Intercampus Faculty Council  
Telepresence Meeting  
December 14, 2011  
Approved Minutes

**IFC faculty attendance:** Harry Tyrer (C), Leona Rubin (C), Michael Murray (StL), Gary Ebersole (K.C.), Michael Davis (R), Joe Parcell (C), Steve Moehrle (StL), Nancy Stancel (K.C.), Susan Feigenbaum (StL), S.N. Balakrishnan (R), Carole McArthur (KC)

Representative Stancel called the meeting to order on behalf of IFC Chair Ebersole who was welcoming UM President Wolf to the UMKC campus. There was brief discussion about the new retirement plan, and 403b plans in particular. It was noted that TIAA-CREF will stay in the mix of offerings. The revised plan will have Fidelity as the record keeper over all funds. About 50% of employees who have a 403b with TIAA-CREF have voiced concerns about Fidelity being the record keeper. IFC members expressed interest in writing a support letter to keep TIAA-CREF and sending it to the system benefits committee so it knows our concerns. It is important to keep as many benefits options as possible because it is a good recruiting tool. There was concern expressed that over time the 403b money will be used to subsidize the new DC plan. At some point, the new DC plan will eventually overtake it. We need to find out the percent of people in the plans. Dr. Stancel asked if there were any updates on the domestic partners benefits issue. It is on hold for the moment but after finals we can work more on this. It was noted that the city of Columbia just passed an item on transgender. The state of Illinois is now recognizing civil unions.

**V.P Academic Affairs, Steve Graham, Deborah Noble-Triplett, Chris Weisbrook**

*Non-Tenure Track Policy for University Librarians*

He and Deborah met with the Provost at UMKC & its ranked librarians. The librarians at UMKC are treated as and act like faculty, and the faculty believe that librarians are faculty as well. The UMKC campus formally incorporated full voting rights for ranked librarians into its campus bylaws to reflect the practice of the past 40 years. The librarians on the other campuses are content with what they have. It was acknowledged that the faculty on each campus should decide who is faculty. After a short discussion it was agreed that UMKC ranked librarians should fall into the category of NTT faculty. This would satisfy the Kansas City campus but allow the other campuses librarians’ status to remain as it is. Suggestions were made for some minor word smithing within the NTT document. Dr. Graham will work with the Kansas City group to clean up the document. In the meantime, it can be vetted at the other campuses and we can bring it back to the January IFC meeting.

**V.P. Finance & Administration, Nikki Krawitz**

*Performance Measures Update*

The work on performance based funding continues and the whole point is to try to keep it simple. The metrics/measures and their evaluation are based on national averages and rankings. The governor’s focus is to have more students complete college degrees to
make Missouri’s workforce a more highly educated one. We are examining other measures as well. It was noted that service is not a measure though it is required of faculty. We will be choosing a “system” measure. Each Chancellor will select a campus measure. It will the CBHE who decides which measures will be used. The CBHE last week adopted a recommendation to form a task force on measures. The goal is not to penalize institutions. There is an incentive in Missouri for graduating students from the health professions. It was noted however, that we have reached our maximum enrollment in some of our health programs. Regardless, there is an incentive to put more into health professions and engineering programs. These are the two big fields that continue to expand and produce more graduates. This in turn drives performance funding at the institutional level. If IFC members think of more measures, please send them to her.

MOHELA
Funding for this will be at a loss. Money for Bright Flight will decline. The A+ program has not been cut but there is a current projection that it would be cut 50%. These cuts will hurt students and us. All 22 community colleges do not want A+ cut and they feel they are underfunded. At the least, the A+ program should be need based. V.P. Knorr stated that all of these actions will affect us one way or the other. Even if our tuition goes up our enrollment still goes up as well. A question was asked about a discount rate. V.P. Krawitz said that when you have a low discount rate you can accept more students and increase your tuition rates. The Rolla and Columbia campuses have been doing this successfully. Basically, this is enrollment management. You can hire professionals to come in and do an assessment for your campus. They will work with you and show you your strengths and where you can grow. For example, V.P. Graham stated that in Kansas City, the campus is now looking towards Kansas to expand their metro rate of tuition.

V.P. for Government Relations, Steve Knorr
Redistricting
This week the appellate courts have redone the maps and they have cut counties in half. The suggested maps are online. The redistricting will change who will represent us. The result will be that one can run for an office in a district whether or not you reside there. There are more representatives in office now based on population. S.B. 455 was introduced and its intent is to allow for a faster degree completion time for students in public institutions. It allows for an easy process to for students to transfer between institutions. Many institutions have general education courses that are totally transferable. Our representatives, Thompson and Pierce, back higher education and have been very helpful.

Assoc. V.P. for Employee Benefits, Kelley Stuck
Retirement Plan – Converting the 403(B)
A slide presentation was given on the new benefits changes for the 457b and the 403b plans. The DC plan will have a 457b plan. There will be a master administrator. The Board would like to limit number of funds. However, for some employees that do a lot of this type of investing, the university has a brokerage that has many more funds. On TIAA-CREF issue, yes, the university wants it to remain in the 403b plan. The fees for TIAA-CREF have not changed. Fidelity will be the record keeper. There are two
meetings set up with the system benefits committee to look at the issues. The website has a Q&A page that helps explains the new benefits. We want to be able to share what are best practices with the 403b investors.

Dr. Ebersole stated that MU asked for discussion on revoking degrees. There is some terminology that needs wordsmithing. One suggestion was to have a committee of five, instead of a lesser number because of voting outcomes. There was a question as to whether there should be term limits. There is a limitation on process of 90 days. Some thought that a longer time process was needed from the time of filing. There will be more discussion on this.

V.P. Graham spoke briefly about the Faculty Accomplishment System. Weisbrook will send IFC representatives a link to review. At the moment, many faculty keep a parallel system for faculty activity.

Meeting adjourned 3:05PM