Intercampus Faculty Council (IFC) Meeting

December 18, 2014; Telepresence Meeting

Attendance: Martin Bohner (Missouri University of Science & Technology, S&T), Frank Bowman (University of Missouri, MU), Jay Dow (MU), Marsha Fischer (University of Missouri System, UMS), Mark Fitch (S&T), Hank Foley (UMS), Steve Graham (UMS), Rebecca Johnson (MU), Matthew Keefer (University of Missouri-St. Louis, SL), Susan Lever (MU), Carole McArthur (University of Missouri-Kansas City, KC), Dennis Miller (MU), Melanie Mormile (S&T), Deborah Noble-Triplett (UMS), Craig Roberts (MU), Christopher Spilling (SL), Nancy Stancel (KC), Keith Stine (SL), Peggy Ward-Smith (KC), Tim Wolfe (UMS)

The meeting commenced at 2:00 pm. IFC members voted unanimously to approve the meeting minutes from November 13.

Members of an IFC/MU subcommittee (Frank Bowman, Jay Dow and Susan Lever) reviewing adjudication procedures for students accused of sexual discrimination, harassment and misconduct (CRR 200.025) presented an overview of their work. The subcommittee identified three recommendations for consideration.

1. require equity resolution panels in Title IX matters to contain at least one tenured faculty member
2. amend both Title IX and regular students conduct procedures to require attendance of student witnesses summoned by the panel
3. allow advisors to both complainant and accused in Title IX matters to address the panel and ask questions subject to reasonable restrictions.

There was general conversation on the rationale for and implications of these recommendations. Comments focused on compliance with Title IX guidelines and respecting the rights of complainants and the accused through adjudication. The discussion concluded with a recommendation that review of this topic continues at future IFC meetings.

Marsha Fischer provided an overview of completed and ongoing work by an IFC subcommittee developing policies and procedures regarding faculty and sexual harassment, discrimination and misconduct. The subcommittee developed a new collected rule (CRR 600.040, Equity Resolution Process for Resolving Complaints of Harassment, Sexual Misconduct and other Forms of Discrimination Against a Faculty Member) and revised two current rules (CRR 310.020 and 310.060). Ms. Fischer’s presentation was followed by discussion on the following topics:

- the timeline for the process of resolving a complaint against a faculty member to completion
- when and how a faculty member is notified that a complaint has been made against her/him
- safeguards and policies for appeal and review
- the procedures following a recommendation of dismissal for cause from an Equity Hearing Panel
- the roles of advisors for the complainant and the accused
• the President’s authority from the Curators on executive orders regarding sexual harassment, discrimination and misconduct issues

Discussion of the new and revised rules was followed by conversation on the timeline for review by general faculty and campus groups. IFC members agreed that these rules and policies should now be shared with faculty members on their campuses.

The IFC reported to President Tim Wolfe that they agree with the new (CRR 600.040) and revised rules (CRR 310.020 and 310.060), although there are some areas for continued consideration and revision. The President expressed his desire for these rules to be presented at the February Curator’s meeting. The IFC agreed that presentation at that time is appropriate; however, concerns were expressed that this timeline will not allow for thorough review by general faculty groups. The IFC and President both noted that work on faculty and student policies regarding sexual harassment, discrimination and misconduct issues is a continuing process and review and revisions can be made.

The meeting concluded at 4:28 pm.

Approved on 1/16/15