Present were:

**IFC Members:** Tina Bloom (MU), Susan Brownell (Chair, UMSL), Mark Fitch (S&T), Viviana Grieco (UMKC), Tom Schuman (S&T), Sahra Sedigharvestani (S&T), Nancy Stancel (UMKC), Keith Stine (UMSL), Pamela Stuerke (UMSL), Ben Trachtenberg (MU), Bill Wiebold (MU), and Jerry Wyckoff (UMKC)

**UM System Staff:** Steve Graham, Marsha Fischer

The meeting began at 2:05pm.

1–1:30pm  IFC members discussion

IFC discussed the questions to be presented to President Middleton and other items to be addressed with him.

1:30–2pm  President Middleton

Problems concerning the General Counsel’s office were raised.

- In general, Steve Graham is the point person for IFC. Specific complaints may be sent to Marsha Fischer.
  - Marsha Fischer will follow up with Steve Owens regarding the Free Speech policy approved by the MU Faculty on November 18.
  - It was decided that General Counsel will inform IFC when it has not adopted suggestions put forward by IFC and provide an explanation. This will be done for IFC suggestions only, since it would be too much work to do this for every group that puts forward suggestions.

UMSL’s Metro Rate proposal was not on the agenda of the Curators at the December meeting because they want to get a better idea of what the other campuses want to do, and present them together.

President Middleton’s priorities are to work with Dr. Choi to get him up to speed and to make clear to the Board, Dr. Choi and the chancellors the importance of continuing the initiatives on diversity, equity, and inclusion.

The chairs of each Faculty Senate/Council provided updates about their respective campuses to President Middleton.

Pamela Stuerke reported that UMSL is examining the data from the COACHE survey. Three provost candidates have been interviewed on campus. They will award 1,050 degrees in the December commencement. The Senate sponsored informational meetings about unionization, which were attended by Erik Smetana from the System and a representative of the union. Two soccer players were named to First Team Academic All-American.

Jerry Wyckoff reported that UMKC is changing its budget model. Their Diversity initiatives are continuing; they will invite other campuses to take part in their Social Justice book and lecture series,
perhaps webcasting it. They are working to develop the procedure for restructuring the Provost’s office to make it more data-driven, and are considering by-law changes that would require the budgets for every unit to have transparency. The General Counsel’s office is engaged.

Ben Trachtenberg reported that MU is analyzing their COACHE survey. The Chancellor search has been announced; there is general approval of the search committee’s membership. The search for the Executive Vice Chancellor of Health Affairs has begun. The Free Speech policy and amendments to the Business Policy Manual were approved and await General Counsel feedback. There is uncertainty about the searches for the Dean of Arts & Sciences and the Library Director.

- President Middleton stated that the positions will be filled starting in March after Dr. Choi takes office. Dr. Choi will make the decision on the Executive VC of Health Affairs.

Tom Schuman reported that S&T is discussing the proposed changes to the CRR. The Faculty Senate voted to increase the size of the administrator review to include the Chancellor, Provost, and Dean of Arts, Sciences, & Business. They have voted on the process to search for the Engineering & Computing Dean and the search has started. There was a fire in Emerson Hall that closed the building and caused 100 finals to be rescheduled.

President Middleton reported that the December Board of Curators meeting was a good one. The MU music facility was approved. The governor attended the ribbon-cutting for the renovations on the Engineering building. The President was pleased that Dr. Mun Choi has been a faculty member, feeling he will better relate to faculty concerns. He is already starting in on issues.

A very positive report about the meeting with IFC was delivered by Curator Phil Snowden at the Board meeting.

- President Middleton encourages IFC to expand from this year’s modest proposals for interaction with the Board. The goal is to provide them with more well-rounded information on faculty concerns.

2:15–2:45pm Proposed Collected Rule Changes Re: Civil Rights & Title IX

Emily Love reported that they have received feedback from the Vice Chancellors for Student Affairs, Chief Division Officers, and Faculty Councils.

Marsha Fischer reported that the Preferred Name Policy is still under discussion. Students will be able to choose which name appears on the transcript, which is not a legal document.

Ben Trachtenberg said that the equity policies had been the object of intense attention at MU, and the Law School had been involved. He listed small suggestions that MU had put forward after last year’s report.

MU’s Report from the Faculty Council on University Policy Ad Hoc Committee on Civil Rights and Title IX recommended that the advisors of both the complainant and the accuser should be allowed to speak in the hearing. The MU Faculty Council had endorsed the recommendation. Marsha stated that the Title IX coordinators and equity officers and the Provosts were unanimously not in favor of it, and other groups did not raise the issue. They did not want to turn the process into something more like a legal hearing; the more we try to look like a hearing, the more courts will want to hold us to that process.

It was moved and seconded for “IFC to explicitly reject the notion of advisors taking a speaking role.” After discussion, the motion was accepted 7 votes to 5.

It was moved and seconded to “accept the remainder of the MU recommendations.” After discussion, the motion was accepted with 9 in favor and 3 abstentions (for the reason that they had not had enough time to read the MU document.)
2:45–3:15 Standard of Faculty Conduct
Jerry Wyckoff reported that the document is now being shared. They will be collecting feedback and hope to present it for a vote at the February IFC meeting.

3:15–3:45 Post-Tenure Review
Ben Trachtenberg reported that the MU Faculty Affairs Council had raised objections, some of which were the result of misunderstandings. He felt that MU would be able to endorse the CRR changes at the January meeting, but not the White Paper.
Tom Schuman reported that the S&T Senate had voted not to vote. They will take it up again in January. Faculty wondered, how serious is the threat that the legislature will intervene? Steve Graham replied that he would go further than President Middleton and state that the legislature’s attitude is that if we do not act now, it will.

3:45 Meeting Minutes
The minutes for the IFC Retreat, September 29-30, 2016 and the meetings on October 27, 2016 and November 17, 2016 were approved unanimously.

3:45-4:00 New Business
Steve Graham reported positive news about the Report on the System Review of the Department of Higher Education.
The meeting was adjourned at 3:55pm.

Informational Items:
Report from the MU Faculty Council on University Policy Ad Hoc Committee on Civil Rights and Title IX