Intercampus Faculty Council (IFC) Meeting

February 12, 2015; Telepresence Meeting

Attendance: Marsha Fischer (University of Missouri System, UMS), Mark Fitch (Missouri University of Science & Technology, S&T), Steve Graham (UMS), Viviana Grieco (University of Missouri-Kansas City, KC), Matthew Keefer (University of Missouri-St. Louis, SL), Dennis Miller (University of Missouri, MU), Melanie Mormile (S&T), Craig Roberts (MU), Betsy Rodriguez (UMS), Christopher Spilling (SL), Nancy Stancel (KC), Keith Stine (SL), Peggy Ward-Smith (KC), Tim Wolfe (UMS)

The meeting commenced at 9:35 pm. IFC members voted unanimously to approve the meeting minutes from January 15 and January 28 (Supplemental Meeting on Proposed Faculty Sexual Discrimination Rules).

The IFC discussed proposed revisions to CRR 170.020 (University Press). The brief conversation included a recommendation that the editorial board should contain representation from each campus.

Proposed revisions to CRR 310.090 (Emeritus Designation) were discussed. Members reported that they received few critical comments on the policy since the last meeting.

A conversation from previous IFC meetings (e.g., August 20, 2014) on tenure was resumed. Discussion focused on evaluation of the current tenure and post-tenure review processes, mechanisms to reinforce faculty productivity through the entire career, the value of tenure to a successful university, and the need to educate the general public on tenure. Other topics included the different roles for tenured and non-tenured faculty members, mentoring junior faculty members, and how the tenure system can lead to unprofessional behavior. A consensus on how these issues should be addressed by the IFC was not reached; however, the IFC agreed that this discussion should continue at subsequent meetings.

Marsha Fischer provided a brief overview on the mechanisms used to create and modify collected rules (e.g., board action versus executive order).

The IFC conferred on the adjudication procedures for faculty (CRR 600.040) and students (CRR 200.025) accused of sexual discrimination, harassment and misconduct. The following were discussed.

- the need for a formal, external and critical review of UMS rules, policies and procedures in this area
- upcoming faculty meetings on CRR 600.040 at MU and S&T
- feedback received from faculty members on the rules
- the role of advisors (e.g., an attorney) in the equity resolution hearing process
- approaches (e.g., a letter, website or teleconference) for general faculty discussion and education on Title IX and our collected rules

The IFC and President Tim Wolfe agreed that the UMS rules, policies and procedures regarding harassment, discrimination and misconduct should be reviewed within eighteen months. This assessment should be performed by a group outside of UMS and the consultants currently contracted.
The IFC unanimously re-affirmed to the President their support of the new and revised collected rules (i.e., CRR 310.020, 310.060 and 600.040) regarding faculty behavior and discrimination. The IFC also stated that it will solicit and consider feedback from faculty members on the rules and may make recommendations for their revision. The IFC and President agreed that work on discrimination is ongoing and will continue to be a priority.

The President provided an update on education funding from Jefferson City and its impact on UMS. Representatives provided a brief report on concerns from their campus.

The President and IFC discussed important areas for future work. These included mechanisms to evaluate and reinforce faculty productivity, effective ways for faculty members and administrators to communicate and discuss ideas, and the role of tenure in higher education.

The meeting concluded at 11:59 am.

Approved on 3/12/15