MINUTES  
Inter-Campus Faculty Council Annual Retreat  
September 29-30, Lake Ozark, MO  
Approved December 15, 2016

Present at all sessions were:

**IFC Members:** Susan Brownell (Chair, UMSL), Mark Fitch (S&T), Viviana Grieco (UMKC), Camila Manrique (MU), Tom Schuman (S&T), Sahra Sedigharvestani (S&T), Nancy Stancel (UMKC), Keith Stine (UMSL), Pamela Stuerke (UMSL), Ben Trachtenberg (MU), Bill Wiebold (MU), and Jerry Wyckoff (UMKC)

**UM System Staff:** Steve Graham, David Russell

**Thursday, September 29**

The meeting began at 2:00pm.

**2:00-2:30  Welcome – Steve Graham**

Steve Graham stated that the purpose of the retreat is to get to know each other, and to meet directly with senior system officers. System now considers IFC a partner in developing and implementing any policies that affect faculty. IFC has built up credibility by taking the lead on Faculty Workload, Teaching Waivers, Title IX, and the Post-Tenure Review.

**2:30-3:00  Post-Tenure Review (PTR) – Susan Brownell**

Susan Brownell presented the Post-Tenure Review changes to the CRR and the White Paper that Task Force had completed over the summer. After IFC approval, the two documents will be sent to the Faculty Councils/Senates for discussion, and the General Officers and the General Counsel at the same time. After revisions based on feedback, the goal is to receive positive votes from the Senates/Councils before IFC’s December meeting.

It was agreed that Extension should be incorporated into the CRR, and SB stated that she would come back with a proposal the next day.

**3:00-3:30 General Discussion by IFC**

Last year the Board of Curators (BOC) approved two meetings per year between IFC and the Vice Chair and the Chair of the Academic, Student and External Affairs Committee. It was emphasized that it is very important to maintain confidentiality in communication with the BOC in order to build trust, especially as the two Curators cannot speak for the Board; they can only give their own opinions. It was felt that it is important that they know us as human beings in order to break through misconceptions.

IFC discussed the President search. It was decided that IFC would volunteer to supply campus faculty representatives in the event that candidates wanted more information about the state of the faculty on each campus.

**3:30-4:00 Brian Burnett, Vice President for Finance**

Brian Burnett provided an update about the UM System financial situation, the budget, and internal audits. He also stated that the Finance Academy for Academic Leaders had held two
sessions for over 70 people, and that the next meeting will be November 4, 8:30 a.m. to 3:00 p.m. in Columbia. Finally, he discussed a new state law retroactive to August 31 prohibits the use of a procard for spousal travel funded by the University and requires advance approval, as well as a reporting requirement to the Missouri Ethics Commission.

4:00–4:30pm President Middleton

In addition to the IFC members, Curators Maurice Graham and Phil Snowden attended the IFC meeting with President Middleton.

President Middleton began by thanking IFC for this opportunity. He thanked IFC for the work it had been doing lately – the faculty workload policy and the Post-Tenure Review.

The BOC is eager to work with IFC. He urged IFC to be candid with them. They have also set aside time for meetings with students.

The President search is being handled by the search committee with strict confidentiality. It is progressing according to plan. There is an impressive and diverse national pool of candidates. He expressed thanks to Sheilah Clarke-Ekong and Stephanie Shonekan, who have represented faculty well.

He expressed how honored he is to serve as President of the UM System. He now grasps just how valuable the System is. It is crucial that faculty also recognize the value of the System.

As his top three challenges for the University he named

1) Inclusion and diversity.

2) Finances.

3) Enhance research productivity systemwide – There is value in thinking of ourselves as a 70,000-student statewide university, which positions us better than thinking of us as four campuses.

The Q&A covered the following points:

We are not making headway against the tuition cap.

The System has been trying to harvest the good stories and broadcast them among the citizens of Missouri. We have a network of Extension people trusted and loved all over the state that we should take advantage of.

Discussion included various comments and recommendations for outreach and positive stories about the UM System.

The chairs of each campus’s Faculty Senate/Council (Jerry Wyckoff, UMKC; Ben Trachtenberg, MU; Pamela Stuerke, UMSL; Tom Schuman, S&T, provided updates about the situation at their respective campuses to President Middleton. Jerry Wyckoff reported that the new Provost is in place, and that revising the budge model is one of her initiatives. Pamela Stuerke reported that UMSL had a record number of graduates last year, and that nearly 20% of those were underserved minorities. Ben Trachtenburg expressed thanks from the faculty of MU to President Middleton for his work, and for his help in bringing two of the Curators to the IFC meeting. Tom Schuman expressed concerns about the situation at S&T, including lack of inclusion of faculty in campus decision making, e.g., enrollment/admissions decisions, and issues with
communicating changes in campus policies by administration. A letter was sent from a Vice Chancellor at request of the Chancellor to Board of Trustees vilifying engineering faculty.

When the meeting concluded, President Middleton left and the meeting between IFC and the BOC began.

**4:45-6:15 pm Board of Curators - Maurice Graham (Vice Chair) and Phil Snowden (Chair of Academic, Student and External Affairs Committee)**

The Curators introduced themselves. They noted that the Board wants to do the best for the University, be thoughtful, and take into account other people’s viewpoints. The current board is working hard to make the University system what we want it to be.

**Important issues for the Board of Curators include:**

- The President search is the most important priority right now. It is very important to get the new president in place.
- It is also important to the Board to maintain MU’s membership in the AAU.
- The financial issue is challenging even though, last year, we gained more money in endowments than at any other time in the history of the state.
- We need to tell our story better to change perceptions.

Topics of discussion included (1) the increased hiring of adjuncts, (2) the leadership of the MU Medical School, (3) faculty workloads, and (4) the UM System Presidential search.

It was felt that the meeting had been very useful for helping IFC and Curators better understand the nature of the work done by each. The Chair thanked the Curators for meeting with IFC.

The meeting concluded at 6:15pm.

**Friday, September 30**

**8:00-9:00am Breakfast & discussion with Kevin McDonald, Chief Diversity Officer**

Kevin McDonald stated that his primary responsibility is to chart a roadmap for diversity and inclusion, and increase the diversity of the faculty, staff, and students. Ultimately there will be an advisory council that will overview the efforts of all campuses and that will distribute system funds. He has been to all four campuses and meets with the campus Chief Diversity Officers (CDOs) by telepresence twice per month.

- The roadmap document is now being created. It will provide strategies and indicators.
- Diversity and inclusion act as supportive pillars for success of education and scholarship to enable students to succeed in the global marketplace and as citizens.
- Policies regarding faculty recruitment and retention, academic and social connections for students, and curricular transformation will be reviewed.

Difficulties and challenges for diversity and inclusiveness were discussed. Members of IFC suggested that Centers for Teaching and Learning could communicate across campuses about this issue.

Kevin McDonald said that we will start something at the system level.
9:00-9:45am Zora Mulligan, MDHE Commissioner of Higher Education

She distributed a handout, “Preparing Missourians to Succeed – A Blueprint for Higher Education.” David Russell has implemented a process to meet with business leaders around the state. Attainment, workforce supply and demand, and legislative issues were discussed.

9:45-10:15am Steve Knorr, Vice President for University Relations

Steve Knorr provided information from the collective government relations team that represents UM and helps the Board and the System with their press and media. There is no direct reporting line with communications units on individual campuses, but there are regular meetings.

10:15-10:45am Standards of Faculty Conduct – Peggy Ward-Smith (Nursing, UMKC) & Marsha Fischer (Counsel, Office of the General Counsel)

UMKC has put forward a new section to be added to the CRR that provides for a standard of faculty conduct and sanctions when that standard is violated. Under current policy, there is no option to address faculty misconduct other than filing a grievance or an EEOC complaint. UMKC is willing to pilot these proposed standards.

IFC provided comments and questions, and agreed to further consider the proposal later in the retreat.

10:45-11:15am Diversity Audit – Emily Love, Title IX Deputy Coordinator

The Diversity Audit requested by the BOC last November included an overall policy review. UM System has been working with an outside consultant to review the CRRs related to equity. The changes have a deadline of December 8-9 to be delivered to the BOC for approval. There are 30 changes to the CRRs. Most are minor.

Emily Love’s presentation highlighted four points:

1) They have addressed the recommendations of the MU Faculty Council Ad Hoc Title IX Committee. Cooper Drury [Chair of the Committee] will appear at IFC’s October meeting to go over their Recommendations on Equity Resolution Process. At their suggestion, faculty are being added to the student resolution panel.

2) Previously they said that attorneys could not talk but could whisper to their client. They have allowed a looser exchange. But the hearing panel portion remains the same.

3) Can we allow diversity to be considered in tenure and promotion?

4) There is a new section for a complaint aimed at the department or university.

IFC felt that the December timeline was tight for an endorsement by IFC. It was decided that IFC would see how the process unfolded.

11:15-11:45am Jill Wood, Director for Academic Affairs

Jill Wood linked her discussion to that provided by Kevin McDonald and said that IFC is a focus group to provide feedback to her. Discussion points included issues that faculty have encountered and resources that would help faculty support students as they deal with the issues of diversity and inclusion.

11:45-12:15am Gary Allen, Vice President for Information Technology
• The annual report to IFC was given concerning files they have accessed for people who are deceased or terminated for cause. Someone two steps up approves it: the Dean for a faculty member, then the Provost, Chancellor, and CIO.
  o The point was made that the Dean should not approve access to the files of the Senate or IFC, because there might be material about him/her.
• Changes in malware have required turning up the settings. It is getting harder and harder to identify bad URLs.
• UM System IT policies are moving toward two-factor authentication. The Secure Authentication Toolkit will be rolled out on each campus on their own timeline.
• The Business Policy Manual 1204 IT Purchasing Policy is being changed to lower to zero the dollar amount that requires higher level approval. The problem is that individual employees purchase or download free products that represent security threats to the University. They are trying to expand the cloud providers that they can use.

1:00 pm IFC Discussion
• **Post-Tenure Review voting** - IFC voted unanimously to send the CRR changes, with an additional footnote about Extension, to the Faculty Senates and Councils.
• **Instructional Workload** – The Task Force on Instructional Workload has concluded its work.
• **Title IX review and changes** - Emily Love and Marsha Fisher will provide IFC with the changes in about one week for approval in November.
• **Standards of Faculty Conduct** - A Task Force on the Standards of Faculty Conduct was appointed and asked to report back at the October meeting. The members are Bill Wiebold, Jerry Wyckoff, Sahra Sedigharvestani, and Keith Stine.
• **General Discussion** - The Fitness to Work CRR needs to be reviewed.

The meeting was adjourned at 2:30 pm.