February 19, 2010 - Intercampus Faculty Council Meeting
TelePresence, 12:00-4:00 p.m.

[Attendance/Agenda items] Meeting Notes

[IFC faculty attendance: Michael Schulz (R), Leona Rubin (C), Matt Keefer (StL), K.M. Isaac (R), Douglas Carroll (R), Nancy Stancel (KC), Carol Murphy (StL), Gary Ebersole (KC), Wilson Watt (C), William Wiebold (C), Paul Speck (StL), and A. Holsinger (K.C.)]

[Call to order: Approval of agenda: Additional Agenda Items]

The meeting began at approximately 12:05 p.m. Carroll called the meeting to order and asked for approval of agenda. The agenda was approved.

Wiebold brought up an item related to air quality in one of the office complexes at Columbia. Some parking garages also house offices. He asked for checking the air quality in the offices housed in parking garages.

Wiebold said some apparent cost savings from consolidation and restructuring may be simply cost-shifting to other levels. He asked for this item to be included in the discussion with the system vice presidents.

Carroll said it appeared to him that the sections on retirement in the CR&R’s haven’t been updated since 2006. He specifically referred to the salary withholding toward retirement funds. There was consensus among the members to seek clarification from Vice Presidents Krawitz and Rodriguez.

Gary Allen was present with the rest of the IFC faculty members. He brought up an item on IT Procurement Processes. Some proposed changes were handed out at the previous IFC meeting. All the campus representatives felt the changes were fine.

Carroll asked for adding the item on titles of Extension personnel to the agenda. This was approved.

The academic integrity issue was discussed. Watt said the draft could be discussed and it was possible to close the item at the meeting. There was discussion concerning Kate Markie's review of the document. There was some reluctance to take action without Markie’s presence. Carroll said Markie’s argument was that the Academic Integrity policy should be stated in the syllabus. Ebersole said upon receipt of the document, K.C. Senate would come up with its own version. Watt said unless it was clearly stated in the syllabus there could be lawsuits. Keefer remarked that there was need for further discussion.

Vice President Graham, Assistant Vice President Noble-Triplett, and Faculty Fellow Weisbrook then joined the meeting. President Forsee then joined the meeting at Rolla.

Campus Reports

Ebersole reported on a recent two-day budget retreat attended by deans, chancellor, provost, and others, which was requested by University Budget Committee. This committee worked on the current year budget and future budgets (five-years). On July 1, 2010 K. C. will move to the new Resource Allocation model.
The first shared award ceremony for combined faculty/staff was held that week. He thanked President Forsee for attending the event. He then referred to the low morale on campus caused by the budget situation.

Rubin reported that at the Faculty Council meeting the day before, a new policy to accept military transfer credit was passed. American Council on Education (ACE) courses haven’t been accepted before. Acceptance is still subject to department level evaluation and approval. There will be a large number of veterans coming back from duty abroad in the next 15 months, which would require timely action on this item. Rubin said the point person was Tom Phillips.

Rubin then continued her campus report. Searches for Graduate Dean, Business Dean, and Education Dean were in progress. A resolution for Domestic Partner Benefits was introduced at the Faculty Council meeting day before. This resolution was adapted from the resolution passed previously at UMSL.

Keefer (StL) reported that the campus has recently been dealing with a series of budget issues. The Deans presented reports to the Provost the day before. The Budget and Planning Committee has a process prepared for cuts at 15, 20, and 25 percent levels.

Schultz (R) reported that Rolla now has a new Master in Explosives degree program. A pilot online teaching evaluations initiative has been in progress. The advantages of online evaluations were mentioned. Online evaluations are faster and less expensive than the traditional paper evaluations. The problem with online evaluations is that they have historically had a low response rate. Schultz said in the pilot evaluation being done at Rolla, the students get an email with a link to the web site to complete the evaluation. A free online instrument called Survey Monkey for online survey and questionnaire is being used.

Forsee briefly commented on the mood, attitude, and moral problems caused by the budget situation. He emphasized the need for the campuses to be responsive to the situation. He made a reference to the tragic events at University of Alabama-Huntsville, and asked about the processes in place at the campuses to deal with employees facing job termination. Ebersole commented that denial of tenure can be very traumatic to faculty and asked if there are support systems in place that offer counseling. Forsee asked this to be included as an action item, and asked David Russell to be contacted for follow up.

President Forsee gave an update of the Board Meetings in K.C. and the State of the University presentation he gave to the Board. He asked the campuses to consider the following: eLearning, general education and STEM education. He then asked about shortening the length of time toward finishing a degree. He turned to the faculty for leadership and perspective to find ways to better understand these issues for us and at the national level. Forsee said raises are unlikely next year. There will be a lot of pressure on benefits and pension plan in the next three years. Rodriguez said our benefits costs are starting to look like those at other parts of the country.

Speck spoke at length about the changing role of state university and the need to shift focus from rural to urban issues. There is a need for big universities to reassess and reinvent. This process should ask if there are things we should do that we are not doing. What is the role of UM in turning the overall economy of the state around? President Forsee said the rural vs. urban issue is complicated. 14 out of 15 elected officials are from rural Missouri. He emphasized that we need to be a part of the solution.
Krawitz discussed the employee trust fund. She introduced John Miller, Treasurer since July 1, 2009. Miller referred to slides to discuss what the plan is and what changes have been made to the plan. On October 31 an analysis was done. UM has always been committed to funding at 100%. Krawitz said the PowerPoint presentation would be sent to IFC members. There was a discussion of the funds in the investment portfolio for the pension fund. Speck asked about investment strategy and internal rules about having a diversified portfolio. In response to a request from Isaac, a comparison to the S&P 500 performance over the last ten years was emailed to IFC members after the meeting. It showed much better UM returns compared to the S&P500 index.

Krawitz cited recent discussions they have had with Arizona, Kansas, and others who all have plans for furloughing. There was a discussion that involved several speakers. Krawitz said right now we are better off than many other institutions.

Knorr said there is a recommendation in the state legislature to expand the A+ program. This bill could potentially direct more students to community colleges for the first two years. Ebersole said this would result in UM getting students in the last two, more expensive, years.

Knorr then spoke about the bill that would shift the university’s benefit package from the university to the state. He spoke about the university’s concerns about this bill. He was optimistic that the bill would not be passed.

Knorr spoke about the “fair tax,” bill, a type of sales tax. He said March 1 & 2 are Legislative Days in Jefferson City.

Rubin asked about the costs involved in switching the UM health benefits plan to MOSERS. Knorr said that the state employees have more benefits, but those additional benefits may not be important to UM employees, but UM will end up absorbing the added cost. He said we run a much more efficient plan with cost savings associated with it, which would be lost if we are absorbed into the state plan.

Changes to CR&R’s to add extension faculty so they can be in the NTT group. Watt said the issue is not resolved. Rubin, Wiebold and Ken Dean said the proposed changes would resolve the issue. Rubin commented that the changes may also pertain to those on campus.

Wiebold moved to accept the suggested changes to CR&R’s 310.020, B, 1c on faculty appointments (Attachment 1). A vote was taken and the motion passed with one nay vote.

Noble-Triplett proposed to add language in the NTT on contract length. Murphy asked about the review of NTT employees for promotion in terms of their years of service. This was deemed a department decision. Speck spoke about the need to avoid having to hire NTT personnel one term at a time.

A motion was made to accept the following language: “Nonregular term appointments begin at a specified date and terminate at a specified date. Such appointments are usually for a period of one academic year but may be for a longer or shorter period, except that no single term appointment shall be for a period longer than three years.” The motion carried by unanimous vote.
Graham thanked Ebersole for his email that contained a statement from his website on academic integrity. The statement was projected on the screen. Keefer asked what the language meant and what it allowed. He said that he and his UMSL constituency were concerned about what the language allowed. There was a discussion about allowing the faculty member to have control over the process, and further allowing an appeals process by the department chair. Graham said at this stage we only had a document that we could take to the campuses. Watt felt that the proposed policy revision was ready to go to the campuses. Noble-Triplett said she would send the revised version to each campus. Ebersole requested sending it immediately, so that it could be included on the April IFC meeting agenda.

Carroll and Wiebold brought up the retirement system concerns/questions raised at the beginning of the meeting.

Noble-Triplett brought up an item on Academic Appointments for consideration, but no action was needed right away. There is a need to define “faculty.” She said she would bring it back to IFC at a future meeting.

Graham said he believed the Institutional Conflict of Interest issue was on track.

Graham referred to a handout on UM Faculty Awards and asked to form a committee to study awards structure and make recommendations for a new structure. Graham asked each campus to send names to him for committee membership.

Graham gave an overview of the Faculty Accomplishment System (FAS). A discussion followed about how the FAS is implemented in different departments on different campuses.

Meeting is adjourned at 3:59 p.m.

Respectfully submitted,
K. M. Isaac
Secretary

Attachment: NTT policy_IFC Feb 2010