Intercampus Faculty Council (IFC) Meeting

January 15, 2015; University Hall

Attendance: Gary Allen (University of Missouri, MU; University of Missouri System, UMS), Martin Bohner (Missouri University of Science & Technology, S&T), Marsha Fischer (UMS), Mark Fitch (S&T), Steve Graham (UMS), Viviana Grieco (University of Missouri-Kansas City, KC), Matthew Keefer (University of Missouri-St. Louis, SL), Dennis Miller (MU), Melanie Mormile (S&T), Deborah Noble-Triplett (UMS), Craig Roberts (MU), Betsy Rodriguez (UMS), Leona Rubin (UMS), Nancy Stancel (KC), Keith Stine (SL), Tim Wolfe (UMS)

The meeting commenced at 10:33 am. IFC members voted unanimously to approve the meeting minutes from December 18.

Betsy Rodriguez presented on the proposed Total Rewards Advisory Committee (TRAC), which will expand on and replace the work of the Retirement and Staff Benefits Committee. In the proposal presented to the IFC, the TRAC will contain 12 members with 6 faculty and staff representatives from campus, 5 members selected at large, and 1 member from retirees. One committee member would serve as a liaison between the TRAC and IFC. Dr. Rodriguez reported that TRAC members should represent a broad constituency of employees and become educated on rewards issues. The discussion included mechanisms to recruit members, TRAC reporting to the Board of Curators, the terms of office for TRAC members, and ways to be sure the TRAC committee represents diverse interests.

The IFC discussed proposed revisions to CRR 310.090 (Emeritus Designation). The revision would create a mechanism to grant an emeritus title to administrators who hold tenured faculty positions (e.g., provost emeritus). IFC members were encouraged to receive feedback from their colleagues.

Gary Allen provided an update on Enterprise Resource Planning (ERP) optimization strategy—a review of software for managing development, finance, human resources and student activities. Dr. Allen reviewed the current status of these systems and the challenges faced to control costs, to increase productivity and to improve customer (e.g., students and parents) service. Discussion included questions on security, the benefits and risks of a cloud-based system, consistency across the UMS, and the need for continued student and faculty participation in the review.

The IFC discussed proposed revisions to CRR 170.020 (University Press, UP). UP administration has moved from UMS to MU, and the CRR revisions place the UP under the guidance of the MU Chancellor. The revisions also describe an editorial board with representation from all UMS campuses. Discussion focused on the editorial board—its composition, member recruitment, activities and authority. IFC members were encouraged to receive feedback from their colleagues.

Deborah Noble-Triplett and Marsha Fisher began a discussion on a new proposed collected rule (CRR 600.050, Equity Resolution Process for Resolving Complaints of Harassment, Sexual Misconduct and Other Forms of Discrimination Against a Staff Member). This CRR is tentatively scheduled to be presented to the Board of Curators at their February meeting. Review included comparison of the
policies to be followed for staff with those proposed for faculty (CRR 600.040). IFC members did not report significant faculty concerns with the staff policy. Discussion focused on the appropriate policies—faculty or staff—to be followed when an administrator (e.g., a department chair) is accused of sexual misconduct.

IFC subcommittee members (Dennis Miller, Melanie Mormile and Keith Stine) and Marsha Fisher provided an overview of work to develop policies 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). The new CRR and the revisions are tentatively scheduled to be presented to the Board of Curators at their February meeting. The discussion among the IFC included the following topics.

- the rules and procedures to be used when CRRs are created and revised (e.g., executive orders). The IFC recommended an educational review from the General Counsel’s Office at the next IFC meeting.
- the use of a “preponderance of evidence” versus a “clear and convincing” standard in equity adjudication. Several IFC representatives reported strong concerns from their campuses about a “preponderance of evidence” standard to be used when a tenured faculty member could be dismissed. Discussion included the use of this standard in civil matters compared to criminal matters, requirements from the Department of Education Office of Civil Rights, and recommendations from the American Association of University Professors.
- the rules of evidence to be used in adjudication procedures. An IFC representative reported concerns about the types of evidence (e.g., hearsay) that could be used. Discussion included the use of evidence in civil matters and arbitration, and the review of evidence included in 600.040.
- proposed changes to CRR 310.20.C.1, which would eliminate the statement that a tenured faculty member could be dismissed for “extreme or repeated sexual harassment”. Several IFC representatives strongly encouraged the retention of this statement to protect tenure and academic freedom. Discussion included abuse of discrimination policies at other institutions, the faculty review during the adjudication procedures included in the proposed procedures, and legal definitions of “severe and pervasive” discrimination.
- the need for a process that will review the implementation of the new and revised collected rules. Several IFC members noted that the development of these procedures was very rapid and critical review is necessary within two years of policy approval by the Board of Curators. Several approaches for review were discussed.

The IFC reported to President Tim Wolfe that they agree with the new (CRR 600.040) and revised (CRR 310.020 and 310.060) rules regarding faculty and sexual harassment, discrimination and misconduct. Mr. Wolfe expressed his desire for these rules to be presented at the February Curator’s meeting and the IFC agreed that presentation at that time is appropriate. The IFC reported on its desire for a thorough and critical review of new discrimination adjudication policies. Mr. Wolfe expressed support for this review, and there was a brief discussion on this effort.
IFC representatives reported on issues at their campuses to the President, and then Mr. Wolfe and the IFC discussed the following topics.

- the need for continued work on sexual and racial discrimination prevention
- higher education and UMS funding from Jefferson City
- concerns from students and parents about the use of student fees
- campus budgeting and funding priorities and the need for UMS to become more innovative
- identifying and addressing student concerns

The meeting concluded at 2:39 pm.

Approved on 2/12/15