IFC Draft Minutes
December 14, 2015

Present:
Carole McArthur; Peggy Ward-Smith, Cooper Drury, Nicole Monnier, Ben Trachtenberg, Susan Brownell, Matt Keefer, Keith Stine, Tom Schuman; Nancy Stancel; Marty Oetting, Courtney Kawelaske; Steve Graham; Excused: Martin Bohner and Steven Grant.

The meeting was called to order at 10.00am, introductions were made, followed by approval of the agenda and minutes from November 24, 2015.

Discussion 10:00-10:30

The two IFC Representatives serving on the Chief Diversity, Equity and Inclusion Committee reported that airport interviews will be on Friday January 12, and 20. President Middleton is under a lot of pressure to get this done quickly. There was much discussion about teaching waivers for faculty and how it is perceived by the public. Getting a waiver does not mean a faculty member is doing less and in fact, can increase the workload he/she is doing. Discussion moved to strategic planning and how a less than positive budgetary year will affect that effort. The IFC talked about how to create more engagement between it and the Board of Curators to keep the lines of communication open.

1030:AM President Middleton & Campus Reports

President Middleton was available for 20 minutes via Telepresence. Discussion centered on strategic planning efforts for any new monies from the state. With the shortfall in the budget, there will not be new money to put towards strategic planning projects from the campuses. The President also addressed the IFC’s concern on how it could more effectively interact with the Board of Curators. IFC will create a draft proposal with suggestions for the President to review. We can then get this thoughts about the draft document at the next IFC meeting. President Middleton said that the search committee for the Chief Diversity, Equity and Inclusion Officer is underway. The process is on an ambitious track and the BOC wants the position filled in January 2016. The search firm has done a good job of locating excellent candidates.

MU – The Executive Vice Chancellor for Health Affairs position had been eliminated and it’s been noted that it’s an important position and may come back. There is a search for the Dean of the Medical School. Student activist groups are having discussions but it has slowed down for now. It will be a continuing conversation. The vote for an increase in student fees for library support failed. There is concern for graduate students about the high cost of health insurance.

UMSL – The campus has completed mini-retreats on budget issues. The campus has a shortfall of $8 million. A Provost search committee is being organized. There will be 9 members that will be approved by the Senate. The interim Vice Provost is now over a combined Office of Research/Administration and the Graduate School.

MS&T – the campus submitted changes to the CRR to include a general faculty meeting. The Chancellor said it would not be approved by the Board of Curators because it isn’t inclusive. The
The campus is dealing with a cumbersome 29 step hiring process and is slowing down filling positions. The College of Engineering and Computing has an Interim Dean and there is dissatisfaction over dismissals of key administrators which has led to a lack of confidence in the leadership. The campus finalized 90% of the E&E budget. Department Chairs can’t plan for resources because the remaining 10% has not been budgeted. There is no confidence and faculty are polling to see what needs to be changed. There is a new evaluation process and staff got no raises. 10 of 16 Deans are Interim Deans.

UMKC – The campus finished its Dean evaluations (360 model). It had 3 “listening sessions” and one session with community partners on race issues. The new Provost is having a positive impact with the faculty. The CIE Committee (was COSCO) will look at three areas: athletics, research and IRB. “Ability to Work” (330.100) is hard to implement. Who reports this, referred to where and to whom? The policy needs guidelines as to how long a faculty member is paid and what MoCode to charge for an exam. We need a list of certified health care providers to do examinations. Steve Graham will speak with Peggy to see how he may help.

Marty Oetting (Director of Government Relations) – Jefferson City is frustrated with UM and the lack of leadership. There is animosity towards MU faculty’s involvement with racial issues that came to a head on that campus. He feels we need to give legislators an opportunity to vent their frustration. President Middleton and all four Chancellors will be visiting with legislators several times this year. There are several bills coming up that will concern higher education. A conceal carry bill will surface. As a sidebar, legislators are allowed to carry concealed weapons to work. A bill will be introduced to create an institutional waiver review board because there is a sense that too many teaching waivers are given. We need to do a much better job of explaining the purpose of waivers. We need to have conversations with David Pierce who chairs the Education Committee and is a strong supporter of higher education. There will be a refiling of the bill that requires public posting of faculty works online. Legislators want an annual audit by the State Auditor for UM. The State would have to pay for it. There may not be an understanding of all the audits we currently do as required by law. There may be a bill that proposes that student athletes on scholarships must participate in sports events or give up their scholarships.

The Governor recommended a 6% increase to the core. The budget is up only 4.2%. Mid-year and supplemental costs exceed $250 million already for health care expenses which was not anticipated. The tobacco settlement ($50 million) did not go through. The tax amnesty program only brought in $12 million when it was thought it would generate $60-75 million. We need to protect the core appropriation.

Waiver discussion - System needs to do a better job of explaining what faculty do to the Legislature. We need better statistics about who is getting waivers from teaching. This is information the Provosts should have. Steve Graham can help us with this. “Waiver” is a misnomer because the faculty member who receives a waiver from teaching is doing so to take on other responsibilities. This is causing bad PR for faculty. In fact, teaching levels have gone up over the years. We need student/faculty ratios for our campuses as a whole as well as median ratios. The College of Delaware Study collects data per faculty member/FTE to show college level productivity within a discipline. This can be helpful to us.
**PTR Subcommittee** – Provosts need to actively collect PTR criteria from Deans. Many units on the campuses still do not have criteria. Look at possible rewards for a successful PTR. IFC is considering doing a white paper similar to the model of the workload policy. Criteria should be clear as to what is the bar for unsatisfactory performance with more remedial work well before a five year review. Annual reviews would indicate if a faculty member is not progressing as needed and that is the time to be helping that person. In the defense of tenure we need a document that states why tenure is important, explains its complexities, and suggests what can improve it.

Adjourned 4:15PM