Intercampus Faculty Council (IFC) Meeting

May 13, 2015; University Hall

Attendance: Kathy Bunn (University of Missouri System, UMS), Mark Fitch (Missouri University of Science & Technology, S&T), Hank Foley (UMS), Steve Graham (UMS), Matthew Keefer (University of Missouri-St. Louis, SL), Carole McArthur (University of Missouri-Kansas City, KC), Dennis Miller (University of Missouri, MU), Craig Roberts (MU), Christopher Spill (SL), Nancy Stancel (KC), Keith Stine (SL), Kathy Stuck (UMS), Peggy Ward-Smith (KC), Tim Wolfe (UMS)

The meeting commenced at 10:45 am. IFC members voted unanimously to approve the meeting minutes from April 16.

The IFC members and Steve Graham discussed items for the IFC to address next year and include in meetings. Items included the following.

- regular updates from UMS on the budget and finances
- economic development
- review and revision of grievance policies
- regular updates from the General Counsel's Office regarding changes in Title IX policies in Washington and the UMS rules and procedures

The IFC returned to a discussion from previous (e.g., March) meetings on proposed bills in Jefferson City that would require institutions to post course syllabi online for public review. Members thought that bills similar to this may be introduced in the future and the IFC should consider appropriate responses. Suggestions include a recommendation that faculty develop a “public syllabus” with the material required and a separate “in-class syllabus” that provides detailed information for the students enrolled in the class.

Kathy Bunn (UMS General Counsel's Office) discussed a proposed for cause drug testing policy for students and employees that have direct patient care activities. Ms. Bunn mentioned that UMS schools, colleges and clinics have policies but they are inconsistent, and her goal is to develop a policy that treats all UMS employees equitably, is consistent, and cannot be abused (e.g., used in retaliation against an employee). The IFC discussed several issues related to this.

- legal definitions of “for cause” and “at random” drug testing
- how a policy designed for employees that have direct patient care activities could be applied to all employees
- current policies through the UMS that have been effective and ineffective
- protections for employees that are using drugs approved by a physician

The IFC encouraged Ms. Bunn develop a policy that is narrow and focused for review in the fall.
The IFC had an informal discussion on tenure and post-tenure review. There was consensus that the IFC should address these issues next year toward the development of a statement on the value of tenure to higher education, a critical review of current policies, mechanisms to reinforce achieving faculty through their career, and identifying areas where current post-tenure review policies should be modified.

President Wolfe commented on his impressions of strategic planning. He encouraged all faculty members to challenge their administrators on where funds are allocated on their campus and if campus budgeting is consistent with strategic plan goals. The President discussed the health of the state economy and higher education funding.

Several IFC members asked about Title IX policies and their implementation. The President said that there will be a review of Title IX policies and their implementation under the timeline indicated in the collected rules (i.e., Section T of 600.040).

IFC members and the President discussed concerns about distribution of faculty raises and recruiting new assistant professors.

Kelly Struck (UMS Human Relations) provided an overview of proposed changes to retiree medical benefits.

The meeting concluded at approximately 2:55pm.

As this was the last IFC meeting for the academic year, these minutes were not approved.