Intercampus Faculty Council (IFC) Meeting

November 13, 2014; University Hall

Attendance: Martin Bohner (Missouri University of Science & Technology, S&T), Brian Burnett (University of Missouri System, UMS), Tim Evans (University of Missouri, MU), Marsha Fischer (UMS), Mark Fitch (S&T), Hank Foley (UMS), Steve Graham (UMS), Matthew Keefer (University of Missouri-St. Louis, SL), Paul Maguffee (UMS), Dennis Miller (MU), Melanie Mormile (S&T), Deborah Noble-Triplett (UMS), Tom Richards (UMS), Craig Roberts (MU), Nancy Stancel (University of Missouri-Kansas City, KC), Keith Stine (SL), Kelly Stuck (UMS), Peggy Ward-Smith (KC), Chris Weisbrook (UMS)

The meeting commenced at 10:32 am. IFC members voted unanimously to approve the meeting minutes from October 23.

Tom Richards, Kelly Stuck and Brian Burnett presented on the status of the retirement plan. Mr. Richards explained how the annual contribution from the UMS to the retirement plan is calculated and described the challenges faced in planning to meet its needs. He commented that even small discrepancies between anticipated and real returns could have a large impact on the health of the plan. The IFC and Mr. Richards discussed the health of the world economy, the diverse strategies used by pension plan managers to have different revenue streams, and employee contributions to the plan. Steve Graham and Mr. Richards agreed that the status of the retirement plan should be discussed annually with the IFC at a fall meeting.

Craig Roberts reported on work by the MU Faculty Council on faculty/academic titles in Extension. The IFC encouraged Dr. Roberts to continue the work at MU and to then return the issue to UMS and IFC for further discussion. Peggy Ward-Smith reported on work at KC for medical faculty and academic titles.

Sex discrimination, sexual harassment, and sexual misconduct policies regarding students and faculty were discussed. Dennis Miller reported on a MU faculty committee that has been reviewing Executive Order 41, specifically CRR 200.025. Dr. Miller said that this committee is considering a potential role for faculty in student equity panels, the role of advisors in the adjudication process, and mechanisms to compel participation in equity panels. The IFC agreed that this committee should continue its work and report its findings and recommendations to the IFC in addition to the MU Faculty Council.

Hank Foley, Marsha Fischer, Dr. Graham and members of the IFC subcommittee (Dr. Miller, Melanie Mormile, Keith Stine and Dr. Ward-Smith) developing policies and procedures regarding faculty and sexual harassment, discrimination and misconduct reported on their work. The following were discussed.

- a timeline of work completed at the November 6 subcommittee meeting
- important points learned regarding Title IX law and its interpretation by the federal government and other academic institutions
- the balance between the need for rapid resolution of complaints against faculty and tenure protections
• a basic outline of a plan for adjudication of sexual harassment, discrimination and misconduct complaints against UMS tenured faculty
• a subcommittee meeting for the first week of December

Paul Maguffee reported on the current status of a lawsuit brought by the National Council on Teacher Quality (NCTQ) to receive copies of UMS faculty course syllabi. Mr. Maguffee explained copyright and Missouri sunshine laws and he indicated that an appeal of the NCTQ’s request may be heard by the Missouri Supreme Court.

Chris Weisbrook asked IFC members to encourage their colleagues to apply for UMS President’s Awards.

Dr. Weisbrook reported on the current status of the My Vita system for reporting faculty work. Implementation plans for campuses and data protection policies were discussed.

IFC members had a brief discussion on practices and policies to require faculty to complete required training modules (e.g., sexual harassment and information technology security).

The IFC members discussed comments and concerns from their campuses regarding the Evaluation of the Ability to Work document. Dr. Graham reported that changes were made to the document, based on these comments, regarding protection of faculty rights. The IFC voted unanimously to endorse the document. IFC members also encouraged review of the policy and its implementation in a year for potential revision.

Dr. Foley distributed copies of a pamphlet (“An Investment in Our Students and Missouri: University of Missouri System Strategic Initiatives, 2013-2018”) prepared by UMS on strategic planning. He asked IFC members to review it critically for discussion at the next meeting.

The meeting concluded at 2:35 pm.

Approved on 12/18/14