Intercampus Faculty Council (IFC) Meeting

April 16, 2015; Telepresence Meeting

Attendance: Martin Bohner (Missouri University of Science & Technology, S&T), Mark Fitch (S&T), Rebecca Johnson (University of Missouri, MU), Steve Graham (University of Missouri System, UMS), Matthew Keefer (University of Missouri-St. Louis, SL), Carole McArthur (University of Missouri-Kansas City, KC), Dennis Miller (MU), Jana Moore (UMS), Marty Oetting (UMS), Craig Roberts (MU), Betsy Rodriguez (UMS), Christopher Spilling (SL), Nancy Stancel (KC), Keith Stine (SL), Peggy Ward-Smith (KC)

The meeting commenced at 1:29 pm. IFC members voted unanimously to approve the meeting minutes from March 12.

The IFC continued a discussion from the March 12 meeting on the academic calendar (CRR 20.140.A.1). Representatives from KC recommended revision to read “The fall semester will begin the first Monday on or after August 18.” Representatives from the other campuses reported that they were not in agreement with this revision and that the collected rules should not be modified. There was also brief discussion on adjusting the academic calendar around Thanksgiving to create a “fall break” in October; however, no consensus was reached and the IFC agreed to close discussion on academic calendar.

The IFC discussed the need for reviewing, clarifying and revising policies related to tenure and post-tenure review. Discussion points included the following.

- an explanation for the general public on the importance of tenure in higher education
- the ratio of tenured and non-tenured faculty members on campuses
- creating mechanisms to reinforce continued productivity by faculty members after they have earned tenure and/or the rank of Professor
- modifying the post post-tenure review process to identify faculty members that are not productive, while not increasing paperwork required by all faculty members as part of a performance review
- appropriate mechanisms to punish behavior by tenured faculty members (e.g., unprofessional behavior that might not be considered misconduct under the collected rules)

Members recommended that these should addressed by the IFC during the next academic year. Several suggested the IFC should develop a short paper or report that could be used by faculty and administrators across the system to identify best practices and clarify existing rules. Members recommended the following.

- developing a definition of tenure
- reviewing the academic literature and policies at peer institutions on tenure and post-tenure review
- reviewing the current UM collected rules related to tenure and post-tenure review
• developing a series of recommendations for changes to collected rules or best practices for academic units related to tenure and post-tenure review

Jana Moore updated the IFC on the implementation of MyVita--the web-based system for faculty members to report on their research, teaching, scholarship and creative works.

Marty Oetting provided a brief report, via telephone, on higher education funding bills currently under review in Jefferson City.

Steve Graham led a discussion on a proposed policy from KC that would require an employee or student to submit to drug and/or alcohol testing for cause based upon a reasonable suspicion of the unauthorized use or abuse of drugs or other substances at any health care setting. Several IFC members encouraged Dr. Graham and the academic units that proposed this new policy to review current professional policies already implemented across the UM System (e.g., MU Health Care).

Betsy Rodriguez reported on work in her office to evaluate and reduce the number of options that can be chosen from the pension plan upon retirement. She reported that the goal was to identify and eliminate options that are rarely-used to streamline operations. IFC members encouraged Dr. Rodriguez to consult with current retirees and those approaching retirement age, such as Dr. Graham, for their opinions and concerns.

Dr. Rodriguez provided an update on training individuals to serve on hearing panels to adjudicate claims of discrimination, harassment and misconduct against students and faculty members (i.e., Title IX). She reported that many going through the training have found it to be explicit and discomforting. According to Dr. Rodriguez, many trainees did not realize that the panels would deal with events that were so traumatizing and complex. IFC members encouraged Dr. Rodriguez to get feedback on training efficacy from those that have completed the training and served on panels. IFC members discussed the potential impact of advisors (e.g., attorneys) actively participating during panels and if zealous advisors would increase or decrease the chance the panels would successfully and equitably address discrimination claims.

The IFC and Dr. Rodriguez discussed issues related to overall student and faculty training in discrimination policies, completion rates on surveys on campus climate circulated to students, and issues raised at an April 7 MU faculty forum on sexual discrimination.

The meeting concluded at approximately 3:40pm.

Approved on 5/13/15