Intercampus Faculty Council (IFC) Meeting

March 12, 2015; University Hall

Attendance: Martin Bohner (Missouri University of Science & Technology, S&T), Mark Fitch (S&T), Hank Foley (University of Missouri System, UMS), Steve Graham (UMS), Steven Grant (S&T), Rebecca Johnson (University of Missouri, MU), Matthew Keefer (University of Missouri-St. Louis, SL), Carole McArthur (University of Missouri-Kansas City, KC), Dennis Miller (MU), Deborah Noble-Triplett (UMS), Marty Oetting (UMS), Craig Roberts (MU), Chris Spilling (SL), Nancy Stancel (KC), Keith Stine (SL), Peggy Ward-Smith (KC)

The meeting commenced at 10:32 am. IFC members voted unanimously to approve the meeting minutes from February 12.

Representatives from KC led a discussion on the academic calendar (CRR 20.140.A.1). Based on comments from their campus, they recommend revision to read “The fall semester will begin the first Monday on or after August 18.” The rationale is that this change would allow more time between the end of the fall semester and Christmas holidays. IFC members proposed that the recommendation from KC be considered by campus academic administrators, although further discussion on this by the IFC was also recommended.

A second potential change to the academic calendar was raised by MU representatives and briefly discussed: Classes could be held on the Monday and Tuesday of Thanksgiving week, and those days off could be moved to earlier in the semester to create a fall break. Problems with this policy for MU and S&T, which primarily have more “residential” student bodies than KC and SL, were considered.

Dr. Bohner presented two resolutions--indicated below--passed by the S&T Faculty Senate regarding the new policies for adjudicating reports of sexual discrimination against a faculty member (CRR 600.040) and a proposed amendment to this policy. The amendment was authored by MU School of Law faculty member Frank Bowman, circulated among faculty groups ahead of the February Curators’ meeting, and would increase advocate (e.g., attorney) participation in hearing panels.

1. A motion indicating support of the Missouri S&T Faculty Senate members for the changes which are outlined in the Amendment (to the Title IX procedures) presented by Frank Bowman at the Board of Curators meeting on February 5.
2. A motion to respectfully advise the Board of Curators that the Missouri S&T Faculty Senate: i) voiced significant concerns about and did not vote to approve the Title IX procedures adopted by the Board on February 5 and ii) respectfully requests that the Board consider duly formulated future improvements which might lead to a more equitable process for both the accused and the complainants.

Regarding the first resolution from S&T, MU representatives said the amendment was discussed at their Faculty Council meetings and they will have a special meeting and discussion on the topic with an outside consultant on April 7. MU representatives reported that their council wants to learn more
about discrimination adjudication procedures at other institutions and about federal Title IX law. Representatives from KC and SL reported that their senates considered the amendment, but did not agree with it. IFC members briefly discussed the amendment and the role of advisors in the adjudication process. There was agreement with the policy as it is currently written and no policy revision was proposed.

Regarding the second resolution from S&T, IFC members discussed the rapid timeline in which the policies were developed and the need for a systematic, independent review by a group outside of UM and the campuses.

IFC members noted that additional questions and concerns on the sexual discrimination policies will be raised and should be considered thoroughly. The IFC unanimously recommended that the subcommittee that worked to develop the policy will continue to serve as a preliminary review panel for policy questions and concerns. The subcommittee will then report to the full IFC on a regular basis with recommendations. The subcommittee will contain one member from each campus and it will consist of Drs. Grant, Miller, Stine and Ward-Smith for this academic year.

The progress of the implementation of the new sexual discrimination policies was then discussed. Dr. Noble-Triplett reported on the challenges faced in identifying faculty members to serve on hearing panels from each campus, scheduling panel member training sessions, and administrative coordination between UM System and the campuses. IFC members raised several serious concerns about policy implementation and the workflow between UM System and the campuses with Drs. Foley and Graham. The concerns included the following.

- the responsibilities for UM System and campus administrators in the specific mechanisms described in the policies to resolve discrimination claims
- the workflow timeline that is currently followed for implementing these policies at the campuses
- recruitment of faculty to serve in the pool of available panelists and the roles of faculty senates/councils in nominating individuals
- training schedules and locations

Dr. Foley briefly reported on efforts on economic development at MU. IFC members encouraged Dr. Foley to extend education efforts in this domain to different faculty groups at S&T, SL and KC.

Mr. Oetting reported, via telephone, on higher education funding bills currently under review in Jefferson City. He also reported on the status of bills which would require institutions to post course syllabi online for public review. Mr. Oetting commented that UM representatives, and those from other institutions, have been meeting with legislators on these bills. They have told legislators that posting creates a risk of course material being stolen and that the all can review course programs through undergraduate and graduate catalogs already widely-available online.

Dr. Graham reported on the current status of the implementation of the My Vita system. He noted some of the challenges that have slowed its progress.
IFC members discussed the document on faculty workload, prepared by the IFC in 2014 and circulated among the campuses. Dr. Graham and several IFC members reported that the document has been discussed and positive feedback has been received from administrators (e.g., chairs, deans and provosts) and some faculty members. A brief roundtable discussion encouraged further consideration of the following.

- mechanisms to help current faculty members improve their skills and learn new techniques
- current research leave programs
- ways to evaluate and reinforce effective teaching
- budget-neutral mechanisms to allow faculty members to take sabbaticals and focus on research
- cultural changes required to acknowledge and reinforce faculty work in all areas—research, teaching and service

The IFC briefly discussed Board of Curators Chair Don Cupps’ report, “The Year of the Student”.

The IFC discussed proposed revisions to CRR 310.090 (Emeritus Designation), which would allow an emeritus title for administrators.

The meeting concluded at 2:02 pm.

Approved April 16, 2015