MINUTES
Intercampus Faculty Council meeting, University Hall, Columbia, Missouri
Friday, January 27, 2017
Approved February 24, 2017

Present were:
IFC Members: Susan Brownell (Chair, UMSL), Mark Fitch (S&T), Viviana Grieco (UMKC), Camila Manrique (MU), Tom Schuman (S&T), Sahra Sedighsarvestani (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

The meeting began at 10:05am.

It was moved that the minutes for the December 15, 2016 meeting be accepted with the correction of typos identified by Sahra Sedighsarvestani and the changes proposed by Pamela Stuerke, with the exception of the changes opposed by IFC members. The motion passed unanimously.

10:05–10:30  IFC members discussion

➢ It was decided to ask Jessi Whitehurst whether the draft meeting minutes could be included in the packet of meeting materials.

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

10:30–11:45  Diversity Initiatives for UM System – Jill Wood (Attachment 1)

Jill Wood reported that the Chief Diversity Officers, Diversity Audit, and the response to the Diversity, Equity, and Inclusion Task Forces had generated action items.

1. Training for faculty and incentivizing courses will be implemented at the end of the semester.
2. National Center for Faculty Development & Diversity (NCFDD) runs faculty development and mentoring programs with a facilitator. Membership is expensive, so the Office of Academic Affairs has signed up for a pilot membership that will involve 250 faculty in training and development sessions. The decision about whether to join will be made by Steve Graham and Bob Schwartz based on their own evaluation and follow-up with the faculty.
3. After the spring break they will launch a program to leverage online course sharing for diverse/inclusive courses and ask for faculty who will be involved in setting standards and reviewing proposals. They will receive an honorarium.

Marsha Fischer and Emily Love
The Civil Rights & Title IX proposed CRR changes were approved by President Middleton and submitted to the Board for the February meeting. Marsha Fischer reviewed the main changes that had been made recently.

➢ They are referring back to the IFC whether diversity should be a factor in tenure.
By March 1 they will need a list of 20 names for Equity Resolution Process panels from the Faculty Senate/Council chairs on the four campuses. The Chancellors will each select ten names from the list.

She asked that IFC support them in going forward.

She stated that she would share the report on the changes, with a bullet list of items that will undergo further vetting.

MF was asked to provide an update on the communication issues raised in the December meeting. Discussion revealed that there had apparently been a misunderstanding regarding MU’s Free Speech Policy.

MF said she would clarify the status of the Free Speech Policy and get back to Ben Trachtenberg.

11:45–12:00 Faculty Workload – Steve Graham

President Middleton had reminded provosts that departments need workload policies. Several suggestions were made about how to facilitate the process on the campuses:

- Share exemplary workload standards. These could be sent out to Senate/Council representatives.
- Faculty Senates/Councils will ask for accountability on workload standards.
- Steve Graham will send materials from Garnett Stokes and Ben Trachtenberg.
- NTT performance evaluation and workload still need some attention – A major agenda item for IFC next year could be a comprehensive review of the CRR related to NTT faculty.

12:00–1:15 Lunch and President Middleton

President Middleton reported that the budget situation is bad. There will likely be more withholds. We will have to make fundamental structural changes. The plan is to use the reserves to minimize disruption and take the upcoming year to make long-term plans. It is to be hoped that the reserves will not be used up, but it would be better to do that than have massive layoffs. Dr. Choi is on board with taking the next year to make the adjustments.

The search for the Executive Vice Chancellor for Health Affairs at MU has been postponed because they believe that Jonathan Curtright, the COO, is serving well. They will focus on hiring a permanent chancellor first. The VC search committee was formed and the search announced, but it has been put on hold because there was too much going on.

IFC alerted President Middleton to the potential for problems resulting from President Trump’s Executive Order ("Muslim travel ban"). It was proposed that UM should pull together the directors of international offices to develop a systemwide policy to deal with problems encountered by students, faculty, and staff. It was warned that individual departments implementing individual solutions might lead to issues.

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

Jerry Wyckoff reported that there is consternation at UMKC about Governor Greitens’ cuts to Pharmacy and Dental School partnerships with Springfield, which were described as “underperforming.”

President Middleton replied that one perspective is that the programs were cut because they were new, not because they were “underperforming.” The money for UMKC’s Free Enterprise Center was maintained.

Ben Trachtenberg reported that MU is generally positive about the Chancellor search, for which the timeline has been announced. The issue of the budget is huge and it would be helpful to have a statement from President Middleton about the plan going forward.
David Russell, Chief of Staff, said that the President would announce plans for dealing with the cuts after the Governor’s announcement of the 2018 budget.

Pamela Stuerke reported that UMSL’s new provost starts on June 1. There is concern over what will happen to UMSL since it just took big budget cuts. Over 1,000 degrees were awarded, a good number, and winter commencement took place despite ice storms. Over 60% of student-athletes had a GPA of 3.0 or higher, the average GPA was 3.2, and 10 of 13 sports had an average over 3.0.

Tom Schuman reported that classes are underway at S&T although a small part of the fire-damaged building is closed. A long-overdue budget report that covered 6-8 years was presented at the Faculty Senate meeting; there was debate about the numbers. A Task Force of faculty and administrators will meet separately and then get together to develop a sustainable campus funding model going forward. There are conflicting views about whether to use the Task Force or the Chancellor’s cabinet to deal with the withholding. The search for the Dean of Engineering is underway. Mun Choi will visit on February 6; faculty would like to know his direction.

It was pressed upon President Middleton that S&T faculty want a resolution soon, and that there are faculty members who fear retribution in a time of budget cuts. President Middleton stated that he heard the concerns and would relay them to Mun Choi. The S&T members were urged to make faculty understand that it was important to turn out to the meetings with Choi.

1:15–1:35 Budget Update – Ryan Rapp, Interim Vice President for Finance and CFO

The budget situation is bad. We need to think differently about a long-term plan to get away from the approach of across-the-board cuts, which cut the good with the bad. The policy will not shift in the next ten years. We need to stay calm and develop a 3-4 year plan. Senate Bill 389 still restricts funding and we will work to change it. In the short term, campuses will execute the original plan for this year and the cut will be filled from campus reserves – this could include department reserves.

1:35–1:45 Post-Tenure Review – Susan Brownell, chair of Task Force (Attachment 2)

A motion to approve the Proposed Changes to the UM Collected Rules and Regulations (CR&R) regarding workload, annual performance review, and post tenure review was approved by a majority with 11 in favor, 0 opposed, and 1 abstention.

1:45–2:00 Standard of Faculty Conduct (Attachment 3) – Jerry Wyckoff, chair of Task Force

They are still considering some questions. In particular, should there be a standard for administrators? They have received extensive feedback. S&T has approved it and the other three campuses will vote in February.

2:00–2:15 University of Missouri System Review Commission Report (Attachment 4) – Steve Graham

The report is receiving less political attention now – hopefully they can build on the good points but not take it as prescriptive, leaving room for Mun Choi to develop his own five-year plan.

2:15–2:30 HR Update– TRAC Committee Erik Smetana (Attachment 5)

The TRAC Committee was meeting after the IFC meeting. A number of members are up for renewal this spring.

- IFC requested that they share a list of the members up for replacement with the Senate and Staff Councils so they could recruit new members. HR was asked to go through the Faculty Senates and Councils.
- IFC recommended adding a policy such that when a member’s status changes, they might be rolled off the committee.
Erik Smetana was asked to raise the question at the TRAC meeting of how they can balance the need with greater representation with the need for expertise.

2:30–3:00  Legislative Update–Steve Knorr

The new governor’s budget was not slated for presentation until the following week. The governor had put forward big cuts for programs in Springfield because they were new programs not yet started, and so they were put on hold.

Steve Knorr gave assurance that he would inform IFC if there was movement on the bill to outlaw tenure in public institutions of higher education in Missouri.

SK stated that when IFC deals with an issue such as workload it has credibility with the leadership of the government. The more we manage ourselves, the stronger we are.

The Office of University Relations is having many conversations about Prop 389; they hope to coordinate a COPHE position on it, not just a UM position. Suggestions include a two-year waiver so that campuses can project out their budgets over a longer period.

The meeting was adjourned at 3:00pm.

Attachments:

1. UM System Diversity, Equity and Inclusion Initiatives: DEI – Responding to Feedback from Stakeholders
2. Proposed Changes to the UM Collected Rules and Regulations (CR&R) regarding workload, annual performance review, and post tenure review
3. Standard of Faculty Conduct
5. TRAC Membership