MINUTES
Intercampus Faculty Council telepresence meeting, Friday, February 24, 2017
Approved March 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 and Marsha Fischer

The meeting began at 1:05pm.

It was moved that the minutes for the January 27, 2017 meeting be accepted with the proposed changes and pending clarification. The motion passed unanimously.

1:00 – 1:30 IFC members discussion
It was decided to create a resolution via email to commend President Middleton’s service, to be presented to him in written form. IFC discussed questions to be addressed to President Middleton and other items to be addressed with him.

1:30 – 2:20 President Middleton
Since it was the last meeting with Dr. Middleton, Susan Brownell began by representing IFC in commending service as Interim President. He had come into office during a turbulent time for the University of Missouri System and guided it with dignity and grace onto a clear path that regained the confidence of the UM faculty; he had maintained an unswerving commitment to diversity, equity and inclusion even while other issues increasingly challenged the university; and he had continually advocated for the best interests of the faculty. IFC would craft a Resolution and forward it to him.

President Middleton described the process resulting in the statement he had issued about HB 552. Marty Oetting had narrowly testified in favor of the punitive damages portion of the bill. Another portion of the bill required a harsher standard of proof in discrimination cases. Now UM has been characterized as supporting the entire bill, even though they never supported the entire bill and never testified on the rest of it. The University is not supporting discrimination.

It was observed that UM had known beforehand that the NAACP would take up the bill. The result was self-defeating.

It was acknowledged that it would be ideal if the President confirms all positions before testimony, but in any given session the Office of University Relations tracks several hundred bills, so this would take a great deal of time and require familiarity with all the legislation. Also, it would show a distrust of the Office.

President Middleton stated that he would not announce opposition to legislation without being authorized by the Board of Curators. If the Board wants it, Dr. Choi can say it for them – the Board is the employer, and it does have an interest in limiting exposure to damages.

The chairs of each Faculty Senate/Council provided updates about their respective campuses to President Middleton.
Jerry Wyckoff reported that for several years the UMKC faculty have been concerned about the money spent on athletics. The next UM President might have to deal with the $12 million sport budget. He asked President Middleton to forward this concern to Dr. Choi.

Pamela Stuerke reported that the UMSL Faculty Senate is responding to its Five-Year Review by looking at the recommendations for changes in the structure of shared governance, which may address issues that gave SEIU the means to attract faculty. They will address giving faculty a voice who don’t feel they have a voice without fear of retaliation. At Homecoming students collected 4,500 cans of food. The chili recipe competition raised $1,100 for Pagedale Family Support.

Ben Trachtenberg reported that the MU Chancellor search is ongoing. The Dean of Arts & Sciences search will extend into next year, aiming for a January 1 start date. The budget situation is bad and enrollment for next year does not look good. The biggest drop is whites from the St. Louis and Chicago suburbs. It is looking like the PR recovery effort will take years. Mizzou Hillel wants to build a building but has been thwarted by building codes. It could be reported in the national press.

- BT will give Marty Oetting more information about the Hillel building controversy.

Librarians are in the process of voting for tenure track faculty status. It may become controversial.

Tom Schuman reported that no major resolution was proposed at the recent S&T faculty meeting. They are closing a golf course and re-dedicating it. The budgeting and strategy going forward are being done in the Chancellor’s cabinet, which will present an already developed plan to the faculty. Units were asked to provide 1-3-5% budget cut scenarios. They were told that there would be a series of town hall presentations about the budget. Everyone is waiting to hear Dr. Choi’s decision after it is known whether the Chancellor is moving to Wright State University. It was viewed favorably that Dr. Choi had specified when he would be making an announcement.

President Middleton observed that we have a lot of unknown new people. We will have an all-new Board of Curators over time. Three new Curators are coming in. We have a new governor, UM President, and US President. A group of university presidents, including President Choi, will meet to discuss the need to support higher education. The System lobbyists are still talking about Prop 389, but that is for next year. There is a lot of uncertainty.

President Middleton’s parting words to IFC were:

- remember who we are, what we do, and the value we provide;
- don’t panic;
- do what you can to present to people that we are not Walmart or a command-and-control military organization.

The university writ large is probably the oldest institution in the world with the exception of the church, and there is a reason for that.

Marty Oetting added that he had watched President Middleton work in the capital, where he always maintained a cool demeanor. He represented the university well in very difficult times, and he wanted IFC to understand what an exceptional job he had done.

2:20 – 2:45 Legislative Update – Steve Knorr and Marty Oetting

Steve Knorr reported that Governor Greitens had asked five university presidents to meet with him on March 7, one of the most critical meetings he had ever been involved in. Zora Mulligan, Commissioner of Higher Education, has put out a waiver process for the COPHE institutions. On the federal side, there have been many executive orders and letters. DACA students are safe from deportation now but the federal government has reserved the right to a longer-term policy. A bill on gender-neutral bathrooms
will allow states and municipalities to make the decision. The National Endowment for the Arts is targeted for elimination. When they have further information they will share it.

Marty Oetting reported that in the immediate budget process the legislature has proposed a 9% across-the-board cut, plus zeroing out of some line items. The Office of University Relations encouraged the budget committee to put programs that have enrolled students and hired faculty back into the mix. The Office thought they would get relief from the $52 million tobacco settlement, but the government put it all into home healthcare and K-12 transportation. Two bills codify the recommendations of the MDHE degree task force. One senator wanted to change the provision limiting the creation of engineering degrees, but his position does not appear to have wide support. There is a bill requiring us to put all of our curriculum, readings, and course materials online. House Bill 266 outlawing tenure hasn’t moved yet. They have had multiple conversations concerning post-tenure review and workload; he gets lots of questions on these two issues each week.

In response to the events of November 2015 there is a bill allowing any taxpayer to initiate a grievance against any employee of a public university. The lawmaker figured out that he had no standing when he sent a grievance against Melissa Click. It was observed that IFC’s current Faculty Conduct Standard would make it easier to file a grievance because it becomes the provost’s responsibility to handle it.

- Marty Oetting requested information about the Faculty Conduct Standard that he could share with legislators.

It was emphasized that protection from external grievances is a big deal. It would be chilling if Monsanto could file a grievance against an Extension faculty member whose research it didn’t like.

They are tracking around 200 bills, each of which has more than one version.

A question was asked about the elimination of funding to the University of Missouri Medical School Clinical Campus in Springfield. MO explained that it was a $10 million line item outside the core allocation, and legislators didn’t realize the program was underway. They do understand that Missouri needs more doctors.

Some legislators feel the University should get rid of high-paid faculty in some areas in order to move the money to other areas in which students can get jobs. The average salary in a rural Missouri district is $30-35,000. Many legislators can’t fathom salaries for faculty that are over $100,000, nor do they understand that we recruit nationally and internationally.

IFC discussed the sentiment of the legislature toward the University. The Office is working very hard on the good stories, but more work remains.

2:45 – 2:50 Post - Tenure Review Susan Brownell

- It was moved to accept the change to 310.015.B.1.c of the Procedures for Review of Faculty Performance, which was made in response to concerns raised by the Provosts. The motion was unanimously approved.

2:50 – 2:55 Discussion on current Immigration Issues  Jerry Wyckoff

It was suggested that Jim Scott, director of MU’s International Center, has put in a lot of effort regarding President Trump’s Executive Order (the “Muslim travel ban”) and that the UM System could talk to him. President Choi has been on top of this issue. A UMKC Pharmacy School student had been blocked from returning from Libya. Could a note of support be forwarded to the student?

2:55 – 3:15 Standard of Faculty Conduct Taskforce and Marsha Fischer

Vetting Report – CRR Revisions Marsha Fischer
Jerry Wyckoff and Marsha Fischer discussed feedback about the Standard of Faculty Conduct that had been raised since the last meeting along.

- It was decided that the Standard would now be handed off to Marsha Fischer for review. She will finish the review by March 9, and it will be presented to the Provosts on March 10 and the General Officers on March 13. The results will then be forwarded to IFC, giving it ten days to resolve any major issues before its next meeting on March 24, when IFC will vote on it. Then it will be sent to the Board for its April 27-28 meeting.

3:15 – 3:45 HR Update & Introduction Jill Pollock

Jill Pollock reported that four MU TRAC members will be stepping down in the spring: Sean Brown, Kris Hagglund, Rose Porter, and Lisa Wimmenauer. Anyone can nominate a replacement. HR will open nominations at the end of April for decisions in May, with work starting in June. Appointment to the committee is by the VP of Human Resources. TRAC will be focusing on UM’s competitiveness. The 50% tuition assistance is not competitive because dependents must have held the status for five years; they will alter the vesting period. They will also look at other benefits. Any change of status of the university employee results in termination of the benefits.

- A case was raised in which a parent passed away and the child, who was currently enrolled, lost the tuition assistance. JP stated that this should be brought to the attention of HR and they would find a way to handle it.

Currently they are conducting dependent eligibility verification, part of their fiduciary responsibility. They will conduct a one-time 100% review, and then random checks later. It concludes around March 31. It saves money because employees often forget to remove dependents who shouldn’t be eligible.

Several problems were raised: The documentation for verification is more stringent than that for getting the benefits in the first place and is sometimes difficult to produce; now we are giving our personal information to a firm outside the university in addition to giving it to the university; the study itself may be costly.

JR stated that

- She will get back to us about the cost of the study.
- The weekly emails that they are sending out will make clear the phone number of the vendor and that it is their job to answer questions.
- She commits to us that she will speak with IFC before this process comes out again in the future.

Changes to retirement health insurance are effective next January. In summer a letter will go out about category access. They will ramp up educational briefings with more on-campus sessions and retirement planning than in the past.

3:45 – 4:00 NCFDD & UM System Framework for Excellence Kevin McDonald

The goal is to get an endorsement of the Inclusive Excellence Framework from the campuses. It would not be locked in stone and they could continue to tweak it. Each campus will develop its own framework in a way it deems suitable. The deadline for the campus frameworks is in the summer. It will come from the CDOs to the campuses for approval, and then to the System. The Framework identifies 2018 as the end, because the System’s strategic plan ends in 2018.

- KM will be given time on the March agenda during which the Framework and the process can be discussed.

The NCFDD training sessions and workshops will be announced in early March with open enrollment up to capacity.
The meeting was adjourned at 4:00pm.

Attachments:
1. Proposed Changes to the UM Collected Rules and Regulations (CR&R) regarding workload, annual performance review, and post tenure review, final version approved by IFC January 27, 2017
2. Standard of Faculty Conduct with Questions for Legal, draft
4. Inclusive Excellence at the University of Missouri System 2016-2018 Framework Draft
5. Keyed Vetting Report on Title IX CRR Revisions