Intercampus Faculty Council Minutes  
321 University Hall  
March 10, 2009

In attendance: Gary Ebersole (KC), Doug Carroll (R), Alex Holsinger (KC), Matt Keefer (StL), Carole Murphy (StL), Tom Phillips (C), Paul Speck (StL), Michael Schultz (R), Nancy Stancel (KC), Bill Wiebold (C), Wilson Watt (C),

Absent: Frank Blum (R)

Call to order: Approval of agenda; Approval of minutes of IFC for February 18, 2009. Members asked for edits before approval.

10:40 a.m.: Chair Speck called the meeting to order and asked if there were any changes to the order of the agenda or if there were any revisions to the minutes. Several edits were requested and approval was postponed until the April meeting.

Attention was then focused on changes to the agenda. VPs Allen, Rodriguez and Knorr will not be in attendance. Academic Dishonesty was also postponed until the April meeting in order to leave more time for discussion of the retirement fund with the President. Issues of concern included the following questions: What would constitute adequate compensation, has VP Rodriguez been attending meetings of the System Benefits Committee, how does the committee and IFC get input, should IFC meet with various budget committees and pension committees?

11:18 a.m. IFC members joined by VPs Steven Graham, Kandis Smith, and Deborah Nobel-Triplett.

1. Salary Comparator

VP Graham: VP Allen is out with surgery; Knorr was called to Jefferson City; Rodriguez is out ill. VP Graham passed out a handout on “salary comparator.” This information is out on the website. In loading the salary data, it got mismatched making the dollar figures skewed. System’s IT is working with a consultant to straighten this out. IT human resources personnel will re-feed the data. The median salary (rather than the mean) would be helpful in dealing with positions such as endowed chairs. Data vary quite a bit by program and by campus. Each campus can select a comparative group but sometimes it is hard to get the data you need. We can compare positions across our UM institutions. Once the data is corrected, we need to ask ourselves how we can use the tool to facilitate discussion about salaries.
2. Academic Dishonesty:

The subcommittee has met twice and it needs more clarification from legal counsel in order to suggest a system-wide policy. By the end of the academic year the subcommittee should have a draft document to be reviewed on each campus prior to adoption. The subcommittee does not yet know if language in the Collective Rules & Regulations (CRR) will need to be changed, or if just a clarification of interpretative language of the rules is needed. The campuses need a unified interpretation and application of the CRR. We need to resolve the “can issues” about what we can do and cannot do. Additional meetings are needed.

3. Textbooks:

IFC member Ebersole brought up the topic of publishers offering faculty developmental funds ($1500 per faculty member) if faculty adopt their textbooks. Students end up paying twice. These offers happen mostly with faculty who teach large introductory classes and are not reported. The question was asked if UM has a policy in place to protect the schools from such conflict of interest offers? We currently create custom textbooks (i.e. course packets) as one means that provides extra money to a department. Faculty cannot personally profit from this. The student who wants to resell a book loses out. A question was asked, should money earned this way be donated to the general operation fund to avoid ethical questions? Nested under this issue is a larger issues and that is should the sale of textbooks be a profit-making service. Who skims off the profit (bookstore, faculty member, department)? UM campuses look at textbooks, including bookstores, as an opportunity to generate income. Can we move away from that model to reduce costs to students and still meet the pedagogical needs of the faculty? We do have a system-wide campus committee that examines textbook purchasing options. This process is not prohibited by the CRR but it can set up a perverse incentive to faculty to supplement salaries, travel funds, etc. Department chairs have a tremendous amount of discretion about how these funds are used. Is it a policy that textbook sales should be a profit-generating avenue, or do we want a student-centered model? A discussion was held.

12:00 Chair Speck suggested breaking for lunch. President and Vice Presidents joined the meeting.

12:00 Lunch

12:30 Began with campus reports.
Campus Reports

MU: Senate Chair Phillips reported that Columbia voted to move Reading Day to Thursday. This would leave Friday for make-up exams, etc. Faculty see this as a bonus because they get almost two extra days for turning in grades. Students are concerned that this was done only for that reason, but that is not the case and the Senate is trying to get this across to the students. MU is planning to review its general education program. It has been ten years or longer since the last time it was reviewed. Students are asking that a diversity course be included, however, there needs to be a campus-wide discussion in order to define diversity. Faculty is concerned about the Effort Verification Report (EVR). There was a problem a few years ago in which the faculty was penalized. It was done without consultation. VP Krawitz offered an explanation for why this happened. In our 2006 audit we had about $30M in costs questioned. Many other research universities are in the same position because of failure to provide the necessary documentation on faculty effort on the EVR for research grants. The amount exacted from the university has been negotiated down from $7 million. This is a huge compliance issue for System. It is not a penalty being paid but rather a return of grant funding.

MS&T: Senate Chair Carroll reported that they continue to update their faculty bylaws and clean up the language resulting from the dissolution of dean positions. The Faculty is creating a new Conflict of Interest Standing Committee in an effort to manage those conflicts. It is also creating a new standing committee, the Teaching Effectiveness Committee. MS&T is proposing a new Global Studies minor as part of its Engineers Without Borders Program. This is an unusual offering for an engineering school. It will be 12 credits and there is no foreign language component. Students go overseas for this study and presently receive no academic credit for it. The suggestion was made that MS&T consider making this a certificate offering rather than a minor. Significant program changes are in the works, emphasizing technical electives over general electives. This is done strictly on the department level. MS&T’s program has gone down to 128 credit hours (as compared to 145 hours in the past). There is concern whether this is adequate preparation for an engineer. Senate representatives have received a lot of emails about the retirement system. There is worry that it will collapse and that the Board of Curators will make a move to turn it into a defined contribution plan with greatly reduced benefits. Retirees are concerned that they will never get another cost of living raise. The point was made that retirees can choose a “COLA” option.
UMKC: Senate Chair Ebersole reported that his campus is fairly quiet. The Faculty Senate approved a new Undergraduate Council to supervise undergraduate curriculum across the campus. The new Grievance Review Panel has just adjudicated its first case. It was completed in three weeks. A second grievance has been filed and probably a third will be filed. The campus has three Dean searches going on at the present time: The Business School (which is down to two finalists); the School of Dentistry (3 candidates invited to campus); and the School of Education Dean search which is just getting underway. The Provost has kept the strategic planning process moving forward and it will be rolled out in three weeks. She will talk about the strategic plan at the next Faculty Senate meeting. The good news is that the university has put on hold its plans to replace the Oak Street parking garage and an increase in parking fees will not occur. The campus was scheduled to implement a 10% increase in fees over each of the next 5 years if it continued its plan to build a new parking structure at the cost of $26-$29M. There is a vocal group on campus that continues to track benefits issues. The biggest question still to be answered is if there is no other source for the 1% benefits contribution for this year considering that the cost is relatively modest ($11.9M).

UMSL: Chair Keefer reported that there was a meeting of the campus’ Budget Committee. They continue to concentrate on ways to cut its cost and achieve the 5% reduction in expenses. They are currently looking at all the centers on campus. A summary of the success of these efforts is due to the President on April 1st and that report will be forthcoming.

**President Forsee**

The state’s plan for the university is to set funding back to the 2006 level and then fill-in with the federal stimulus money. He has written a letter of response to the House version of the budget to Representative Allen. President Forsee is very concerned that structurally this would be devastating when dealing with the 2011-2012 budget. We cannot make up that funding if, in 2011-2012, we have to start with a 2006 funding level after the stimulus money runs out. Funding for several programs have been stripped out of the House version, such as MORENet, Health Care Rehab, the Kidney Center, etc. These should have been treated as core programs rather than as extension programs. The Senate version is more inclined to support Caring for Missourians. There are three issues that need our help and support:

1. **Student access (Ron Richards-House, Ron Mayor-Senate).** Private institutions get twice what public institutions get in scholarships for students. Their bills equalize these payments.
(2) Student voting curator. The BOC is an advocacy board and we need to maintain this balanced approach.

(3) Caring for Missourians. This is a state-sponsored program for higher education institutes for the training of health care professionals. We are importing health care professionals into our state because we do not have enough health care graduates staying in state. This is the time to make our voices heard in a respectful way. Two packages have been sent out to the Chancellors containing form letters to send to legislators, the form letters give information that leads itself to a meaningful public debate, which is how the issues need to be addressed. VP Allen will send these packages to IFC members. President Forsee has finished the first round of town hall talks and was pleased with the amount of engagement and interaction.

**VP Krawitz (Budget Overview)**

This year 5% reduction becomes even more important if the legislature cuts back our funding to the 2006 level, then backfills the deficit with federal stimulus money. On the expense side, travel costs are flat to lower than last year at this time period. Professional consulting costs are below last year’s figures, and a few other areas are down as well. Each campus is forwarding that information to her. We would like to end this year’s expenditures in line with last year’s figures. Expenditures are overall still ahead of where we were last year, but this goal can still be reached. There has not been much in the way of savings from position freezes, but some of this saving won’t be realized until next year. In February, income for the state is running slightly in the negative as far as sales corporate taxes are down 6 to 8%, but individual taxes are up about 3% so far. In other words, revenues appear to be flat at this point. We won’t know about our share of withholding until April, but the stimulus package money may be able to backfill some of the expenses this year. An IFC representative asked to what extent are our service units being hurt by the cutbacks. The response is they are being hurt, but service units also need to cutback as well. Modeling next year’s budget is difficult because each variable has around 20 possible outcomes. We are counting on the 5% reduction in expenses this year, to help us balance the budget next year. An increase in enrollment helps budgeting issues. A discussion around the table on the economy followed.
MOHELA was asked for a list of capital initiatives and the list was big. It included: The Lewis and Clark Initiative, the Discovery Initiative, New capital projects, Renewal projects, Technology projects, Academic Support projects, and Maintenance and Equipment projects.

Initially, a large list was asked for and sent to the DHE because there were no constraints on the Senate request. The House came back and requested a prioritized list of projects and each campus came up with its own list. System took those lists and extracted the top priorities from each campus and sent that list. Two of these top priorities include Benton Stadler and Ellis Fischel. The $14 million in Agricultural Stations got canceled and they are considered #2 in priorities. The requirement in this last list was that projects had to be “shovel ready” in ninety days, and completed in two years.

There will be an energy summit on the MU campus that will feature nationally prominent people. It is a two-day event and the first day is open to the public. The goal is to increase energy and sustainability awareness across the state.

2:25 Chair Speck calls for the return to agenda.

4. COACHE Update

Collaborative on Academic Careers in Higher Education (COACHE) is a survey for junior faculty that is benchmarked against peer institutions. The UM System scores better than average in the survey. The COACHE office is in the process of comparing data and it should be done in two months. The results are based on faculty peers, not other measures.

5. University of Missouri Press

The University Of Missouri Press has been carrying an ongoing deficit and a strategic plan is being created to help it be more successful in the future. System sent letters to the University Press Development Board and the University Press Committee to alert them that its deficit operation is impacting the budget of the university. System officers are working closely with the University Press to develop a five-year strategic plan that will make it profitable.

6. P-20 Task Force (Pre-K through 20)

There are studies underway in Missouri to determine why students are “dropping out” and “stopping out” of school. We need to increase college preparedness, post baccalaureate pursuits,
and devise ways to encourage students to stay in school at every level. The Chancellors need to forward nominations to the President. Selected committee members will look at this issue and also look at how we can leverage educational resources throughout the state. We need to gain a sense of what we are doing and how well we are doing it.

7. Outside-In Task Force

This will be a task force made up of a broad spectrum of representatives from statewide committees. It will include members from nonprofit organizations, city organizations, and Fortune 500 companies. We are looking for shared engagement by companies to determine what their future employment needs will be. This task force will look at what the job needs are now and what they will be in the future.

Chair Speck calls for further questions. Murphy will send minutes to everyone for their comments/changes before sending it to System for their review and posting. A short discussion was held regarding accountability standards, shared services, electronic balloting, etc.

VP Graham stated that Rolla is now on board for the new grievance policy, so that leaves only one campus under the old system. A discussion followed on the grievance policy and logistics.

3:00 p.m. Adjourn

For Future Meetings

1. President’s Accountability measures (being modified in strategic directions). There is concern about the number of humanities measures not included

2. Shared services and system purchasing (the trend to centralize).

3. LAMP (Learning Assessment Missouri Programs – DHE program). Michael Straight from UMKC knows the most about this. He can come and talk to IFC about what is going on with LAMP.

4. Electronic voting (collective rules say that it has to be a paper ballot)
   Need a common policy.