Call to Order

10:00 AM, by IFC President Ralph Wilkerson

Present: Rex Campbell, Gary Ebersole, Kurt Kosbar, Frank Schmidt, Robert Schwartz, Paul Speck, Nancy Stancel, Teresa Thiel, Jakob Waterborg, Ralph Wilkerson, Richard Wright

Absent: William Lamberson

Agenda and Minutes

Motion to accept agenda – approved on voice vote. A reminder was offered that at the next IFC meeting we need to plan for the transition of IFC officers for next year, and also the August IFC retreat.

Motion to accept March 17, 2006 minutes – approved on voice vote

Non Tenure Track (NTT) - Update on Campus Discussions

UMKC - Various concerns have been mentioned, including budget implications of change and the rate at which NTT faculty can be promoted. There are also efforts underway to educate TT faculty on the impact their NTT colleagues have on the campus. There have been problems where peoplesoft has mischaracterized people - suggest we carefully review any data supplied by this software package.

UMC - Currently 5 committees looking at this issue. Minor changes to the policy have been suggested. No word from the Provost’s office on this issue, perhaps because they have been preoccupied with a reorganization effort. Issue has not been presented to the general faculty yet, since it is still in the draft stage.

UMR - Two committees (rules, procedures and agenda committee, and personnel committee) are looking at this issue. Somewhat surprisingly, the Provost presented this issue at the latest Academic Council meeting - and there were a number of questions from the faculty representatives. Are working on ways to insure document is distributed
to both TT and NTT faculty on campus (which is difficult, given there are no NTT faculty on the Academic Council).

UMSL - Document has been shared with steering committee, which supports the current draft. In addition, the draft has been sent out to 5 other committees - with a request that they respond to specific questions. The replies are due by May 3. There are questions about what resources will be required to support this effort, especially since the document calls for spending on professional development for NTT faculty. Some on campus are easily confused as to why we have two groups - ranked and unranked - with the belief that everyone needs to be moved to one of these groups. If this confusion continues, we may need to address it. There are some concerns about potential moral if some administrators decide to embrace the change, and others do not.

There is a perception among some faculty that current HR rules prohibit 3 year contracts. IFC representatives generally believe this is incorrect - but it should be verified with the VP for Human Resources.

**Joined by S. Lehmkuhle and S. Graham**

NTT discussion continues…

Question about the timeline - plans are to have all campus comments back to IFC by first meeting in fall 2006. IFC will finalize the document at that time, and send it to the campuses for implementation.

Strongly held views were expressed - that the NTT document creates/acknowledges three distinct classes of faculty (Tenure/Tenure Track, Ranked NTT, and Unranked NTT). While the intent of IFC is to move unranked NTT to ranked NTT status, the document may be used to do exactly the opposite. It may be used as evidence that the university allows (or encourages?) individual divisions/units to create, and maintain, unranked NTT positions indefinitely. There was general agreement that this would be a misreading of the IFC’s intent, but that stronger wording may be counterproductive. This problem seems to be somewhat localized, and suggestions on ways to mitigate it were discussed.

An observation was made that the document does not address part-time faculty. The NTT committee considered addressing this issue, but decided it would be too much to tackle at this time. Some expressed hope that once the full-time NTT issue has been successfully addressed, IFC could investigate a set of best-practies for part-time faculty.

**Discussion of Program Assessment and Audits**

We have gone through two cycles, with the second cycle being rather quiet (because it primarily involves data gathering).

In fall 2006 program audits will resume. Some campuses have standing committees which routinely address this issue anyways.
The UM System will provide information to Chancellors, as to which programs appear unusual. These are only recommendations; the Chancellors may add or delete programs from this list.

There was acknowledgement that, while program consolidation may be necessary for strategic reasons, they do not normally result in an immediate cost savings for the university.

**Joined by S. Knorr**

Discussion of various pending bills, and activities in Jefferson City.

**Joined by President E. Floyd**

**Campus Reports**

**UMC**

- Two ballots being distributed to the general faculty today - extension of the tenure clock for new parents, and extending shared governance to the department level.
- The 2 day deadline for submitting semester grades is a problem for some instructors, especially those with large sections or a significant amount of material to read at the end of the semester. Extending the deadline may make it difficult to comply with NCAA, and other, regulations. Looking at how other campuses handle this, such as switching to electronic submission of grades.
- Working on distributing the NTT document, so far getting a positive reception
- Just completed NCAA recertification
- Some concerns about large turn-over of personnel in writing intensive program. This is viewed as a very valuable program.
- Increasing concerns about retirement benefits, and potential changes in that area
- Questions about system-level CIO - and how this may (or may not) be merged with UMC’s CIO position.

**UMKC**

- Concerns that initially no faculty were on the UM System CIO search committee. President Floyd has since added one faculty member from UMKC.
- Campus-wide elections are complete
- Provost and Vice Chancellor for Advancement positions have been filled. Vice Chancellor for Student Affairs is still open.
- Are having a number of discussions with the Chancellor, including one on budgetary matters.
- The Chancellor will temporarily oversee the HR situation, to insure greater consistency in positions, work responsibilities, and compensation
• Discussing Responsibility Centered Management, and Value Centered Management models - with a possible 2 year transition time frame.
• Distributed NTT draft report to senate and Dean’s council. No major negative responses to date.

UMR

• Board of curators visit complete. Appeared to have gone well.
• Chancellor gave a State of the Campus address. Announced the elimination of all academic deans, with a one year transition. The Academic Council will be discussing with the Chancellor what role it will play in the transition. Many committee structures are based on the school structure. All agree we will maintain the quality and opportunities for professional growth on campus.
• Provost search is underway.
• NTT report is being considered. Surprised that the Provost and a Dean are discussing it, when there has been no official announcement of it on campus. The Provost has not formed a committee to look at this.
• Concerned that some key faculty are leaving campus. Hope that Chancellor, or others, are conducting exit interviews to learn what motivated their decisions.

UMSL

• New Dean named for College of Nursing - after a rough year.
• Assembly and Senate meeting next week, and may have resolutions regarding legislation under consideration.
• Discussing budget trade-offs with Chancellor
• Conducting survey on research climate on campus. Some frustrations about negative perceptions, which may be caused/aggravated by poor communication. Hope that a committee, and Vice Provost, will be able to address those concerns.
• Have developed an Early Warning System, to identify students who have characteristics of those who have academic difficulties.
• Have send out NTT packed, and are asking specific questions to 5 committees.
• There has been a large increase in the number of cross-listed courses this year - wonder about what the long-term implications of this may be. Will departments have a right to hire faculty to teach these courses, and use this as a justification for expanding their scope? We will be looking to other campuses for guidance in this area.
• Administrator evaluations. Report due this week from a committee, considering exactly what we want to accomplish, how staff input should be collected, and how we should work with the administration in this area. Have not conducted admin reviews for the past three years.
• Received letter from a Curator, regarding development session on faculty governance.
• Finished senate elections for next academic year.
President's Comments

UM System CIO - Vice President for IT left last July. Decided not to appoint new VP because of various difficulties, many of which have been resolved. Ready to proceed with hiring a system-wide CIO now. There are pros and cons with integrating UMC CIO with system-level CIO - that option is still on the table. Regarding the initial decision not to have faculty on the search committee - academic computing is separate from administrative computing - and academic computing is the sole purview of the campuses. The system has not, and should not, be involved in academic computing - other than to provide economies of scale, evaluative comments, etc.

MOHELA - we are making progress. This is our best shot at getting capital appropriations.

We are still working on streamlining the administration. There will be a report to the Board of Curators at the next meeting - although it will be preliminary and high level. Will go through preliminary plans at the next IFC meeting, with material distributed to IFC representatives in advance. With the exception of UMR, this will have very little impact on personnel - where it has, it was usually vacant positions.

Question from UMKC on changes in benefits. President and VP for HR has received a considerable number of letters on this. A national expert on retirement programs will discuss this matter during a development session with the Board of Curators at their next meeting. A system-wide committee will present their findings at the following Board meeting. Hope to come to closure shortly after that.

Question from UMSL on restrictive language in appropriation bills, and what implications this has for the future. This is a challenging issue, with many different aspects which must be considered.

Discussion of Program Assessment and Audits (continued)

More information was provided on the format of the program audits.

Notice: Board of Curators development session on retirement benefits will be from 10:30 AM - 12:30 PM on May 4

Meeting adjourned at 2:10 PM

Submitted by Kurt Kosbar, IFC Secretary