Intercampus Faculty Council  
Meeting via Telepresence  
Wednesday, January 23, 2013  
9:00 a.m. – 12:00 p.m.

Present:  
IFC members:  
Steve Moehrle, Chris Spilling, Susan Brownell, Gary Ebersole and Nancy Stancel (Carole McArthur had notified the Chairman before the meeting that she was ill and would be unable to participate), S.N. (Bala) Balakrishnan, Michael Davis, Mark Fitch, Harry Tyrer, Kattesh Katti, and Dennis Miller.  

University of Missouri system representatives:  
Steve Graham and Christa Weisbrook

Chairman Steve Moehrle called the meeting to order at 9:00 a.m. in executive session. The first order of business was approval of the agenda, which was unanimous. A call was made for discussion of issues before the System representatives joined the meeting.

Reminder to vet Collected Rules and Regulations for February discussion

The first agenda item was a reminder to vet the proposed Collected Rules and Regulations changes in advance of formal discussion at the February meeting of the IFC. These proposals relate to CRR 310.015 Procedures for Review of Faculty Performance, CRR 320.035 Policy and Procedures for Promotion and Tenure, and CRR 320.090 Emeritus Designation. Gary Ebersole inquired as to the impact of these issues on the UMKC ranked librarians. Steve Graham indicated that the policies would not affect librarians as they are NTT faculty and do not fall under the guidelines for the review of tenured faculty.

[Steve Moehrle and Michael Davis excused themselves at this point as each had their first class meeting scheduled at 9:30 a.m.]

Faculty Accomplishment System Development Update

Zac March, Director of eLearning at the UM System, joined the meeting to update the IFC on findings of focus groups conducted to inform the process of developing a replacement for the current Faculty Accomplishment System. March emphasized that the tool must be easy for faculty to use (“easy in”) and conducive to report generation (“easy out”). Further, the database and the reports will be designed to effectively support the promotion and tenure process, the
grant writing process, and accreditation-related activities. The goal is to select a vendor this spring and pilot the new system by the summer. A 2014 full launch is desired, but this will be a difficult goal to achieve. During discussion, Susan Brownell emphasized the need to support the tenure and promotion process by providing information that is aligned with the guidelines for the dossier. Indeed, to this end, the UMSL faculty has been discussing a standard template. Zac March pointed out that vendors will be brought to the campuses. Faculty members are encouraged to attend and emphasize the functions that they hope the software will perform.

**University (endowment) funds to pay book publishing costs and textbook compensation**

Some publishers are charging significant sums of money (e.g., one to 2 thousand in history and three to seven thousand in some other areas) to publish works. The UM system is debating whether endowment-related funds (e.g., funds from endowed professorships) should be used for such payments. One consideration is whether this would place faculty without access to such funds at a competitive disadvantage. Another consideration is whether, if payment is made, the faculty member is considered to have a contingent liability to the University that would be repaid should the faculty member receive publisher-provided proceeds and compensation from the work. Subsequent discussion demonstrated diversity of practice currently across campus. Steve Graham indicated that these decisions are currently left to the individual campuses.

**Discussion with UM System President**

UM President Tim Wolfe joined the meeting and provided an update on activities at the system level. A search committee is being assembled to identify candidates for the newly created position that will report to President Wolfe. The goal is to have this person hired by June. This is part of an effort being called “organizational investment.” In subsequent discussion, the search committee was described. It will be chaired by UMSL Chancellor Thomas George, have one IFC member (Steve Moehrle), one faculty member from each campus, one Dean, one Provost, one student, and one student affairs representative. It was also emphasized that this effort will not result in an increase in the UM System budget.

A strategic planning process is underway at the respective campuses and at the system level. President Wolfe expects the process to be complete by the early summer.

UM administrators are studying ways to make the UM campuses as safe as possible. To this end, President Wolfe encourages faculty to share ideas and concerns with UM administrators. The system administration and Board of Curators do support Governor Nixon’s attempt to keep our emergency reaction plans immune from “sunshine laws,” which would require the plans to be made public. Such public knowledge of our plans would likely compromise their effectiveness as perpetrators could plan for the emergency responses. In subsequent discussion,
IFC members emphasized that confidentiality requirements constrain the campuses’ ability to identify students more likely to be involved in malfeasance. Steve Graham emphasized that we must continue to balance privacy rights and needs for information via reasonable policies and protocols. Chris Spilling emphasized that our campuses are especially open and it is simply hard to plan for all contingencies. He asked about the possibility of developing a system under which authorized persons would “swipe” an identification badge to gain entrance to certain campus buildings.

Three Curators have been appointed by Missouri Governor Nixon: John Phillips, Michael Ponder, and Ann Covington. The Missouri Senate must still approve the appointments.

The state legislature is considering a bond issue of as much as $1 billion for educational infrastructure. Discussions in the executive and legislative branches of the Missouri Government seem to be progressing favorably.

[Steve Moehrle rejoined the meeting at 10:55 a.m.]

Campus Reports

Chris Spilling provided the UMSL campus report. The primary point of discussion was the UMSL Jubilee events. President Wolfe indicated that he looks forward to attending the kick-off event on February 1. UMSL will be hosting “town hall” format meetings to inform its strategic planning process in upcoming weeks.

Bala Balakrishnan provided the Missouri S&T campus report.

Gary Ebersol provided the UMKC report. The KC campus will be hosting the Curators the week following this meeting. Also, Gary Ebersol announced that UMKC is pursuing a new Carnegie designation as a top community engagement University.

Harry Tyrer provided the UMC campus report. Harry reported on three recent initiatives at the campus: (1) the Columbia campus is working on a measure of cultural competency; (2) the student government is leading a food pantry for students in need; and (3) a simplified faculty evaluation form was recently finalized.

Strategic Planning Update

UM Vice President and Chief Financial Officer Nikki Krawitz joined the meeting to provide an update on strategic planning activities. She reiterated that criteria are being developed at each campus. Ultimately, the system and the campuses will agree on these criteria. The goal will be to have “best in class” performance in the comparator group for each campus. Some budget
allocations will be made dependent upon achievement of goals related to the criteria identified in this planning process.

Drafts of the current campus strategy statements follow. These statements are as of January 2013 and are subject to revision.

**MU**

Consistent with its role as both a comprehensive research university with membership in the elite Association of American Universities (AAU) and a public, land-grant university with a mission to discover and disseminate knowledge throughout Missouri and beyond, MU will, by 2018, enhance its academic stature, as defined by a set of publicly available metrics, by strengthening its interdisciplinary research and teaching, as epitomized by Mizzou Advantage.

**UMKC**

By 2020 we will grow enrollment to 20,000 and increase graduation rates 10% by ensuring student success through a small-college experience within Kansas City’s community-engaged urban research university.

**Missouri S&T**

As an innovative technological research university that provides extraordinary access to renowned expertise, services and applied learning, Missouri S&T aims to increase return on investment for students and education and research partners seeking STEM-focused solutions that advance lifelong learning, knowledge creation and entrepreneurship.

**UMSL**

By 2018, UMSL will attain an enrollment of 18,000 (13,000 degree-seeking) students by adding recruitment of degree-completion, recruit-back, online, and non-resident students, and by retaining students to achieve a six-year graduation rate of 70% through high-impact educational experiences consisting of engagement in faculty research, innovative teaching and learning, and community relationships to maintain UMSL’s reputation for the region’s best-prepared graduates.