Call to Order

9:30 AM, by IFC President Ralph Wilkerson

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

Absent: Kurt Kosbar, William Lamberson, Robert Schwartz

Agenda and Minutes

Motion to accept April 21, 2006 minutes – approved on voice vote.

Motion to accept agenda – approved on voice vote.

Intercollegiate Athletics – Follow-up from May 2006 Board meeting at UMSL.

A handout on Athletics Department Governance from the MU Intercollegiate Athletics Committee was distributed. It received full support for the academic basis for all athletics programs.

Post-Tenure Review – The 5-year clock for this new policy has been reached.

After reviewing that no action has yet been taken, except for UMSL’s College of Arts and Sciences, IFC decided to review PTR implementation planning with UM Academic Affairs leadership (see below).

Leave policy review – Request from President Elson to IFC.

IFC discussed the memo from President Elson to review Parental Leave policies in the context of sabbatical, research and developmental system-wide. Variability among emerging local campus and unit policies is not a good development. While FEMLA policies have been fully developed for staff, no equivalent policies exist for faculty, irrespective of whether FEMLA regulations apply. Members reviewed past IFC discussions that stressed to retain flexibility, collegiality and fairness.

MU Extension of Probationary Period.

IFC discussed strategy related to the faculty-approved formal recognition that extension of the probationary period to tenure can be extended for 1 year, applicable maximally twice, as the result of child birth or adoption. It was recommended that the MU Chancellor provide an automatic approval when requested through the campus-wide Promotion and Tenure review committee. This appears consistent with practices on the other campuses.

IFC Summer Retreat planning.
• Frank Schmidt, MU elected IFC member, will chair IFC in 2006-2007.

• The process of implementation and continued discussion of the NTT policy was recognized as an important agenda item for the August IFC Retreat. Differences in campus experiences with the start of the discussion of the NTT policy draft were discussed and, once more, revealed that differences in title use for lecturers, especially at UMSL, will probably require rephrasing of the current draft, and possibly further actions or policy decisions to support campus-appropriate implementation and recognition, especially the move of unranked to ranked full-time teaching faculty.

**Administrative Streamlining.**

David Russell reported to IFC on the preliminary plans of all campuses and the System to implement the mandated 10% reduction in administrative costs, announced in December 2005, discussed among general officers in April 2006 and presented to the Board of Curators in its May 2006 meeting. It included choices for cutting positions and academic areas and initiatives that would receive support now available.

**Intercollegiate Athletics (continued).**

IFC received from VP Lehmkuhle the current compositions of the Intercollegiate Athletics Committees of the campuses and applicable by-laws. Lehmkuhle reported on the informative presentation to the Board in its May meeting which emphasized ‘student’ in student athletics, as do faculty. It is faculty and not Curators that should provide oversight over the programs. Curator responsibility is policy, consistent with NCAA policies. Within this context, more scrutiny of contracts is expected.

**IFC subcommittee on parental leave for faculty (continued).**

VP Lehmkuhle reported on the request of President Floyd that IFC establish a subcommittee to review parental leave policy as a fourth category in parallel to existing (paid) sabbatical, research and developmental faculty leave policies. Currently no formal policy exists for faculty consistent with FEMLA requirements. A 12-week unpaid family leave policy exists for staff.

**Economic Development activities by faculty.**

VP Gardner discussed with IFC, following discussions on the Rolla campus, that he does not want to add ‘economic development’ to official faculty workload components of research, teaching, service and administration.

He reported on the implementation of new tech-transfer software at the System level to standardize recognition of faculty contributions and to facility internal and external state-wide collaborations and reporting needs. One aim is to bring the current nationally competitive level of research activities at our campuses to a much higher effective translation as disclosures, patents, etcetera. In this area of tech transfer, UM lags far behind the national norm.

As part of this initiative, FAS will collect in a more standardized way faculty activities in this area with the intent that FAS reporting will reveal new and better opportunities for tech transfer and collaborations. VP Gardner told us of his intent for additional campus-base visits for face-to-face dialogs.

Gardner reported on a 5-year initiative of a new data warehouse enterprise system to give individuals and Cognos power-users data access to all System, PeopleSoft and FAS information.
Review of Board presentation on retirement and post-retirement health benefits.

VP Hutchinson reported on the successful presentation to the Board in May on retirement benefits and on positive responses he has received from individual Curators. The Board has now moved on to asking appropriate, policy-related questions on post-retirement benefits. Next week the ‘Retirement Staff Benefit’ committee report will be presented to President Floyd.

VP Hutchinson shared a comparison, also presented to the Board, on the cost of the current hybrid Define Benefits plan (with a ‘normal cost’ of 6.89%) versus options of equivalent Defined Contribution plans, under various assumptions, which typically would require double-digit contributions. IFC asked Hutchinson to help us advertise this competitive advantage of UM relative to other institutions, especially in recruiting and retaining mid-career faculty. The post-retirement health benefit, funded only 50% by the System, would only increase from 0.6% to less than 1.0% of budget by 2015, even taking into account the upcoming baby-boomer influx into retirement ranks.

Tuition Benefit for Dependents.

IFC discussed with Hutchinson the current Tuition Benefit for Dependents which was designed with a 5 year vesting period. It was discussed whether earlier vesting, e.g. in relation to early tenure decisions or hiring-with-tenure, might be considered for faculty. This might represent a significant faculty hiring incentive at virtually no cost.

Discussion and Update on Legislative Session.

IFC was informed by VP Knorr on continuing efforts of Governor Blunt to have the Mohela Board directly fund capital projects for higher education, without the need for legislative fiat.

It will be important for UM to counter Carl Bearden’s posing that he wants to “support students” by reminding people that UM contributes more than $128 million in student scholarships, relative to just $24 million in state support for scholarships.

Tactics were discussed on the upcoming election issue on stem cell research. The Missouri Life Saving coalition, to which UM belongs, is using the university’s name (without express permission) in its advertising campaign. Frank Schmidt remarked that an active scientist-driven opposition against Anti-Evolution proposals in the legislature, which almost surprised us this year, will have to be actively countered. VP Knorr noted that we hope that especially the K-12 coalition will lead this action.

After lunch, the campuses reported to President Floyd.

UMSL
- Faculty governance committee initiatives near end-of-year actions.
- A survey of research culture is being held.
- The NTT policy draft has been introduced in various campus committees, receiving a supportive response and questions, and academic units.

UMR
- NTT discussions are starting.
- No announcement yet of a choice among the 4 Provost finalists.
- Academic Council has again discussed UMR instructor-drop policies: there is consensus that an instructor can drop a student for non-attendance; there are diverse opinions about the –
illegal? – practice that instructors can drop students from class for poor performance. President Floyd responded that he will send a letter to clarify that this type of instructor drop practice will not be sanctioned.

UMKC
- The first Unified Graduation ceremony at UMKC has been a success.
- The Racial Audit on campus has raised issues of process, reporting and validity.
- The Faculty Senate proposes to have the broad-based and elected Budget Advisory Committee retained even when a smaller working group will work at a new RCM-resource allocation budget model for the campus, because broad buy-in for such a policy is seen as absolutely necessary.

UMC
- Rex Campbell has been elected to the presidency of the Faculty Council.
- Frank Schmidt will be IFC chair for 2006-2007.
- Faculty ballots support the extension option to the tenure clock for maximally twice for 1 year. The option to implement this informally or as a change in the Collected Rules and Regulations brought the response of President Floyd that the text which defines the length of the probationary period may need updating anyway to accommodate situations of going up for tenure early. He would like to see this issue discussed in the context of parental leave (see above).
- Faculty ballots support the requirement that governance policies such as record keeping of decisions made, should also apply to academic units and departments.
- New By-Laws have been passed that define faculty oversight of Intercollegiate Athletics programs at MU, as recommended by NCAA.
- It was commented that dealing with the press typically works well in Public Relations matters but is less than stellar in case of providing public information.
- Discussion of the NTT draft has focused discussions on the academic freedom provided to NTT faculty, on the question whether faculty governance on campus would be extended to all NTT faculty, and which developmental opportunities would be available to NTT faculty such as leave for meetings, leaves, etcetera.
- The selection of a new Arts and Sciences Dean nears completion.
- The Life Sciences Director search has identified 5 candidates.

Additional comments by President Floyd.
- The Administrative Reduction preliminary plans (see above).
- Floyd requested that an IFC subcommittee develop a comprehensive leave policy for faculty that should include parental leaves.
- At the July Board meeting, President Floyd will clearly present his philosophy for athletics to the Board: campus faculty committees manage these programs; the Board has responsibility for policies and not for management; all existing applicable policies will be consolidated.
- Overall, FY07 State funds represent a 2.8% increase including a $2 million funding gap adjustment for UMSL, incorporation of last year’s $1 million for UMKC’s School of Dentistry into the UM budget, finances to start the Anesthesiology program at UMKC’s School of Medicine, and a $100,000 reduction as a slap-on-the-wrist for the use of state funds at UMKC at the Institute for Human Development for political action. The system-
wide $200,000 costs for Mobius will likely be funded, as requested by the campuses, off-the-top of System funds prior to fund distribution to the campuses.

• VP Krawitz reported that the FY08 appropriations request to the state will include the customary 60% of cost-to-continue, a 4% salary pool, a 4.1% mandatory fixed benefit costs and a 14.4% variable benefits cost increase. For information purposes, the Higher Education Price Index (HEPI) for 2006 will likely be in excess of 5%.

• Priorities of the current list of the FY07 capital appropriations request which were not funded, will be discussed with General Officers to make appropriate adjustments (while still hoping for some Mohela funds for capital projects).

• The issue that large classroom capacities at UMC and UMKC are starting to limit further increases in student enrollments, e.g. for biology and chemistry, was raised by Frank Schmidt. President Floyd responded that those issues are left to the decisions of the campuses which must make the priority choices.

• President Floyd thanked all IFC members for their contributions during the past year.

Post-Tenure Review (continued)

VP Lehmkuhle reported that has just informed the provosts on all campuses that he will send out the letters to all department chairs to declare on the basis of the annual reviews of the last 5 years on the satisfactory or non-satisfactory performance of all faculty who have been tenured more than 5 years and who, within this period, have not been promoted. Unsatisfactory assessments will start a developmental review process. Reporting will be done to the VP of Academic Affairs and will be noted into the FAS.

The request to have all annual review results entered into FAS by department chairs was noted for incorporation into FAS

The question was raised whether department chairs, which in many cases are continuing as faculty and may not be functioning as administrators on a permanent basis, can also be evaluated as part of the 5-year Post-Tenure Review. VP Lehmkuhle promised that this will be discussed.

The “Annual Review of Faculty Performance: Frequently Asked Questions and Some Guidelines” handout was distributed.

IFC Summer Retreat planning.

• The NTT draft will have to receive major attention. How do we kept these ideas percolating and dialogs continuing? What best practices ‘uniformity’, as requested by the provosts, should be suggested? How can IFC help to include NTT faculty into these discussions? Develop the NTT document to be more “reassuring”, to include more explicitly the expectation that “anyone who has primary authority for teaching (or research or service or extension) will have a professional (i.e. ranked) professional title”. This will leave the ‘instructor’ category for those full-time persons who, for instance, teach but who have no primary, independent authority.

Meeting adjourned at 2:30 PM
Submitted by Jakob Waterborg, IFC member