howard D. Pyron, Chair
Memo To: Academic Council  
From: UMR Campus Curricula Committee  
RE: April 13, 1998, Meeting

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

Submitted ECI's:
EC1 881, Ceramic Engineering 301, *Refactories Laboratory*. Approved for FS98. 1 hour credit. No prerequisites.

EC1 882, Ceramic Engineering 401, *Advanced Topics on the Vitreous State*. Approved for FS98. 3 hours credit. Prerequisites: Cer Eng 103.

EC1 883, Geophysics 301, *Advanced Geophysical Data Analysis*. Approved for WS99. 3 hours credit. Prerequisites: Math 204 and Geop 286.

EC1 884, Geophysics 401, *Electrical and Electromagnetic Methods*. Approved for FS99. 3 hours credit. Prerequisites: Math 325, Geop 285 or 383, Geop 321.

EC1 885, Geology 301, *Advanced Mineralogy*. Approved for FS99. 2 hours lecture and 1 hour lab. Prerequisite: Geo 113.

EC1 886, Statistics 301, *Making Sense of Data for Elementary School Teachers*. Approved for SS98. 3 hours credit. No prerequisites.


EC1 888, Philosophy & Liberal Arts, Russian, *Russian Phonetics and Intonation*. Approved for WS99. Prerequisites: Russian I.
The Curricula Committee recommends to the Academic Council that the curricula changes on the following CCl's be approved.

Submitted CCl's:
CC1 4476, English 075, British Literature I: The Beginnings to 1800. Approved for FS98. Change in course title from, "Introduction to British Masterpieces I." Change in description to: A survey of works and authors that explores the way these works represent the chronological period and express the individual concerns and techniques of those authors.

CC1 4477, English 080, British Literature II: 1800 to present. Approved for FS98. Change in course title from, "Introduction to British Masterpieces II." Change in description to: A survey of works and authors that explores the way these works represent the chronological period and express the individual concerns and techniques of those authors.

CC1 4478, English 102, World Literature I: From the Beginnings to the Renaissance. Approved for FS98. Change in title from, "Introduction to World Masterpieces I." Change in description to: A survey of representative works and authors from the world’s cultures. (Excludes British and American works).

CC1 4479, English 110, World Literature II: From Renaissance to the Present. Approved for FS98. Change in title from, "Introduction to World Masterpieces II." Change in description to: A study of representative works and authors from the world’s cultures. (Excludes British and American works)

CC1 4480, English 105, American Literature: 1600 to 1865. Approved for FS98. Change in course title from, "Introduction to American Masterpieces I." Change in description to: A chronological survey that explores the ways the literature represents the concerns of individual authors as well as the history of literature.

CC1 4481, English 106, American Literature: 1865 to present. Approved for FS98. Change in course title from, "Introduction to American Masterpieces II." Change in description to: A chronological survey that explores the ways the literature represents the concerns of individual authors as well as the history of literature.

CC1 4484, Life Sciences 381, Immunology. Approved for WS99. Change in prerequisites from Chem 223 or Chem 363 "TO" Chem 223 or Chem 363 and Life Sc 211.

CC1 4485, Life Sciences 331, Molecular Genetics. Approved for FS98. Change in prerequisites from Life Sc 231 "TO" Life Sc 231 and Life Sc 211.
CC 1 4486, Life Sciences 102, Introduction to Biological Science. Approved for FS98. Change in description to: An introduction to the study of biology at UMR. Students will consider personal and professional opportunities within the various areas of biology and become acquainted with Life Sciences faculty and departmental and campus facilities. Required of freshman Life Sciences majors.

CC 1 4487, Geology & Geophysics 000. Approved change in curriculum for FS98. Justification reads: To modernize and streamline the curriculum required for Geology and Geophysics majors. These changes will not effect the curriculums of any other departments.

CC 1 4488, Geology 114, Chemical Mineralogy. Approved deletion of course effective FS98.

CC 1 4489, Geophysics 384, Gravity and Magnetic Methods. Approved deletion of course for FS98.

CC 1 4490, Geophysics 281, Global Tectonics. Approved for FS98. Change in course title from, “Geodynamics.” Approved change in course description to: An integrated view of the Earth’s structure and dynamics with an emphasis on information gained through geophysical methods. Topics include seismology, heat flow, gravity, rheological and compositional structure, plate motions and intermotions, and mantle driving mechanisms for plate tectonics.

CC 1 4491, Geophysics 382, Environmental and Engineering Geophysics. Approved for FS98. Change in course title from, “Mining and Engineering Geophysics.” Change in prerequisites from Math 22, Geol 51, or Ge Eng 50 “TO” Math 22. Change in description to: An introduction to the theory and application of the gravity, magnetic, resistivity, self-potential, induced polarization and electromagnetic methods as applied to the solution of engineering and environmental problems.

CC 1 4492, Geophysics 383, Electrical Methods in Geophysics. Approved for FS98. Change in prerequisites from Math 324 and accompanied or preceded by Geop 281 “TO” Concurrent registration in Geop 382, 385, or 388.

CC 1 4493, Geophysics 385, Exploration and Development Seismology. Approved for FS98. Change in prerequisites from Geo 220, 223 “TO” Math 22.

CC 1 4494, Geophysics 389, Seismic Data Processing. Approved for FS98. Change in course title from “Engineering Seismology.” Change in prerequisites from Math 22 “TO” Math 22 and Geop 286 or 385. Change in description to: Introduction to seismic data processing. Topics to be covered include statics corrections, filtering, velocity analysis, deconvolution, stacking and migration.


CCI 4497, Geology 052, *Evolution of the Earth*. Approved for FS98. Change in credit hours from 2 hours lecture and 1 hour lab “TO” 3 hours lecture and 1 hour lab.

CCI 4498, Geology 113, *Mineralogy and Crystallography*. Approved for FS98. Change in course title from, *Physical Mineralogy and Crystallography.* Change in credit hours from 2 hours lecture and 1 hour lab “TO” 3 hours lecture and 1 hour lab. Change in prerequisites from Chem 1 and 2 or Chem 5 “TO” Chem 1 and 2. Change in description to: An introduction to the study of minerals, including their classification, crystallography, morphology, chemistry, use, occurrence, and systematic identification by means of their physical and chemical properties.

CCI 4499, Geology 130, *Petrology*. Approved for FS98. Change in credit hours from 2 hours lecture and 1 hour lab “TO” 3 hours lecture and 1 hour lab.

CCI 4500, Geology 224, *Stratigraphy Laboratory*. Approved for FS98. This course has been changed from an elective to a required course in the Geology curriculum.

CCI 4501, Geology 294, *Metallic and Industrial Mineral Deposits*. Approved for FS98. Change in prerequisites from Geol 51, 113 or 114 “TO” Geol 51 and 113. Change in description to: Basic processes involved in the formation of metallic and industrial mineral deposits illustrated by typical examples of deposits from throughout the world. Exploration and economic factors in mineral exploration and development are reviewed. Two all day field trips at student expense required.

CCI 4502, Geology 375, *Applied Geochemistry*. Approved for FS98. Change in prerequisites from Geo 275 and Geo 114 or permission of instructor “TO” Geo 275 and Geo 113.

CCI 4503, Geology 381, *X-ray Analysis*. Approved for FS98. Change in prerequisites from Physics 23 and 24, Geo 114 “TO” Physics 23 and 24, Geo 113.
CC1 4504, Aerospace Engineering 435, Turbulence in Fluid Flow. Approved for FS98. Change in description to: Fundamentals of statistical theory of turbulence; turbulence modeling for transport processes of heat, mass, and momentum; closure schemes for Reynolds-averaged Navier-Stokes equations in free turbulence and wall turbulence; CFD simulations of turbulent flows. (Co-listed with Mc Eng 435 and Ch Eng 435.)

CC1 4505, Mechanical Engineering 435, Turbulence in Fluid Flow. Approved for FS98. Change in description to: Fundamentals of statistical theory of turbulence; turbulence modeling for transport processes of heat, mass, and momentum; closure schemes for Reynolds-averaged Navier-Stokes equations in free turbulence and wall turbulence; CFD simulations of turbulent flows. (Co-listed with Ae Eng 435 and Ch Eng 435.)

CC1 4506, Chemical Engineering 435, Turbulence in Fluid Flow. Approved for FS98. Change in description to: Fundamentals of statistical theory of turbulence; turbulence modeling for transport processes of heat, mass, and momentum; closure schemes for Reynolds-averaged Navier-Stokes equations in free turbulence and wall turbulence; CFD simulations of turbulent flows. (Co-listed with Mc Eng 435 and Ae Eng 435.)

CC1 4507, Petroleum Engineering 000. Change in curriculum for FS98. Approved for FS98. The curriculum now requires students to earn a “C” or better in all petroleum engineering courses.

CC1 4508, Phil&LA, Education 299, Student Teaching. Approved new course for FS98. 12.0 hours credit. Prerequisite: Professional standing and arrangements made previous semester. Description reads: Student teaching will be supervised participation, on the level of certification, in an assigned Public School. Student teaching is based on 16 weeks (8 weeks in two schools) and requires the student teacher to demonstrate his/her ability to be effective decision making teacher and an inquiry learner. (Justification reads: Student teaching required for certification. This was offered at UMC before, now available through Education at UMR.)

CC1 4509, Phil&LA, Education 104, Teacher Field Experience. Approved for FS98. Change in prerequisites from approval of instructor “TO” Education 40. Change in description reads: Observation and analysis of instructional techniques and duties in the classroom and school environment by discipline. Student will spend at least 30 contact hours per credit hours in classroom. In addition, library and field experience reports will be made. In addition, Action Research and seminars will be required.

CC1 4510, Phil&LA, Education 251, Historical Foundation of American Education. Approved for FS98. Change in course number from B351. Change in prerequisites from, Course in American History “TO” Education 40 and History 175 or 176. Justification reads: Deletion of letter from B351 and change of course number to align with UMR course numbers rather than UMC. Update description for state requirements.
CC1 4511, Phil&LA, Education 280, *Teaching Methods and Skills in the Content Areas.* Approved for FS98. Change in course number from T240. Change in prerequisites from Instructor approval "TO" Education 40 and 104. Justification reads: Deletion of letter from T240 and change of course number to align with UMR course numbers rather than UMC.

CC1 4512, Phil&LA, Education 164, *Aiding Elementary, Middle and Secondary Schools.* Approved for FS98. Change in course number from T164. Change in course title from, *Aiding Secondary Schools.* Justification reads: Deletion of letter from T164 to align with UMR course numbers rather than UMC. Update description for state requirements.

CC1 4513, Phil&LA, Education 174, *School Organization & Adm for Elementary & Secondary Teachers.* Approved for FS98. Change in course number from C242. Change in prerequisites from, Instructor Approval "TO" Education 40 and 104. Justification reads: Deletion of letter from C242 and change of course number to align with UMR course numbers rather than UMC.

CC1 4514, Phil&LA, Music 255, *Music for the Elementary Teacher.* Approved for FS98. Change in course number from T255. This course is required for students who want to be certified in education. The letter was deleted off of the course number to align with UMR course numbers rather than UMC.

CC1 4515, Phil&LA, Education 40, *Perspectives in Education.* Approved for FS98. Change in course number from T40. Change in description to: This course is an introduction course which will assist students planning to enter the teacher-education program in assessing their personal and professional characteristics required for the teaching profession. It is an overview of the teacher education profession for elementary, middle and secondary. The letter was deleted off of the course number to align with UMR numbers rather UMC. Update of description for state requirements.

CC1 4516, Phil&LA, Education 216, *Teaching Reading in Content Area.* Approved for FS98. Change in course number from 316. Change in description to: For elementary school teachers Specific ways teachers can help students improve reading skills in content areas any ways reading can be taught in reading classes. Change of course number to align with UMR numbers rather than UMC. Update of description to meet state requirements.

CC1 4517, Phil&LA, Education 208, *Psychological and Educational Development of the Adolescent.* Approved for FS98. Change in course number from A208. Deletion of the letter from the course number aligns with UMR numbers instead of UMC.

CC1 4518, Phil&LA, Education 202, *Problems of Teaching Social Studies.* Approved for FS98. Change in course number from 208. Change of course number to 202 to allow Educ A208 to change to 208 in order to align education courses with UMR numbers.
CCI 4519, Phil&LA, Education 350, Social Studies in the Elementary School. Approved for FS98. Change in course number from T350. Deletion of the letter from course number to align with UMR numbers instead of UMC.

CCI 4520, Phil&LA, Education 298, Student Teaching Seminar. Approved new course for FS98. 1 hour credit. Prerequisites: Meet all requirements for student teaching and concurrently be enrolled in student teaching. Description reads: Weekly seminars will be required for all students enrolled in student teaching. Contemporary educational topics, trends, reflective decision making and other pertinent topics will be covered. Reflection of topics and experiences will be exhibited in papers, portfolios and journal writings. (Justification reads: Seminar required for Student Teachers for reflection on teaching and preparing for professional position. Course previously taught through UMC, now offered through Education at UMR.)

CCI 4521, Etymology 200, Special Problems. Approved new course for FS98. Variable hours credit. Prerequisite: Etymology 106. Description reads: Problems or readings on specific subjects or projects in the department. Consent of instructor required.

CCI 4522, Math 309, Advanced Calculus I. Approved for FS98. Change in prerequisites from Math 22 “TO” Math 209 or a 300-level mathematics course or graduate standing.

Howard D. Pyron, Chair
MEMORANDUM TO: UMR Faculty Members

FROM: Myron Parry, Secretary, General Faculty

DATE: April 21, 1998

SUBJECT: Agenda for the General Faculty Meeting
Tuesday, April 28, 1998  4:00 P.M.
Aaron Miles Auditorium - 104 ME Bldg.

I. Call-to-Order: 4:00 P.M.  John Park

II. Memorial Resolution for John Michael Vickers  Jerry Bayless

III. Approval of Minutes of the December 2, 1997, General Faculty Meeting

IV. Unfinished Business - None

V. Reports of Standing or Special Committees
   A. RP&A
      1. Election for representatives to U-wide Tenure Committee  Jeff Cawlfield
      2. Election to Campus Committees

VI. Recognition of Faculty Patent Awards  Connie Armentrout

VII. New Business
   A. Approval of candidates for degrees to be awarded at the
      May 16, 1998 Commencement  Myron Parry
   B. Chancellor's remarks  John Park

VIII. Announcements

IX. Adjournment
General Faculty Meeting Minutes

December 2, 1997

Aaron J. Miles Auditorium, 4:00 P.M.

I. Call-to-Order: Chancellor John T. Park called the meeting of the General Faculty to order at 4:00 P.M.

II. Chancellor Park recognized Professor Lou Grimm for the presentation of a memorial resolution in honor of Dirkran Erkiletian, Jr. and Professor Emeritus Alfred Spreng for the presentation of a memorial resolution in honor of Ray E. Morgan. It was moved the memorial resolutions be incorporated into the minutes of the faculty meeting with copies being forwarded to family members. The motion was approved (See Attachments A and B).

III. Chancellor Park called for approval of the minutes of the September 2, 1997 meeting. The minutes were approved as distributed.

III. Unfinished Business - None

IV. Report of RP&A Committee - None

V. New Business

A. Approval of Candidates for Degrees: It was moved and seconded that the names on the previously circulated list of degree candidates for degrees on December 20, 1997 be approved, subject to successful completion of any remaining degree requirements. Dr. Keith Stanek reported that the electrical engineering faculty were requesting the posthumous awarding of a diploma to Frank Melton who was killed in an auto accident during the current semester. The motion carried.

B. Outstanding Teacher Awards, 1996-97

Vice Chancellor Gajda presented the Outstanding Teacher Awards for 1996-97 to the following faculty:

Abdeldjell (D.J.) Belarbi, associate professor of civil engineering
Sally T. Carden, assistant professor of English
Ta-Shen Chen, Curator's Professor of mechanical engineering.
Harvest L. Collier, professor and interim chair of chemistry
Madison Daily, professor of engineering management
Robert L. Davis, professor of basic engineering and engineering mechanics
Lokesh R. Dharani, professor of engineering mechanics and associate dean of engineering
David Enke, post-doctoral fellow in engineering management
Nuran Ercal, assistant professor of chemistry
Ralph E. Flori, Jr., associate professor of basic engineering
Donald B. Higginbotham, lecturer in engineering management
K. Krishnamurthy, associate professor of mechanical engineering
Roger A. LaBoube, professor of civil engineering
Paula Lutz, associate professor of life sciences
Anne Matthews, assistant professor of English
Ilene H. Morgan, assistant professor of mathematics
Gary E. Mueller, associate professor of nuclear engineering
David N. Richardson, associate professor of civil engineering
Chariklia Sotiriou-Leventis, assistant professor of chemistry
Daniel C. St. Clair, professor of computer science

C. Chancellor's Report

Chancellor Park reported on the administrative services 40 million dollar project to replace the system databases with a single coordinated system. Chancellor Park indicated that the project would probably be approved in the next several months.

Chancellor Park reported on the Mission Enhancements and noted the leadership role that UMR will be expected to play in manufacturing.

Chancellor indicated that the decline in freshmen enrollment was a concern which places even greater emphasis on the need for recruitment and retention efforts. Chancellor Park reported that interviews for a new admissions director were underway.

Chancellor Park commented on ABET 2000 noting that a clear measurement and outcome of our students will be required.

VII. Announcements - None

VIII. Adjournment - The meeting was adjourned.

Myron G. Parry, Secretary

An equal opportunity institution.
Memorial Resolution
Dickran Hagop Erkiletian Jr.
Professor Emeritus of Mathematics

Dickran Erkiletian, Professor Emeritus of Mathematics, was born September 22, 1913 in Mayfield, Kentucky and died June 24, 1997 in Hopkinsville, Kentucky. He received his bachelor's degree from Western Kentucky University in 1936 and his master's degree from the University of Illinois in 1938. He subsequently taught at the University of Illinois and at Fenn College (now Cleveland State University) before coming to MSM, serving as Instructor from 1942 to 1946. During 1946-47 he continued his graduate studies at the University of Kansas, and returned here in 1947 as Assistant Professor, becoming Associate Professor in 1952, and Professor in 1959; he chaired the mathematics department from 1962 to 1964. He retired as Professor Emeritus in 1978. Dick, or Erki, as he was known to his many friends, taught many of the applied mathematics courses during the years our department was growing, even including an astronomy course in the 1940’s. He often taught the first year calculus sequence, and was among the first to teach it in a large lecture section. Although he was one of our most effective teachers in the large sections (his students frequently performed well in the departmental finals), he “sorely missed, as a teacher, the personal interaction which was possible in the smaller sections”, and felt that the students lost a great deal as a result.

Erki’s contributions reached well beyond the campus. He was a member of the First Presbyterian Church of Rolla; a talented musician, he served as their choir director for many years. He was involved in Science Fair activities until long after his retirement, not only helping to organize the regional fairs held annually on campus, but also traveling throughout the state to visit high schools to encourage students and their teachers to participate. He was a gifted photographer, and produced, each year, a Science Fair slide show which he took on his high school visits. He also arranged travel and regularly accompanied the UMR Science Fair winners to the National Science Fair.

In 1993 the American Society of Engineering Education (ASEE) awarded him its Outstanding Service Award in recognition of his many years of service to the organization and his leadership there, particularly in the mathematics division, which he had served as vice chair and as chair. Erki continued to maintain his departmental ties after retirement. In 1987, he initiated a departmental alumni newsletter and edited every issue up through this past year. He continued to come to his office almost every day unless he was off to Kentucky; his Kentucky ties remained firm, and he was there in his final days.

Dickran Erkiletian was a committed teacher, with a deep concern for the welfare of his students. As a member of our mathematics faculty from the beginning of Dean Wilson’s tenure up to the time of Chancellor Marchello, he provided a kind of stability and continuity throughout the growth of the department and the campus which will likely not be duplicated. He was an exemplary role model for our younger faculty and a superb colleague. His presence is missed and will continue to be missed for years to come; however, his influence remains with us. It is requested that this memorial resolution be incorporated into the official minutes of the UMR General Faculty Meeting of December 2, 1997 and that copies be sent to Professor Erkiletian’s widow, Maxine, their three sons, Bruce, Jim, and Max, and their grandchildren.

Respectfully submitted,

Louis Grimm
Glen Haddock
Sylvester Pagano

Charles Johnson
MEMORIAL RESOLUTION

Ray E. Morgan
Associate Professor Emeritus

Ray Earland Morgan, Associate Professor Emeritus of Geology, was born in Fargo, North Dakota on January 24, 1908 and died Saturday, October 11, 1997 in Rolla at the age of 89.

Ray was born to turn-of-the-century homesteaders in Fargo, North Dakota. The family moved from Fargo to Minneapolis where he, his brother and sister received their education. Ray received his B.S. degree in Geology from the University of Minnesota in 1932. He was also active in tennis at the time and lettered in the sport for Minnesota. He competed against some well-known national players. While in school he earned his educational expenses as a pipeline inspector for Williams Bros.

After graduation he began working as an exploration geologist in the Mid-Continent for Tidewater Oil Co. and other companies. While working in Wichita, Kansas he met his future wife, Catharine (Kay) Protzman. Returning to Minnesota, he obtained a Master's Degree from the University of Minnesota in 1941 at the beginning of the war years. He took additional courses toward his PhD then left to become an instructor in Geology at Wisconsin Institute of Technology at Platteville. In 1943-44, he taught geology courses at Purdue University and was involved in evaluating coal reserves for the Pennsylvania Railroad and interpretation of aerial photographs of potential Pacific island landing strips.

In 1944 he was next employed by a subsidiary of Socony as a subsurface geologist in Venezuela and later as regional geologist in Colombia in charge of exploration and development in the Magdalena Valley.

After WW II, in 1947, he returned to the States and academic pursuits to become Head of the Department of Mining and Geology at the West Virginia Institute of Technology. He taught courses in geology and designed a two-year technical coal mining option and a degree curriculum in coal mining engineering for the school.

An encounter with Dean Curtis Wilson at an AIME meeting in 1948 resulted in Ray's being invited to teach at the Missouri School of Mines where he began teaching the large post-war classes in the Department of Geology. He continued his teaching career here until his retirement in 1978.

In addition to teaching his specialty, the petroleum geology courses, he taught numerous other courses in geology including economic geology. For several decades, Prof. Morgan also devoted a segment of his time to coaching the tennis team, a task which he immensely enjoyed. He claimed to have defeated many of the team members in practice sessions.
Geologic work in the summers included teaching at the UMC field camp, consulting for oil companies as well as for other companies involved in exploration for coal, ground water and non-metals. In more recent years he became a land surveyor, which allowed him to provide work for many students.

His interest in the out-of-doors led to his family moving to a farm on the outskirts of Rolla. Here he maintained a herd of cattle and built an airstrip for his Cessnas which he used for consulting, transporting part of the tennis team and fishing jaunts to Canada. He often repeated the adage spoken by pilots that "flying is 95% boredom and 5% sheer terror".

Among his contributions to the Department of Geology and Geophysics was helping to establish and maintain the Amy Shelton McNutt Trust Fund donations to the Department by his strong liaison with the McNutt family. For his efforts in this area the Trust Fund established, in his honor, the Ray E. Morgan Annual Award for Special Achievement for students in geology. He was also on a committee that planned the UMR reactor and McNutt Hall.

Ray was an active member of the American Association of Petroleum Geologists and was also a member of the Geological Society of America, American Institute of Mining and Metallurgical Engineers, and Sigma Gamma Epsilon. He was a Registered Professional Engineer, a Registered Land Surveyor, and Certified Professional Geologist.

Ray was preceded in death by his wife Catharine. He is survived by his two sons, John G. Morgan of Stilwell, Kansas, Ray (Randy) E. Morgan Jr. of Rolla and one granddaughter.

Ray was adept at writing, a skill which he said was acquired from his mother. He put this to good use in writing many geological reports for companies as well as in stating his opinions in letters to academic associates and to the local newspaper. He was fascinated with etymology. For example, when he was awarded the emeritus title, he was never quite convinced that the prefix "em" in the designation emeritus did not mean that he was now "without merit". Had not Alzheimer's interfered I'm sure he would have enjoyed writing this memoir. Had he done so, it would have been filled with many of his wonderful stories.

It is requested that this memorial resolution be incorporated into the official minutes of the UMR General Faculty Meeting of Dec. 2, 1997, and that copies be sent to the families of his sons, John and Randy and sister, Norma.

Sheldon Grant
Richard Hagni
Jay Gregg
Robert Lauder
Alfred Spręng
To: UMR FACULTY

Academic Council Meeting
Thursday, April 23, 1998; 1:30 P.M.; 204 McNutt

I. Approval of minutes of the February 19, 1998 meeting

II. Reports and Responses
   A. President’s Report (5 min.) Bruce Selberg

III. Reports of Standing and Special Committees
   A. Curricula (5 min.) Howard Pyron
      1.*Reports No. 6 and 7
   B. Personnel (10 min.) Don Myers
      1. Tenure and Promotion Procedures
      2. Post-Tenure Review
      3.*Salary Resolution

IV. Old Business

V. New Business and Announcements
   A. Staff Council
   B. Student Council
   C. Referrals

*Information distributed with agenda to Academic Council members and department chairs.
XXVII,6. The meeting was called to order at 1:35 P.M. by President Bruce Selberg. There was one substitution noted—Mark Fitch for Charles Morris.

.1 It was moved and seconded to approve the minutes of the February 19, 1998 meeting as distributed. Motion carried.

President Selberg announced the addition of the Student Affairs Committee to the agenda.

.2 REPORTS AND RESPONSES

A. PRESIDENT’S REPORT

1. Professor Selberg reported that IFC continues to work on the Grievance Procedures and soon will have a proposal ready for the four campus councils.

2. He also stated that IFC discussed Intellectual Property (Video and Internet), and that Federal Legislation is in the works that will impact UMR.

3. Professor Selberg said the legislators are satisfied with the University’s handling of the Junior College issue.

4. The IFC talked to President Pacheco about his feeling on improving the retirement package. He had not received the proposal, but was very receptive and willing to consider this. After he reviews the recommendation, it may be presented at the May Board of Curators Meeting.
5. President Selberg listed the four parts of the recommendation from the U-Wide Retirement and Staff Benefits Committee:

1. Multiplier Improvement
2. Rules of age plus service
3. Decreased penalty for early retirement for employees with 25 years of service.
4. Enhanced benefits for those without lengthy service

6. Professor Selberg thanked the Academic Council for resolutions supporting this proposal, along with IFC and Staff Council.

7. Dr. Gajda commented that the Retirement Benefits Proposal is on the agenda for the next General Officers Meeting, and he will be representing UMR.

3 REPORTS OF STANDING AND SPECIAL COMMITTEES

A. CURRICULA

1. Professor Howard Pyron presented this report. After distributing a correction sheet, he presented the ECI’s for information only. He then moved to approve the CC1’s as distributed. There was a second and motion carried.

B. PERSONNEL

1. Professor Don Myers asked for removal of items 1 and 2 under Personnel, which had been carried over from last year. He said the Tenure and Promotion Procedures issue is no longer a concern, and that President Pacheco is not interested in the Post-Tenure Review issue. He moved to approve the removal of these items. Professor Lance Haynes seconded. Motion carried.
2. Professor Myers presented the Salary Resolution that was distributed with the Agenda, and moved to approve it. There was a second. This was followed by several questions and a lengthy discussion.
   a. Professor Isaac moved to amend by deleting the third paragraph. There was a comment that this was not a friendly amendment. Another lengthy discussion ensued.
   b. Professor Ken Robertson called a point of order, stating that the substitute motion (amendment) destroyed the original motion. Professor Isaac elaborated on his motion. Professor Robertson again stated his point.
   c. Professor Lance Haynes suggested changing the words "comparative compression" to "appropriate disparities". Professor Isaac did not accept this.
   d. Because the Parliamentarian (Myers) was presenting the report and had made the original motion, it fell to President Selberg to rule on the point of order. He ruled in favor of Professor Robertson.
   e. Vote on the main motion was then taken, with eight for and eight against. The president abstained. A question then arose as to the lack of a quorum and it was decided that a mail ballot would be sent to all Academic Council members.

C. STUDENT AFFAIRS

1. Bill Wilson distributed copies of the first page of five constitutions: American Indian Science and Engineering Society, Ballroom Dancing Club, Collegiate Eagle Scout Association, Campus Chapter of Habitat for Humanity, and Jakattack Swim Club. Mr. Wilson stated that the committee recommended the approval of all five.

2. There were several comments and questions, particularly in regard to the Eagle Scout group.
3. Professor Lance Haynes moved to approve four of the clubs, and return the Collegiate Eagle Scout Association to the Student Affairs Committee for further review and revision. Vote was then taken. Motion carried with one opposed. Professor Ken Robertson asked that specific direction be given to the Scout group for acceptance. It was then specified that they needed to include a statement about nondiscrimination.

.4 No old business was presented.

.5 NEW BUSINESS

A. STUDENT COUNCIL-Joe Schmidberger announced that he is the new Vice President of External Affairs. He also said that Karl Schmitt had been re-elected as President. He mentioned an upcoming InterCampus STUCO meeting with President Pacheco. He also said the Student Council is working on getting an outdoor track and new football field lights.

B. President Selberg referred to both the Personnel and the Tenure Committees the new policy on providing student input to Promotion and Tenure for Faculty.

C. PARKING COMMITTEE-Professor Richard Bryant announced that a recommendation had gone to the Chancellor from their committee: an automatic renewal procedure for full-time employees, doubled fines, and a 10% increase in the permit fees.

There was a motion and a second to adjourn. Motion carried.

Respectfully submitted,

Jerry Tien
Secretary

*Minutes of the Academic Council are considered notification and documentation of actions approved.
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.

Submitted EC1's:
EC1 889, Psychology 301, Evolutionary Psychology. Approved for WS99. 3 hours credit. Prerequisites: Psych 50, Psych 140.

EC1 890, Mining Engineering 301, Tunneling and Underground Construction Techniques. Approved for FS98. 2 hours lecture and 1 hour lab. Prerequisites: Mi Eng 231, Mi Eng 325 or Cv Eng 216, Cv Eng 245 or Ge Eng 371.

EC1 891 Life Sciences 301, Nutritional and Medicinal Properties of Plants. Approved for FS98. 3 hours lecture. Prerequisite: Life Sc 110.

EC1 892, Basic Engineering 201, Engineering Design Methodology. Approved for WS99. 3 hours lecture. Prerequisites: Junior standing in engineering and at least 12 hours major field credit.

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

Submitted CC1's:
CC1 4507, Petroleum Engineering 000, curriculum change for FS98. Previously approved at 4/13/98 meeting without 30 day circulation period. This CC1 was included with the May 4, 1998, agenda to allow time if any conflicts should arise.

CC1 4522, Mathematics 309, Advanced Calculus I, FS98. Previously approved at 4/13/98 meeting without 30 day circulation period. This CC1 was included with the May 4, 1998, agenda to allow time if any conflicts should arise.
CC1 4523, Geology 234, *Petrology and Petrography.* Approved for FS98. Change in catalog description to: The chemical composition, mineralogy, texture, mode of occurrence, and origin of rocks. The laboratory deals with the study of rock types using the petrographic microscope. Two field trips at student expense are required.

CC1 4524, Physics 322, *Advanced Physics Laboratory I.* Approved for FS98. Change in credit hours from 2 hours lab “TO” 3 hours lab.

CC1 4525, Physics 332, *Advanced Physics Laboratory II.* Approved for FS98. Change in credit hours from 2 hours lab “TO” 3 hours lab.

CC1 4526, Mathematics & Statistics. Approved change in Minor program for FS98. The Minor program now reads: The minor will consist of at least 12 hours of mathematics/statistics courses *at* the 200 or higher level and passing all of them with at least a grade of “C”. Further, at least 3 of the 12 hours must be at the 300 or higher level. Finally, Math 204 and Math 229 cannot both be counted, Math 203 and Math 208 cannot both be counted, and at most one of Stat 211, Stat 213, Stat 215 and Stat 217 may be counted. *Computer Science 228 may be substituted for one of these courses.*

CC1 4527, Physics 000. Change in curriculum. Approved for FS98. The increase in credit hours for Physics 322 and 332 increased the total hours for a bachelor of science in physics to 132 hours.

CC1 4528, Life Sciences. Change in department name to “Biological Sciences.” Approved for FS98.

\[\text{Howard D. Pyron, Chair}\]
CC1 4122, Econ 200, Special Problems. Approved new course for FS96. 1-6 hours variable credit. Prerequisite: Consent of instructor required. Description reads: Problems or readings on specific subjects or projects in the department.

Howard Pyron, Chair
Memorandum

To: Chancellor John Park

From: Bruce Selberg

Date: June 8, 1998

Subject: Academic Council Salary/Retirement Benefit Resolution

The University of Missouri retirement benefit is based on an employee's highest consecutive five-year salary average and years of university service. For most faculty this high five-year salary average will occur at the full professor rank and to the extent the average full professor's salary at UMR is below the approved comparison group the retirement benefit will be below by that same percentage. Although the university had a five-year salary catch-up, UMR full professor salaries have a larger gap from their counterpart in the comparison group than those at the associate and assistant professor levels.

The UMR Academic Council Personnel Committee studied this issue and recommend the attached resolution which was submitted for approval at the April 1998 Academic Council meeting. Due to a lack of a quorum at that meeting the resolution was sent out for a mail ballot where it was approved.

cc: Dean Russell Buhite
    Dean Robert Mitchell
    Dean Lee Saperstein
WHEREAS, there is general consensus that UMR salaries should be competitive with comparable institutions;

WHEREAS, the highest five (5) years of salary are the basis for determining retirement benefits; and

WHEREAS, there is apparently a comparative compression of salaries at UMR between Associate Professors and Professors;

IT IS HEREBY RESOLVED:

That the UMR Academic Council expresses it’s concern to the UMR Administration that UMR salaries have not achieved the competitive level with comparable institutions for all faculty.

Approved April 1998
To: UMR FACULTY

Academic Council Meeting
Thursday, June 25, 1998; 1:30 P.M.; 204 McNutt

I. Approval of minutes of the April 23, 1998 meeting

II. Reports and Responses
   A. President’s Report  (5 min.)  Bruce Selberg
   B. Chancellor’s Report  (10 min.)  John Park
      (10 minutes for Questions and Answers)

III. Reports of standing and Special Committees
   A. Curricula  (5 min.)  Howard Pyron
      1.*Report No. 8
   B. Personnel and Tenure(10 min.)  Greg Gelles and Don Myers
   C. Rules, Procedure, and Agenda  (5 min.)  Jeff Cawlfield
      1. Committee Elections
   D. Student Affairs  (5 min.)  Bill Wilson
      1.*Constitution-Eagle Scouts

IV. Old Business

V. New Business and Announcements
   A. Staff Council
   B. Student Council
   C. Referrals

*Information distributed with agenda to Academic Council members and department chairs.
Memo To: Academic Council  
From: UMR Campus Curricula Committee  
RE: May 19, 1998, Approval of ECI 897 and CCI 4530

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.

Submitted EC1:

The UMR Campus Curricula Committee recommends to the Academic Council that the curricula change on the following CC1 be approved.

Submitted CC1:
CCI 4530, Chemical Engineering 435, Distillation and Rectification. Approved deletion of course for SS98.

Howard D. Pyron, Chair
Collegiate Eagle Scout Association Constitution

I. Organization Name, Insignia and Affiliation.
   A. This organization will be recognized and referred to as the Collegiate Eagle Scout Association, or CESA.
   B. The official insignia of the organization will be:
      ![Insignia Image]
   C. CESA will be affiliated with the following organizations:
      1.) Local Explorer Post with the Boy Scouts of America
   D. CESA will comply with all local, state, and federal laws.

II. Aims and Objectives
   A. To provide scouts currently enrolled in college a chance to continue their scouting careers.
   B. To assist local troops and provide mentoring to younger scouts.
   C. To provide college aged scouts a way to assist local troops.

III. Membership
   A. Member Classifications
      1.) Voting Members
      2.) Honorary Members
   B. Membership Qualifications
      1.) Voting Members
         a.) Must be Eagle Scouts or Gold Award recipients
         b.) Must be enrolled in the University of Missouri - Rolla
         c.) Must show the Scout Spirit in their everyday lives
         d.) Must obey the principles of the Scout Oath, Law, Motto, and Slogan
      2.) Honorary Members
         a.) Must show the Scout Spirit in their everyday lives
         b.) Must obey the principles of the Scout Oath, Law, Motto, and Slogan
         c.) Must be elected by a majority of the voting members
   C. Dropping Members
      1.) Any member can be brought under evaluation by the Executive Board for failing to meet the minimum membership requirements
      2.) When a member is brought under evaluation the voting members as well as the member will be informed at least one week before the next business meeting.
      3.) The member under evaluation will be asked questions by the voting body to determine the cause of the evaluation.
      4.) The member will be asked to leave the room by the presiding officer. At this time the discussion will be opened to the floor.
      5.) A vote to drop a member must pass by a simple majority of the members present.
      6.) Members who have been dropped may ask to be reinstated after 3 months
         a.) During those three months the candidate must display exemplary Scout Spirit as well as adhere to the Scout Law, Oath, Motto, and Slogan.
         b.) The decision to reinstate a member will be left to the Executive Board.
         c.) The Executive Board can reinstate a member with a two-thirds vote.
         d.) If the Executive Board does not reinstate a member, the Voting Members can overturn the vote with a two-thirds majority vote of the entire body of Voting Members.
   D. Rights and Privileges of Members
      1.) Voting Members
         a.) Voting Members have the right to vote on all questions posed to the general body of CESA.
         b.) Voting Members may run for offices they are qualified to hold.

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c.) Voting Members may participate in any BSA activity open to the CESA chapter.
d.) Voting Members may hold positions on committees as well as committee chairs.

2.) Honorary Members
   a.) Honorary Members have no special rights or privileges in CESA.

IV. Offices and Officers

A. Officer Positions
1.) President
2.) Vice President
3.) Secretary
4.) Treasurer
5.) Counselor Secretary
6.) Post Committee Chairman
7.) Post Charter Representative
8.) Post Committee Secretary
9.) Post Committee Treasurer

B. The Executive Board
1.) The Executive Board will be comprised of the President, Vice President, Secretary, Treasurer, Counselor Secretary, Post Committee Chairman and Faculty Advisor as an ex officio member.
2.) The Executive Board will conduct meetings and be the official representatives of CESA during meetings with other organizations.

C. The Post Committee Board
1.) The Post Committee Board will be comprised of the Post Committee Chairman, Post Charter Representative, Post Committee Secretary, Post Committee Treasurer, and Faculty Advisor.
2.) The Post Committee Board is the adult body that oversees the operation of the local BSA chapter sponsored by the CESA unit.
3.) The Post Committee Board acts as an advisory body to the Executive Board.

D. Officer Qualifications
1.) President/ Vice President/ Secretary/ Treasurer/ Counselor Secretary
   a.) Must be a Voting Member of CESA
2.) Post Committee Chairman/ Post Charter Representative/ Post Committee Secretary/ Post Committee Treasurer
   a.) Must be a Voting Member of CESA.
   b.) Must be 21 years of age.

E. Office Terms
1.) Office terms will last one semester. Each term will run from the first day of class the semester after the general election until the day before classes begin one semester later.

F. Elections
1.) Elections will be held for the following positions: President, Vice President, Secretary, Treasurer, and Counselor Secretary.
2.) Elections will be held during the latter part of the fall and spring semesters.
3.) All nominations must be made or submitted by the end of the business meeting prior to the election business meeting. Nominations can come from the floor or by submitting nominations to the Secretary in writing prior to the meeting.
4.) All nominations must be made available to all voting members at least one week before the election business meeting.
5.) Officers are elected by a majority vote of the Voting Members.
6.) Votes will be counted and recorded by the Secretary. Any absentee votes will be tallied and added to the count.
7.) Current officers will also appoint persons to the positions of Post Committee Chairman, Post Committee Secretary, Post Committee Treasurer, and Post Charter Representative during this business meeting.

G. Officer Duties
1.) President
   a.) The President is responsible for conducting business meetings.
b.) The President is responsible for overseeing all work done by members working under the auspices of CESA.
c.) The President is responsible for maintaining the level of scout spirit and honor in CESA.

2.) Vice President
   a.) The Vice President is responsible for conducting business in the event of the President’s absence.
   b.) The Vice President is in charge of overseeing all committees with the exception of the Post Committee Board.

3.) Secretary
   a.) The Secretary is responsible for recording minutes during business meetings.
   b.) The Secretary is responsible for distributing information to Members as needed.
   c.) The Secretary is responsible for collecting, counting, and recording votes during all voting sessions.

4.) Treasurer
   a.) The Treasurer is responsible for collecting all money owed to CESA.
   b.) The Treasurer is responsible for purchasing equipment or goods for CESA.
   c.) The Treasurer is responsible for keeping accurate and up to date records of all CESA finances.

5.) Counselor Secretary
   a.) The Counselor Secretary is responsible for maintaining record of Merit Badges or other programs members are willing and able to teach.
   b.) The Counselor Secretary is responsible for making changes in advancement requirement known to all members.

6.) Post Committee Chairman
   a.) The Post Committee Chairman is responsible for maintaining the organization’s ties to the local BSA chapters.
   b.) The Post Committee Chairman is responsible for enrollment in the local BSA chapter associated with CESA.

7.) Post Charter Representative
   a.) The Post Charter Representative is responsible for all publicity and public relation related concerns with the local BSA chapter.

8.) Post Committee Secretary
   a.) The Post Committee Secretary is responsible for organizing and cataloging any information generated by the local BSA chapter.

9.) Post Committee Treasurer
   a.) The Post Committee Treasurer is responsible for tracking all financial data generated by the BSA local chapter.
   b.) The Post Committee Treasurer reports all financial transactions or concerns to the Executive Board Treasurer.

H. Vacancies
1.) If the vacancy is in an appointed position, the Executive Board will meet and appoint a new officer. Appointed Offices include Post Committee Chairman, Post Committee Secretary, Post Committee Treasurer, Post Charter Representative and any ad hoc committee chairmen.
2.) In the event of a vacancy in an elected position, the Secretary will open nominations for candidates to fill the position. Nominations should remain open for at least one week before the next business meeting.
3.) Nominations remain open during the meeting until the floor moves and votes to close nominations.
4.) Once nominations have been closed each nominee is permitted to make a brief statement to the delegation. Once all of the nominees have spoken they will be asked to leave the meeting.
5.) The floor will be opened for debate until the floor moves to close debate on candidates.
6.) Once the debate has been closed the Secretary will read the list of candidates to the voting members and then will call for and record the votes for individual candidates.
7.) Voting Members can call for a secret ballot.
8.) The officer-elect would assume the office immediately after the office became vacant. If the election were held while the office was vacant, the officer-elect would assume the role of officer immediately.

I. Method of Impeachment
1.) Officers can be impeached for the following reasons:
   a.) Failure to meet the minimum requirements of a Voting Member.
   b.) Gross neglect for the duties of his or her office.
   c.) The misrepresentation or abuse of his or her power as an officer.

2.) Steps in Impeachment
   a.) Who conducts business
      i.) If the Officer in question is on the Executive Board, the Post Committee Secretary must make the information pertaining to the Officer, the indiscretion, and the impeachment available to all members of CESA. The Post board will continue to conduct the impeachment proceedings.
      ii.) If the Officer in question is on the Post Committee Board, The Executive Board Secretary must make the information pertaining to the officer, the indiscretion, and the impeachment available to all members of CESA. The Executive Board will continue to conduct the impeachment proceedings.
   b.) The Presiding Officers will run the next scheduled business meeting.
   c.) Once the officer has been charged with some action that implicates them for impeachment, the presiding Chairman of the meeting will call for an open debate on the matter at the next business meeting. The Officer in question should be available to answer questions raised by the floor.
   d.) Once the floor closes debate, the Officer in question will be asked to leave the meeting. At this point the Presiding Secretary will repeat the charges and call for a vote on whether the Officer in question should be impeached. The vote will be counted and recorded.
   e.) In the event of an impeachment
      i.) The old officer will be informed of his impeachment
      ii.) The Executive Board will take over the business meeting and proceed with filling an officer vacancy procedure outlined in article IV.G.

V. Advisors
A. There must be one Faculty Advisor at all times.
   1.) The University must be professional staff of the university.
   2.) The Faculty Advisor should be at least 21 years of age.
   3.) The faculty advisor must be voted in by a majority of the Voting Members present at the election

B. Any number of advisors may be elected into the group by a majority of the voting members present at the election. All nominees should be submitted and published at least one week before the business meeting.

C. All advisors are elected for a one-year term. Advisors can be impeached following the same impeachment proceedings used for standard officers. Faculty and normal Advisors qualify as Post committee members during these proceedings.

VI. Committees
A. Standing Committees
   1.) Executive Board.
      a.) The Executive Board should contain the members outlined in Article IV.B.1
      b.) The Executive Board will be elected as outlined in Article IV.E
   2.) The Post Committee Board.
      a.) The Post Committee Board will contain the members outlined in Article IV.C.1
      b.) The Executive Board, with the exception of the Faculty Advisor will appoint the Post Committee Board. The Faculty Advisor will be chosen using the process outlined in Article V.A
   3.) The Counselor Committee
      a.) The Counselor Secretary will chair the Counselor Committee.
b.) The Counselor Committee will maintain the record of members who are willing and able to
teach merit badges or other programs.

c.) The Counselor Committee will be comprised of volunteers from the Voting members.

B. Temporary Committees

a.) Temporary Committees must be appointed by the Executive Board

b.) At the time of the temporary committee's appointment, the Executive Board will address the
terms of its existence. These stipulations should include

1.) The committee name

2.) The committee members

3.) The purpose of the committee

4.) The life span of the committee or the terms under which it is dismissed.

c.) Voting members may be members of temporary committees.

VII. Dues

A. All Voting Members will be required to pay dues.

B. Dues will be used to cover the cost of BSA registration for that member and cover the operating cost of
the chapter.

C. The Executive Board will regulate the dues and adjust them as needed. Dues should include a uniform
local fee and include the cost to register a member with the local explorer post.

D. Dues must be paid in full by the second business meeting of the new academic year or at the time of
registration of new members.

E. All dues must be paid to the Treasurer.

VIII. Meetings

A. Types of Meetings

1.) Business Meetings

a.) These meetings should be conducted once a month and be used to handle any business where
votes concerning officers and amendments are needed.

b.) The date of a pending business meeting should be scheduled at least two weeks in advance
and open to debate by the Voting Members

2.) Informal Meetings

a.) Informal meetings can be called by the President to take care of business without waiting for a
business meeting.

b.) An informal Meeting should be conducted over the course of one week.

c.) Typically, Informal Meetings will be conducted over e-mail, telephone, or in small group
sessions.

d.) Any votes required by an informal meeting should be registered with the Secretary within one
week of the question being presented.

e.) Votes taken during informal meetings are binding but cannot be used to elect Officers,
Honorary Members, or Advisors, or to make constitutional revisions.

f.) It is the responsibility of the Secretary to insure that all members are made aware of the
informal meeting, open voting, and the results of any votes.

3.) Special Meetings

a.) The President may call a special meeting if the Executive Board decides another meeting is
necessary. At least one weeks notice should be given for a Special Meeting.

b.) Special Meetings should be called for non-business or emergency business reasons only.
Normal business should be saved until a business meeting or informal meeting.

4.) Emergency Meetings

a.) Emergency Meetings can be held if one fourth of the voting members meet to discuss issues
facing the chapter.

b.) Normal business can be conducted during an emergency meeting.

c.) A formal business meeting can be scheduled at an Emergency Meeting.

d.) The Executive Board does not have to be present at an Emergency Meeting for business to
take place. A presiding member and recording secretary should be chosen by consensus to
facilitate the meeting and report any business to the Executive Board.

B. Quorum
I. Most business conducted will not recognize the need for a quorum. The simple majority of the votes cast will qualify the vote. However, all votes must be made publicly known to all Voting Members for at least one week before they can be closed.

2. For Constitutional Amendments and Elections, two thirds of the Voting Members must register votes for the voting to be closed.

C. Robert’s rules of Order will be used to conduct all Business Meetings.

D. Member Participation
   1.) Honorary, and Voting Members may be present at all of the meetings listed in Article VIII A.
   2.) Only Voting Members may make motions or vote at any meeting.

IX. Constitution

A. Adoption
   1.) Two thirds of the chapter’s member’s vote will be required to adopt the Constitution.
   2.) The constitution must be approved by the Student Affairs Committee.
   3.) The constitution must be approved by the Academic Council.

B. Amendments
   1.) Amendments must be introduced to the Executive Board at least 30 days before the business meeting.
   2.) The Secretary will distribute the proposal to the Members at least 20 days prior to the business meeting.
   3.) A two-thirds majority is required to vote amendments into the constitution.
   4.) Amendments must meet with the criteria of Article IX A.2 and IX A.3.

C. By-laws
   1.) By-laws may become a necessary part of the constitution for the successful development or daily operation of the chapter.
   2.) By-laws may be accepted at a business meeting with a majority vote.
   3.) Amendments to by-laws may be accepted by a two-thirds majority vote of members present at a business meeting.
   4.) By-laws can only be adopted or revised at business meetings.
   5.) By-laws must meet with the criteria of Article IX A.2 and IX A.3.
Memo To: Academic Council  
From: UMR Campus Curricula Committee  
RE: Approval of the B.S. Degree in Electrical and Computer Engineering  
Date: June 25, 1998

The UMR Campus Curricula Committee recommends to the Academic Council the approval of the following changes to the recently approved curriculum for the new B.S., M.S. and Ph.D. degrees in Electrical and Computer Engineering.

Approval of the following courses to be moved from Electrical Engineering designation to Computer Engineering designation.

El Eng 111 to Cp Eng 111  
El Eng 112 to Cp Eng 112  
El Eng 213 to Cp Eng 213  
El Eng 311 to Cp Eng 311  
El Eng 312 to Cp Eng 312  
El Eng 313 to Cp Eng 313  
El Eng 315 to Cp Eng 315  
El Eng 316 to Cp Eng 316  
El Eng 317 to Cp Eng 317  
El Eng 412 to Cp Eng 412  
El Eng 415 to Cp Eng 415  
El Eng 416 to Cp Eng 416

Howard D. Pyron, Chair
The meeting was called to order at 1:35 P.M. by President Bruce Selberg. One substitution was noted—Mark Potravka for Bill Wilson.

1. There was a motion to approve the minutes of the April 23, 1998 meeting. There was a second and motion carried.

2. REPORTS AND RESPONSES
   A. PRESIDENT'S REPORT
      1. Professor Selberg announced that the Salary Resolution passed by mail ballot.
      2. Concerning the May IFC meeting:
         a. President Selberg said they discussed what constitutes a legal vote (because of concerns from UMC about the common calendar), and there should be a final decision at the June retreat.
         b. The IFC also discussed comparator groups—overall and on each campus.
         c. There was again discussion on Intellectual Property rights.
         d. President Pacheco spoke at the IFC meeting about endowed chairs.
      3. Professor Selberg said that the Retirement Package recommendation was discussed at the last Board of Curators' meeting. President Pacheco was not present. The Curators had concerns about funding, but a final decision may come at their July meeting.
      4. Dr. Gajda commented that he is the chair of the UM committee discussing copyright ownership of faculty developed materials.
B. CHANCELLOR’S REPORT

1. Dr. Park reported that North Central Accreditation has rescheduled to April 19, 20, and 21 for their visit in 1999, and he emphasized the importance of a good impression.

2. The Chancellor mentioned the planning process, and said a draft of the new Strategic Plan is on the Chancellor’s Home Page.

3. Dr. Park also mentioned that there has been an increase in the allocation for Mission Enhancement.

4. Q and A—There were no questions from the floor.

3 REPORTS OF STANDING AND SPECIAL COMMITTEES

A. CURRICULA

1. Professor Howard Pyron presented this report, mentioning the EC1’s on page one for information only. He then moved to approve the CC1’s on page two and three. There was a second and motion carried.

2. Professor Pyron then distributed an additional page listing courses changed from Electrical Engineering to Computer Engineering classification. He moved to approve these. Professor Dan White seconded and motion carried.

B. PERSONNEL AND TENURE

1. Professor Don Myers presented the first part of this report. He stated that the Personnel Committee met the last week of the semester with Joe Schmidberger (from STUCO) to discuss the concerns about students having input on promotion and tenure.

   a. Professor Myers said the students planned to develop a questionnaire, collecting information from the students on the faculty members applying for tenure. This would be analyzed and then turned over to Dr. Gajda. The Student Council’s concern was with the Teaching Evaluation. They were not satisfied with the questions presently used for this purpose.
b. The committee suggested to Mr. Schmidberger that the students discuss this with Dr. Gajda, to verify Student Council’s understanding of the timing and acceptability of such information. Professor Myers reported that it was his understanding that STUCO had decided to proceed with their stated plan in the fall.

2. Professor Greg Gelles representing the Tenure Committee stated that their feeling was the same as that of the Personnel Committee.

a. He said the dossier is the basis for promotion and tenure decisions, and students should not interject information.

b. Dr. Gajda commented that he felt he had explained the procedure correctly to the students, and that he had told them he couldn’t just add their information to the dossiers.

c. Professor Lance Haynes said that he thinks this would not be a good addition to the process, and that administration needs to clarify the procedure to Student Council.

d. Dr. Park commented that it is an open system, with anyone having the opportunity to give information to the department prior to consideration of the dossier.

e. There was more lengthy discussion, followed by Dr. Gajda saying he will put the information in writing and meet with the students to clarify.

C. RULES, PROCEDURES, AND AGENDA

1. In the absence of the chair, Jeff Cawlfiefield, Professor Greg Gelles conducted the election for Grievance Hearing Panel and Student Affairs.

2. The ballots were distributed, marked, and collected for counting.
D. STUDENT AFFAIRS—In the absence of Bill Wilson, Mark Potravka presented this report.

1. The constitution for the Collegiate Eagle Scout Association was again presented for approval. The entire constitution had been distributed with the agenda.

2. Mr. Potravka stressed the fact the group is open to qualifying females, and it satisfies Federal regulations as explained in Section 1D.

3. There was a motion to approve, followed by a second. Motion carried.

4. No old business was presented.

5. No new business was presented.

There was a motion and a second to adjourn. Motion carried.

Respectfully submitted,

Jerry Tien
Secretary

*Minutes of the Academic Council are considered official notification and documentation of actions approved.*