

UNIVERSITY OF MISSOURI  
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BOARD OF CURATORS

Minutes of Board of Curators Meeting  
University of Missouri-St. Louis  
January 31-February 1, 2008

**BOARD OF CURATORS OPEN SESSION**

An open session of the University of Missouri Board of Curators meeting convened at 10:35 A.M., on Thursday, January 31, 2008, in Century Ballroom A-B, on the University of Missouri-St. Louis campus, pursuant to public notice given of said meeting. Cheryl Walker, Chairwoman of the Board of Curators, presided over the meeting.

Curators Present:

The Honorable Marion H. Cairns  
The Honorable John M. Carnahan III  
The Honorable Warren K. Erdman  
The Honorable Bo Fraser  
The Honorable Judith G. Haggard  
The Honorable Doug Russell  
The Honorable Cheryl D.S. Walker  
The Honorable Don Walsworth  
The Honorable David G. Wasinger  
Student Representative Anton H. Luetkemeyer

Also Present:

Dr. Gordon H. Lamb, Interim President  
Mr. Gary Forsee, President Designate  
Mr. Stephen J. Owens, General Counsel  
Mr. Marvin E. "Bunky" Wright, General Counsel Emeritus  
Ms. Kathleen M. Miller, Secretary of the Board of Curators  
Dr. Gary K. Allen, DVM, Vice President for Information Technology  
Dr. Guy H. Bailey, Chancellor, University of Missouri-Kansas City  
Dr. John F. Carney III, Chancellor, Missouri University of Science and Technology  
Dr. K. Blake Danuser, Interim Vice President for Human Resources

Dr. Brady J. Deaton, Chancellor, University of Missouri-Columbia  
Dr. Thomas F. George, Chancellor, University of Missouri-St. Louis  
Dr. Steven W. Graham, Interim Vice President for Academic Affairs  
Mr. Stephen C. Knorr, Vice President for Government Relations  
Ms. Natalie "Nikki" Krawitz, Vice President for Finance and Administration  
Dr. Michael F. Nichols, Vice President for Research and Economic Development  
Mr. James H. Ross, Chief Executive Officer of University of Missouri Health Care  
Mr. David R. Russell, Chief of Staff  
Mr. Scott Charton, Director of University Communications  
Media Representatives

### **General Business**

It was recommended by Chairwoman Walker, moved by Curator Erdman and seconded by Curator Cairns, that the following Board of Curators Standing Committee appointments for 2008 be approved:

#### **2008 BOARD OF CURATORS STANDING COMMITTEES**

##### Executive Committee

Bo Fraser, Chair  
John M. Carnahan III  
Doug Russell  
Cheryl D. S. Walker, ex officio

##### Academic and Student Affairs Committee

Judith G. Haggard, Chair  
Marion H. Cairns  
Doug Russell  
David G. Wasinger  
Tony Luetkemeyer, ex officio

##### Compensation and Human Resources Committee

Warren K. Erdman, Chair  
John M. Carnahan III  
Bo Fraser  
Don Walsworth  
Cheryl D. S. Walker, ex officio

##### External Affairs Committee

Marion H. Cairns, Chair  
Warren K. Erdman  
Doug Russell

Cheryl D. S. Walker, ex officio  
Tony Luetkemeyer, ex officio  
University President, ex officio

Finance and Audit Committee

Doug Russell, Chair  
Marion H. Cairns  
Bo Fraser  
Don Walsworth

Governance Committee

Don Walsworth, Chair  
Marion H. Cairns  
John M. Carnahan III  
Warren K. Erdman  
Cheryl D. S. Walker, ex officio  
University President, ex officio

Physical Facilities and Management Services Committee

Don Walsworth, Chair  
Judith G. Haggard  
David G. Wasinger

Resources and Planning Committee

David G. Wasinger, Chair  
Warren K. Erdman  
Judith G. Haggard

Roll call vote:

Curator Cairns voted yes.  
Curator Carnahan was absent for the vote.  
Curator Erdman voted yes.  
Curator Fraser voted yes.  
Curator Haggard was absent for the vote.  
Curator Russell voted yes.  
Curator Walker voted yes.  
Curator Walsworth was absent for the vote.  
Curator Wasinger voted yes.

The motion carried by a vote of six and zero.

It was moved by Curator Cairns and seconded by Curator Fraser, that there shall be a closed meeting with a closed record and closed vote of the Board of Curators, on

Thursday, January 31, 2008, and as needed on Friday, February 1, 2008, for consideration of:

- Section 610.021(1), RSMo, relating to matters identified in that provision, which include legal actions, causes of action or litigation, and confidential or privileged communications with counsel; and
- Section 610.021(2), RSMo, relating to matters identified in that provision, which include leasing, purchase, or sale of real estate; and
- Section 610.021(3), RSMo, relating to matters identified in that provision, which include hiring, firing, disciplining, or promoting of particular employees; and
- Section 610.021(12), RSMo, relating to matters identified in that provision, which include sealed bids and related documents and sealed proposals and related documents or documents related to a negotiated contract; and
- Section 610.021(13), RSMo, relating to matters identified in that provision, which include individually identifiable personnel records, performance ratings, or records pertaining to employees or applicants for employment.

Roll call vote:

Curator Cairns voted yes.  
Curator Carnahan was absent for the vote.  
Curator Erdman voted yes.  
Curator Fraser voted yes.  
Curator Haggard was absent for the vote.  
Curator Russell voted yes.  
Curator Walker voted yes.  
Curator Walsworth was absent for the vote.  
Curator Wasinger voted yes.

The motion carried by a vote of six and zero.

### **Finance and Audit Committee Meeting**

Curator Doug Russell, Chair  
Curator Marion H. Cairns  
Curator Bo Fraser  
Curator Don Walsworth

Curator Russell, Chairman of the Finance and Audit Committee, convened an open meeting of the Finance and Audit Committee at 10:40 A.M., on Thursday, January

31, 2008, in Century Ballroom A-B, on the University of Missouri-St. Louis campus, pursuant to public notice given of said meeting.

Strategic Financial Planning Assumptions, UM – presented by Vice President Krawitz (information and slides on file)

Fiscal Year 2009 Budget and Planning, UM – presented by Vice President Krawitz (information and slides on file)

Fiscal Year 2009 Tuition and Fees, UM – presented by Vice President Krawitz (information and slides on file)

Internal Audit Quarterly and Follow-up Reports, UM – presented by Ms. Audrey Katcher, PricewaterhouseCoopers, LLP (information and slides on file)

Engagement of KPMG LLP as Independent Auditors for 2007-2008, UM – presented by Vice President Krawitz (information on file)

It was recommended by Vice President Krawitz and endorsed by Interim President Lamb, moved by Curator Cairns and seconded by Curator Walsworth, that the Finance and Audit Committee recommend the following action to the Board of Curators for approval:

that the Vice President for Finance and Administration be authorized to employ the firm of KPMG LLP to provide audit services to the University of Missouri for fiscal year ending June 30, 2008, for fees of \$651,988, plus expenses not to exceed \$54,630, with the option to renew for the last year of a five-year engagement.

Committee roll call vote:

Curator Cairns voted yes.

Curator Fraser voted yes.

Curator Russell voted yes.

Curator Walsworth voted yes.

The motion carried.

Fiscal Year 2009 Residence Hall and Family Student Housing Rates, UM – presented by Vice President Krawitz (information and slides on file)

It was recommended by the respective Chancellors, endorsed by Interim President Lamb, moved by Curator Walsworth and seconded by Curator Cairns, that the Finance and Audit Committee recommend to the Board of Curators for approval the schedule of rates for the Residence Hall and Family and Student Housing at Columbia, Kansas City, Rolla, and St. Louis (as on file with the minutes of the Board of Curators meeting), effective beginning with the 2008 Summer Session.

Committee roll call vote:

Curator Cairns voted yes.  
Curator Fraser voted yes.  
Curator Russell voted yes.  
Curator Walsworth voted yes.

The motion carried.

Fiscal Year 2009 Student Activity, Facility, and Health Services Fees, UM – presented by Vice President Krawitz (information and slides on file)

It was moved by Curator Cairns and seconded by Curator Walsworth that the recommendation for the Board of Curators to approve the schedule of rates for the Student Activity, Facility, and Health Services fees for Fiscal Year 2009, be withdrawn until March-April, 2008.

Committee roll call vote:

Curator Cairns voted yes.  
Curator Fraser voted yes.  
Curator Russell voted yes.  
Curator Walsworth voted yes.

The motion carried.

There being no further business to be considered by the Finance and Audit Committee, the meeting concluded at 12:40 P.M., on Thursday, January 31, 2008.

Chairwoman Walker called a recess of the meeting until 1:15 P.M., on Thursday, January 31, 2008.

**Academic and Student Affairs Committee Meeting**

Curator Judith G. Haggard, Chair

Curator Marion H. Cairns

Curator Doug Russell

Curator David G. Wasinger

Student Representative Tony Luetkemeyer, ex officio

Curator Haggard, Chairwoman of the Academic and Student Affairs Committee, convened an open meeting of the Academic and Student Affairs Committee at 1:27 P.M., on Thursday, January 31, 2008, in Century Ballroom A-B, on the University of Missouri-St. Louis campus, pursuant to public notice given of said meeting.

Curators Present:

The Honorable Marion H. Cairns

The Honorable Judith G. Haggard

The Honorable Doug Russell

The Honorable David G. Wasinger

Student Representative Anton H. Luetkemeyer

Also Present:

Dr. Gordon H. Lamb, Interim President

Mr. Marvin E. "Bunky" Wright, General Counsel Emeritus

Ms. Kathleen M. Miller, Secretary of the Board of Curators

Dr. Gary K. Allen, DVM, Vice President for Information Technology

Dr. John F. Carney III, Chancellor, Missouri University of Science and Technology

Dr. Brady J. Deaton, Chancellor, University of Missouri-Columbia

Dr. Thomas F. George, Chancellor, University of Missouri-St. Louis

Dr. Steven W. Graham, Interim Vice President for Academic Affairs

Mr. Stephen C. Knorr, Vice President for Government Relations

Ms. Natalie "Nikki" Krawitz, Vice President for Finance and Administration

Media Representatives

New Faculty Teaching Scholars Program – introduced by Interim Vice President Graham (information on file)

New Faculty Teaching Scholars Panel:

Greg Holliday, Ph.D., Director, New Faculty Teaching Scholars Program and Director, President's Academic Leadership Institute

Sonya Bahar, Ph.D., Assistant Professor of Biophysics and Director, Center for Neurodynamics Physics, University of Missouri-St. Louis

Dr. Lynn Boorady, Assistant Professor of Textile and Apparel Management, University of Missouri-Columbia

Boris Ricks, Ph.D., Assistant Professor of Political Science, University of Missouri-Kansas City

Ganesh Kumar Venayagamoorthy, Ph.D., Associate Professor of Electrical and Computer Engineering, Missouri University of Science and Technology

Reaccreditation Report, UMSL – presented by Chancellor George (no report on file)

Mission Statement, MS&T – presented by Interim Vice President Graham

It was recommended by Interim Vice President Graham, endorsed by Interim President Lamb, moved by Curator Russell and seconded by Curator Cairns, that the Academic and Student Affairs Committee recommend to the Board of Curators for approval the following action:

that the revisions to the Missouri University of Science and Technology Mission Statement be approved as follows:

Missouri University of Science and Technology Mission Statement  
(draft for approval by the Board of Curators on February 1, 2008)

Missouri University of Science and Technology integrates education and research to create and convey knowledge to solve problems for our State and the technological world.

Committee roll call vote:

Curator Cairns voted yes.  
Curator Haggard voted yes.  
Curator Russell voted yes.  
Curator Wasinger voted yes.

The motion carried.



There being no further business to come before the Academic and Student Affairs Committee, the meeting was adjourned at approximately 2:10 P.M.

**Compensation and Human Resources Committee Meeting**

Curator Warren K. Erdman, Chair  
Curator John M. Carnahan III  
Curator Bo Fraser  
Curator Don Walsworth  
Curator Cheryl D. S. Walker, ex officio

Curators Present:

The Honorable John M. Carnahan III  
The Honorable Warren K. Erdman  
The Honorable Bo Fraser  
The Honorable Cheryl D.S. Walker  
The Honorable Don Walsworth

Also Present:

Mr. Gary Forsee, President Designate  
Mr. Stephen J. Owens, General Counsel  
Ms. Kathleen M. Miller, Secretary of the Board of Curators  
Dr. Guy H. Bailey, Chancellor, University of Missouri-Kansas City  
Dr. K. Blake Danuser, Interim Vice President for Human Resources  
Dr. Michael F. Nichols, Vice President for Research and Economic Development  
Mr. James H. Ross, Chief Executive Officer of University of Missouri Health Care  
Media Representatives

Curator Erdman, Chair of the Compensation and Human Resources Committee, convened an open meeting of the Compensation and Human Resources Committee at approximately 1:30 P.M., on Thursday, January 31, 2008, in Century Ballroom C, on the University of Missouri-St. Louis campus, pursuant to public notice given of said meeting.

Fiscal Year 2009 Benefits Costs Report – presented by Interim Vice President Danuser (letter to committee on file)

Report on Training for Prevention of Sexual Harassment – presented by Interim Vice President Danuser (information on file)

There being no further business to come before the Compensation and Human Resources Committee, the meeting concluded at 2:25 P.M., on Thursday, January 31, 2008.

**Physical Facilities and Management Services Committee Meeting**

Curator Don Walsworth, Chair

Curator Judith G. Haggard

Curator David G. Wasinger

Curator Walsworth, Chair of the Physical Facilities and Management Services Committee, convened an open meeting of the Physical Facilities and Management Services Committee at approximately 2:30 P.M., on Thursday, January 31, 2008, in Century Ballroom A-B, on the University of Missouri-St. Louis campus, pursuant to public notice given of said meeting.

Benton Stadler Science Complex Addition and Renovation – Architect/Engineer Selection, UMSL – presented by Vice President Krawitz and Chancellor George

It was recommended by Chancellor George, endorsed by Interim President Lamb, moved by Curator Wasinger and seconded by Curator Haggard, that the Physical Facilities and Management Services Committee offer the following recommendation to the Board of Curators for approval:

that the Vice President for Finance and Administration be authorized to employ the firm of Hellmuth, Obata + Kassabaum, Inc., St. Louis, Missouri, for design-build bridging services for the Benton Stadler Science Complex Addition and Renovation at the University of Missouri-St. Louis, for a not-to-exceed fee of \$582,000.

Funding is from Lewis and Clark State Appropriation: \$28,500,000

Committee roll call vote:

Curator Haggard voted yes.

Curator Walsworth voted yes.

Curator Wasinger voted yes.

The motion carried.

Surgery Tower – Architect/Engineer Selection, UMHC – presented by Vice President Krawitz and Chief Executive Officer Ross

It was recommended by Chief Executive Officer Ross, endorsed by Interim President Lamb, moved by Curator Wasinger and seconded by Curator Haggard, that the Physical Facilities and Management Services Committee offer the following recommendation to the Board of Curators for approval:

that the Vice President for Finance and Administration be authorized to employ the firm of Hellmuth, Obata + Kassabaum, Inc., St. Louis, Missouri, for design services for the Surgery Tower at University of Missouri Health Care, for a lump sum fee for architectural programming of \$185,000 and a lump sum basic services fee of \$5,239,520. Additionally, if supplemental appropriation is forthcoming for the Ellis Fischel Cancer Center, approval is granted to adjust design service fees by the same percentage (5.954) applied to the additional construction cost.

Funding is from UMHC General Operating: \$5,424,520

Committee roll call vote:

Curator Haggard voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried.

New Student Union – Design-Build Project Approval, UMKC – presented by Vice President Krawitz and Chancellor Bailey

It was recommended by Chancellor Bailey, endorsed by Interim President Lamb, moved by Curator Wasinger and seconded by Curator Haggard, that the Physical Facilities and Management Services Committee offer the following *amended* recommendation to the Board of Curators for approval:

that the firm of Brailsford & Dunlavey, Washington, D.C., be retained for programming and design/build bridging document services for the University of Missouri-Kansas City's New Student Center, for a lump sum fee of \$138,120.

Committee roll call vote on amended recommendation:

Curator Haggard voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried.

Change of Schematic Design for the Orthopaedics Institute, UMHC – presented by Vice President Krawitz and Chief Executive Officer Ross (schematic design on file)

It was recommended by Chief Executive Officer Ross, endorsed by Interim President Lamb, moved by Curator Wasinger and seconded by Curator Haggard, that the Physical Facilities and Management Services Committee offer the following recommendation to the Board of Curators for approval:

the change of schematic design prepared by Cannon Design, St. Louis, Missouri, for the Orthopaedics Institute, at the University of Missouri Health Care.

Funding is from:

UMHC General Operating Fund	\$48,000,000
Internal Campus Loan	\$2,200,000
UMC School of Medicine Department of Orthopaedics Reserves	<u>\$2,300,000</u>
Total Funding	\$52,500,000

Committee roll call vote:

Curator Haggard voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried.

Miller Nichols Library Renovation and Interactive Learning Center Addition– Schematic Design, UMKC – presented by Vice President Krawitz and Chancellor Bailey (schematic design on file)

It was recommended by Chancellor Bailey, endorsed by Interim President Lamb, moved by Curator Wasinger and seconded by Curator Haggard, that the Physical

Facilities and Management Services Committee offers the following recommendation to the Board of Curators for approval:

the schematic design prepared by Peckham, Guyton, Albers & Viets, Inc., St. Louis, Missouri, for the Miller Nichols Library Renovation and Interactive Learning Center Addition and the initiation of the Phase I project, at the University of Missouri-Kansas City.

Phase I Project Funding is from:

Gifts	\$10,000,000
Debt Financing (to be repaid from general campus revenues And Oak Street West Housing net revenues)	<u>\$10,000,000</u>
Total Funding	\$20,000,000

Committee roll call vote:

Curator Haggard voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried.

There being no further business to come before the Physical Facilities and Management Services Committee, the meeting concluded at 3:35 P.M., on Thursday, January 31, 2008.

Chairwoman Walker declared the open session of the Board of Curators meeting in recess until 9:00 A.M., on Friday, February 1, 2008.

#### **BOARD OF CURATORS CLOSED SESSION**

A closed session of the University of Missouri Board of Curators meeting convened at 3:50 P.M., on Thursday, January 31, 2008, in Century Ballroom C, on the University of Missouri-St. Louis campus, pursuant to public notice given of said meeting. Vice Chairman Fraser called the meeting to order and presided over the closed session until Chairwoman Walker arrived at 4:00 P.M.

Curators Present:

The Honorable Marion H. Cairns  
The Honorable John M. Carnahan III  
The Honorable Warren K. Erdman  
The Honorable Bo Fraser  
The Honorable Doug Russell  
The Honorable Cheryl D.S. Walker  
The Honorable Don Walsworth  
The Honorable David G. Wasinger  
Student Representative Anton H. Luetkemeyer

Due to personal health reasons, the Honorable Judith G. Haggard was unable to attend the closed session.

Also Present:

Dr. Gordon H. Lamb, Interim President  
Mr. Gary Forsee, President Designate  
Mr. Stephen J. Owens, General Counsel  
Mr. Marvin E. "Bunky" Wright, General Counsel Emeritus  
Ms. Kathleen M. Miller, Secretary of the Board of Curators  
Dr. Brady J. Deaton, Chancellor, University of Missouri-Columbia  
Ms. Natalie "Nikki" Krawitz, Vice President for Finance and Administration

<sup>161</sup> Ground Lease, UM – This item has been excluded from the minutes and will be presented to the Board of Curators for approval upon completion of transaction of subject matter.

<sup>162</sup> Naming, UMC – This item has been excluded from the minutes and will be presented to the Board of Curators for approval upon completion of transaction of subject matter.

Vice President Krawitz and Chancellor Deaton excused themselves from the closed session.

Litigation Report – presented by General Counsel Owens and Emeritus General Counsel Wright (report on file with the Office of the General Counsel)

Personnel Update – provided by Interim Vice President Lamb, with Chancellor Deaton, who rejoined the closed session.

Curator Russell excused himself from the closed session at 5:00 P.M. and Chancellor Deaton excused himself from the closed session at 5:15 P.M.

It was moved by Curator Carnahan and seconded by Curator Wasinger that the closed session of the Board of Curators meeting, January 31, 2008, be adjourned.

Curator Cairns voted yes.  
Curator Carnahan voted yes.  
Curator Erdman voted yes.  
Curator Fraser was absent for the vote.  
Curator Haggard was absent.  
Curator Russell was absent.  
Curator Walker voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried by a vote of six and zero.

There being no further business to come before the Board of Curators in the closed session, the meeting concluded at 5:30 P.M., on Thursday, January 31, 2008.

#### **BOARD OF CURATORS OPEN SESSION**

Due to hazardous winter weather conditions, the breakfast with the University of Missouri-St. Louis Faculty Senate was canceled.

An open session of the University of Missouri Board of Curators meeting convened at 9:08 A.M., on Friday, February 1, 2008, in Century Ballroom A-B, on the University of Missouri-St. Louis campus, pursuant to public notice given of said meeting. Cheryl Walker, Chairwoman of the Board of Curators, presided over the meeting.

#### Curators Present:

The Honorable Marion H. Cairns  
The Honorable John M. Carnahan III  
The Honorable Warren K. Erdman  
The Honorable Bo Fraser  
The Honorable Cheryl D.S. Walker  
The Honorable Don Walsworth  
The Honorable David G. Wasinger  
Student Representative Anton H. Luetkemeyer

The Honorable Judith G. Haggard was absent due to personal health reasons.  
The Honorable Doug Russell was absent to a personal business obligation.

Also Present:

Dr. Gordon H. Lamb, Interim President  
Mr. Gary Forsee, President Designate  
Mr. Stephen J. Owens, General Counsel  
Mr. Marvin E. "Bunky" Wright, General Counsel Emeritus  
Ms. Kathleen M. Miller, Secretary of the Board of Curators  
Dr. Gary K. Allen, DVM, Vice President for Information Technology  
Dr. Guy H. Bailey, Chancellor, University of Missouri-Kansas City  
Dr. John F. Carney III, Chancellor, Missouri University of Science and Technology  
Dr. K. Blake Danuser, Interim Vice President for Human Resources  
Dr. Brady J. Deaton, Chancellor, University of Missouri-Columbia  
Dr. Thomas F. George, Chancellor, University of Missouri-St. Louis  
Dr. Steven W. Graham, Interim Vice President for Academic Affairs  
Mr. Stephen C. Knorr, Vice President for Government Relations  
Ms. Natalie "Nikki" Krawitz, Vice President for Finance and Administration  
Dr. Michael F. Nichols, Vice President for Research and Economic Development  
Mr. James H. Ross, Chief Executive Officer of University of Missouri Health Care  
Mr. David R. Russell, Chief of Staff  
Mr. Scott Charton, Director of University Communications  
Media Representatives

**General Business**

Board Chair's Report – Curator Walker (transcription on file)

University President's Report – Interim President Lamb (transcription on file)

Report on Economic Development through Research, Life Sciences and Technology –  
Vice President Nichols (slides on file)

**Consent Agenda**

It was endorsed by Interim President Lamb, moved by Curator Walsworth and seconded by Curator Cairns, that the following items be approved by consent agenda:

1. Minutes of the Board of Curators meeting(s):  
Board of Curators Meeting, November 29-30, 2007  
Board of Curators Special Meeting, December 20, 2007
2. Rescind Collected Rules and Regulations 340.070 Sabbatical Leave (as it has been included in the new Collected Rules and Regulations 340.070 Faculty Leave).



3. Rescind Collected Rules and Regulations 340.080 Research Leave (as it has been included in the new Collected Rules and Regulations 340.070 Faculty Leave).
4. Amend Collected Rules and Regulations 340.090 Development Leave (as the faculty eligibility has been included in the new Collected Rules and Regulations 340.070 Faculty Leave).
5. Addition to Collected Rules and Regulations 340.070 Faculty Leave to combine :
  - rescinded CRR 340.070 Sabbatical Leave
  - rescinded CRR 340.080 Research Leave
  - amended CRR 340.090 Development Leave (faculty portion of this CRR removed and included in the new CRR 340.070 Faculty Leave)

as follows:

### **Collected Rules and Regulations**

#### **Personnel**

#### **Chapter 340: Employee Absences**

#### **340.070 Faculty Leave**

A. **Professional Leave** - Within the specifications described below, each campus will develop an application and review process to approve leaves and stipulate the duration (not to exceed one year) and support associated for each leave aligned with institutional priorities and commensurate with available resources. All faculty members who accept a paid leave must state their intention to return to the University for the same amount of time they plan to be gone. Return of the faculty member for such period of time does not guarantee that the period of such leave shall be taken into account as service credit for purposes of the University's Retirement, Disability, and Death Benefit Plan. Exemptions to returning to the University at the conclusion of the leave can only be granted by the president upon recommendation of the chancellor. Additionally, all faculty members must file a report on the accomplishments during the leave period as specified by their chancellor or chancellor's designee.

1. **Research Leave.** Tenured, tenure-track, and full-time, ranked non-tenure track research faculty members with established scholarly, artistic or research records are eligible to apply for a research leave. A research leave may be taken for a period of time up to a full year. If a faculty member receives an external fellowship or grant support for a research leave, the University may supplement such support to provide full regular salary; if such external support is not received, the University may provide full

regular salary. Additional travel funds and leave related expenses may be provided as deemed appropriate.

2. **Development Leave.** Tenured, tenure-track and full-time, ranked non-tenure track faculty members are eligible to apply for a development leave to pursue personal, professional, instructional, or administrative development. Development leave may be taken for a period of time up to a full year. If a faculty member receives external fellowship or grant support for a development leave, the University may supplement such support to provide full regular salary; if such external support is not received, the University may provide full regular salary. Additional travel funds and leave related expenses may be provided as deemed appropriate.
3. **Sabbatical leave.** Tenured faculty members are eligible to apply for a sabbatical leave after six or more years of service, and can reapply for subsequent sabbatical leaves six years after the prior sabbatical leave. Sabbatical leaves may be taken for a period of time up to a full year. A faculty member on a sabbatical leave will receive up to one-half their regular annual salary. Additional travel funds and leave related expenses may be provided as deemed appropriate.

B. **Personal Leave** - Within the specifications described below, each campus will develop an application and review process to approve personal leaves and stipulate the duration (not to exceed one year) and support associated for each leave.

1. **Leave of Absence.** Faculty members may apply for a personal leave without pay. A leave of absence may be granted in cases of exceptional personal or institutional reasons, such as medical leave beyond the requirements of the Family and Medical Leave Act (FMLA). A leave of absence without pay may be granted for a period not to exceed one year and may not extend past the ending date of the faculty member's appointment. Any extension of the one year limit must be approved by the chancellor.
2. **Family and Medical Leave.**
  - a. **Summary:** FMLA is a federal law that requires an employer to provide some employees with the right to take a leave of absence for family or medical reasons while maintaining job protection.

- b. **Eligibility:** Any faculty member who has been employed by the University for a total of at least 12 months at the time of the leave of absence, and who has worked at least 1250 hours in the 12-month period preceding the leave is eligible for a family or medical leave.
- c. **Conditions**
- (1) The University will provide up to 12 work weeks of leave within any 12-month period for the birth of a faculty member's child(ren); the adoption of a child by a faculty member, or official placement of a child with a faculty member for foster care (leaves for birth or adoption must be taken within 12 months of the event); the care of a son, daughter, spouse or parent (not parent-in-law) having a serious health condition; the incapacity of a faculty member as a result of a serious health condition; leave for the care of an adult son or daughter (at least 18 years old) is not covered unless required as a result of "mental or physical disability" as those terms are defined under the Americans with Disabilities Act.
  - (2) The University requires a 30-day notice if the leave is foreseeable. For unforeseen circumstances, the University requires as much notice as is practicable.
  - (3) The University may require the health care provider to certify the necessity of the medical leave. Medical leave will be limited to the duration of the serious health condition, as defined by FMLA. A faculty member may take intermittent leave or leave on a reduced work schedule if medically necessary for his/her own serious health condition or the serious health condition of an immediate family member. An intermittent leave or leave on a reduced work schedule for these medical reasons are not available for birth, adoption, or foster care. A health care provider's certification will be required for return to work from the faculty member's own serious health condition.
  - (4) Faculty members who take family or medical leave, either paid or unpaid, shall not, because of such

leave, be assigned heavier work load or be otherwise discriminated against.

- d. **Paid Family or Medical Leave.** A tenured, or tenure-track, or full-time, ranked non-tenure track faculty member who is eligible for family or medical leave will be paid during any portion of such leave (up to the maximum stated in section 340.070B.2.c.(1)) that occurs during the faculty member's normally scheduled work duties. Paid family or medical leaves cannot exceed more than two paid leaves within a six-year period. Additional leaves during any six-year period will be unpaid.
  - e. **Unpaid Family or Medical Leave.** All faculty members eligible for family or medical leave not listed as entitled to paid leave shall be entitled to such leave without pay.
- C. **Military Leave.** See Human Resource Manual for procedures associated with a military leave.
- D. **Extension of Probationary Periods** – For tenure-track faculty members who take a family or medical leave in excess of six weeks, the probationary period will be extended for a period of one year with a maximum of two one-year extensions during the probationary period. The extension of the probationary period does not preclude a tenure-track faculty member from making a request for a promotion and tenure decision at an earlier date. Tenure-track faculty members who take a family or medical leave may choose to decline the extension and retain their original probationary time period. Any other extension of the probationary period is left to the discretion of the chancellor.
- E. **Definition of Full-time, Ranked, Non-Tenure (NTT) Faculty.** For purposes of this policy, there shall be four main types of full-time, ranked NTT faculty. Each should have primary responsibility in a single area: teaching, or research, or clinical practice, or extension activities. The titles should identify the area. Within each area, there shall be three ranks:
1. Research faculty (Research Professor, Associate Research Professor, Assistant Research Professor)
  2. Teaching faculty (Teaching Professor, Associate Teaching Professor, Assistant Teaching Professor)
  3. Clinical faculty (Clinical Professor, Associate Clinical Professor, Assistant Clinical Professor)

4. Extension faculty (Extension Professor, Associate Extension Professor, Assistant Extension Professor)

Roll call vote on Consent Agenda:

Curator Cairns voted yes.  
Curator Carnahan voted yes.  
Curator Erdman voted yes.  
Curator Fraser voted yes.  
Curator Haggard was absent.  
Curator Russell was absent.  
Curator Walker voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried by a vote of seven and zero.

#### **Academic and Student Affairs**

Curator Judith G. Haggard, Chair  
Curator Marion H. Cairns  
Curator Doug Russell  
Curator David G. Wasinger  
Student Representative Tony Luetkemeyer, ex officio

In the absence of the Committee Chairwoman, Curator Wasinger provided a brief recap of the committee meeting held on January 31, 2008, at which meeting the Academic and Student Affairs Committee received a report on and discussed the following information items and one recommended action:

#### Information

1. New Faculty Teaching Scholars Program
2. Reaccreditation Report, UMSL

#### Action

1. Mission Statement, Missouri University of Science and Technology

It was recommended by Interim Vice President Graham, endorsed by Interim President Lamb, recommended by the Academic and Student Affairs Committee, moved by Curator Wasinger and seconded by Curator Cairns, that the following mission statement be approved for Missouri University of Science and Technology:

Missouri University of Science and Technology  
Mission Statement, January 2008

Missouri University of Science and Technology integrates education and research to create and convey knowledge to solve problems for our State and the technological world.

Roll call vote:

Curator Cairns voted yes.  
Curator Carnahan voted yes.  
Curator Erdman voted yes.  
Curator Fraser voted yes.  
Curator Haggard was absent.  
Curator Russell was absent.  
Curator Walker voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried by a vote of seven and zero.

### **Compensation and Human Resources**

Curator Warren K. Erdman, Chair  
Curator John M. Carnahan III  
Curator Bo Fraser  
Curator Don Walsworth  
Curator Cheryl D. S. Walker, ex officio

Curator Erdman provided a brief recap of the committee meeting held on January 31, 2008, at which meeting the Compensation and Human Resources Committee considered the following two information items:

1. Fiscal Year 2009 Benefits Cost Projections
2. Report on Training for Prevention of Sexual Harassment

### **External Affairs**

Curator Marion H. Cairns, Chair  
Curator Warren K. Erdman  
Curator Doug Russell  
Curator Cheryl D. S. Walker, ex officio  
Student Representative Tony Luetkemeyer, ex officio  
Interim President Gordon H. Lamb, Ph.D., ex officio

Government Relations Update – presented by Vice President Knorr (handout on file)

University Communications Update – presented by Curator Cairns (no information on file)

**Finance and Audit**

Curator Doug Russell, Chair

Curator Marion H. Cairns

Curator Bo Fraser

Curator Don Walsworth

Curator Fraser provided a brief recap of the committee meeting held on January 31, 2008, at which meeting the Finance and Audit Committee considered the following four information items and three recommended actions:

Information

1. Strategic Financial Planning Assumptions, UM
2. FY 2009 Budget and Planning, UM
3. FY 2009 Tuition and Fees, UM
4. Internal Audit Summary Reports, UM

Action

1. Engagement of KPMG LLP as Independent Auditors for 2007-2008, UM
2. FY 2009 Residence Hall and Family Student Housing Rates, UM
3. FY 2009 Student Activity, Facility, and Health Services Fees, UM

It was recommended by Vice President Krawitz, endorsed by Interim President Lamb, recommended by the Finance and Audit Committee, moved by Curator Fraser and seconded by Curator Cairns, that the following action be approved:

The Vice President for Finance and Administration shall be authorized to employ the firm of KPMG LLP to provide audit services to the University of Missouri for fiscal year ending June 30, 2008, for fees of \$651,988, plus expenses not to exceed \$54,630, with the option to renew for the last year of a five-year engagement.

Roll call vote:

Curator Cairns voted yes.

Curator Carnahan voted yes.

Curator Erdman voted yes.

Curator Fraser voted yes.

Curator Haggard was absent.

Curator Russell was absent.

Curator Walker voted yes.

Curator Walsworth voted yes.

Curator Wasinger voted yes.

The motion carried by a vote of seven and zero.

It was recommended by the respective Chancellors, endorsed by Interim President Lamb, recommended by the Finance and Audit Committee, moved by Curator Fraser and seconded by Curator Cairns, that the following be approved:

the schedule of fees (as on file with the minutes of this meeting) for the Residence Halls and Family Student Housing at Columbia, Kansas City, Rolla and St. Louis campuses, effective beginning with the 2008 Summer Session.

Roll call vote:

Curator Cairns voted yes.  
 Curator Carnahan voted yes.  
 Curator Erdman voted yes.  
 Curator Fraser voted yes.  
 Curator Haggard was absent.  
 Curator Russell was absent.  
 Curator Walker voted yes.  
 Curator Walsworth voted yes.  
 Curator Wasinger voted yes.

The motion carried by a vote of seven and zero.

FY 2009 Student Activity, Facility, and Health Services Fees, UM – Recommended action was withdrawn from consideration. No action was taken by the Board of Curators.

### **Physical Facilities and Management Services**

Curator Don Walsworth, Chair  
 Curator Judith G. Haggard  
 Curator David G. Wasinger

Curator Walsworth provided a brief recap of the committee meeting held on January 31, 2008, at which meeting the Physical Facilities and Management Services Committee considered the following five recommended actions:

#### Action

1. Benton Stadler Science Complex Addition and Renovation – Architect/Engineer Selection, UMSL
2. Surgery Tower – Architect/Engineer Selection, UMHC
3. New Student Union – Design/Build Project Approval, UMKC
4. Orthopaedics Institute – Schematic Design, UMHC
5. Miller Nichols Library Renovation and Interactive Learning Center Addition – Schematic Design, UMKC



It was recommended by Chancellor George, endorsed by Interim President Lamb, recommended by the Physical Facilities and Management Services Committee, moved by Curator Walsworth and seconded by Curator Wasinger, that the following action be approved:

The Vice President for Finance and Administration shall be authorized to employ the firm of Hellmuth, Obata + Kassabaum, Inc., St. Louis, Missouri, for design-build bridging services for the Benton Stadler Science Complex Addition and Renovation at the University of Missouri-St. Louis, for a not-to-exceed fee of \$582,000.

Funding is from Lewis and Clark State Appropriation: \$ 28,500,000

Roll call vote:

Curator Cairns voted yes.  
Curator Carnahan voted yes.  
Curator Erdman voted yes.  
Curator Fraser voted yes.  
Curator Haggard was absent.  
Curator Russell was absent.  
Curator Walker voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried by a vote of seven and zero.

It was recommended by Chief Executive Officer Ross, endorsed by Interim President Lamb, recommended by the Physical Facilities and Management Services Committee, moved by Curator Walsworth and seconded by Curator Fraser, that the following action be approved:

The Vice President for Finance and Administration shall be authorized to employ the firm of Hellmuth, Obata + Kassabaum, Inc., St. Louis, Missouri, for design services for the Surgery Tower at University of Missouri Health Care, for a lump sum fee for architectural programming of \$185,000 and a lump sum basic services fee of \$5,239,520. Additionally, if supplemental appropriation is forthcoming for the Ellis Fischel Cancer Center, approval is granted to adjust design service fees by the same percentage (5.954) applied to the additional construction cost.

Funding is from UMHC General Operating: \$ 5,424,520

Roll call vote:

- Curator Cairns voted yes.
- Curator Carnahan voted yes.
- Curator Erdman voted yes.
- Curator Fraser voted yes.
- Curator Haggard was absent.
- Curator Russell was absent.
- Curator Walker voted yes.
- Curator Walsworth voted yes.
- Curator Wasinger voted yes.

The motion carried by a vote of seven and zero.

It was recommended by Chancellor Bailey, endorsed by Interim President Lamb, recommended by the Physical Facilities and Management Services Committee, moved by Curator Walsworth and seconded by Curator Fraser, that the following recommendation be approved as amended:

The firm of Brailsford & Dunlavey, Washington, D.C., shall be retained for programming and design/build bridging document services for the University of Missouri-Kansas City's New Student Center, for a lump sum fee of \$138,120.

The Board of Curators neither endorses nor approves the building of a new student union or an addition to a new student union on the University of Missouri-Kansas City campus.

Proposed Project Funding is from:

Revenue Bonds	\$44,000,000
Private Funds	1,000,000
Campus Reserves	<u>500,000</u>
Total Funding for Project	\$45,500,000

Roll call vote:

- Curator Cairns voted yes.
- Curator Carnahan voted yes.
- Curator Erdman voted yes.
- Curator Fraser voted yes.
- Curator Haggard was absent.
- Curator Russell was absent.
- Curator Walker voted yes.

Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried by a vote of seven and zero.

It was recommended by Chief Executive Officer Ross, endorsed by Interim President Lamb, recommended by the Physical Facilities and Management Services Committee, moved by Curator Walsworth and seconded by Curator Fraser, that the following action be approved:

the change of schematic design prepared by Cannon Design, St. Louis, Missouri, for the Orthopaedics Institute at the University of Missouri Health Care.

Funding is from:

UMHC General Operating Fund	\$48,000,000
Internal Campus Loan	2,200,000
UMC School of Medicine Department of Orthopaedics Reserves	<u>2,300,000</u>
Total Funding	\$52,500,000

Roll call vote:

Curator Cairns voted yes.  
Curator Carnahan voted yes.  
Curator Erdman voted yes.  
Curator Fraser voted yes.  
Curator Haggard was absent.  
Curator Russell was absent.  
Curator Walker voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried by a vote of seven and zero.

It was recommended by Chancellor Bailey, endorsed by Interim President Lamb, recommended by the Physical Facilities and Management Services Committee, moved by Curator Walsworth and seconded by Curator Cairns, that the following action be approved:

the schematic design prepared by Peckham, Guyton, Albers & Viets, Inc., St. Louis, Missouri, for the Miller Nichols Library Renovation and Interactive

Learning Center Addition and the initiation of the Phase I project, at the University of Missouri-Kansas City.

Phase I Project Funding is from:

Gifts	\$10,000,000
Debt Financing (to be repaid from general campus revenues and Oak Street West Housing net revenues)	<u>10,000,000</u>
Total Funding	\$20,000,000

Roll call vote:

Curator Cairns voted yes.  
 Curator Carnahan was absent for the vote.  
 Curator Erdman voted yes.  
 Curator Fraser voted yes.  
 Curator Haggard was absent.  
 Curator Russell was absent.  
 Curator Walker voted yes.  
 Curator Walsworth voted yes.  
 Curator Wasinger voted yes.

The motion carried by a vote of six and zero.

### **General Business**

Good and Welfare of the University – Comments by Interim President Gordon H. Lamb (transcription on file)

Chairwoman Walker distributed to the curators State Representative Brian L. Baker's commentary, Mizzou Coach Teaches the Measure of a Man, from the *Jefferson City Review*. She commended Representative Baker for his commentary and commended the University of Missouri-Columbia Men's Basketball Coach Mike Anderson for suspending five Mizzou basketball players following a rules infraction.

It was moved by Curator Walsworth and seconded by Curator Fraser, that the Board of Curators meeting, January 31-February 1, 2008, be adjourned.

Roll call vote:

Curator Cairns voted yes.

Curator Carnahan was absent for the vote.  
Curator Erdman voted yes.  
Curator Fraser voted yes.  
Curator Haggard was absent.  
Curator Russell was absent.  
Curator Walker voted yes.  
Curator Walsworth voted yes.  
Curator Wasinger voted yes.

The motion carried by a vote of six and zero.

There being no further business to be considered by the Board of Curators, the meeting was adjourned at 10:35 A.M., on Friday, February 1, 2008.

Approved by the Board of Curators on April 3-4, 2008.

Respectfully,

Kathleen M. Miller  
Secretary of the Board of Curators