

IFC Minutes – 19 January 2018

UM System, Columbia, MO

Present: IFC members: Anne Alexander (MU), Susan Brownell (UMSL), Michael Bruening (S&T), Viviana Grieco (via teleconference, UMKC), Clark Peters (proxy for Camila Manrique, MU), Jacob Marszalek (via teleconference, UMKC), Jon McGinnis (UMSL), Linda Mitchell (UMKC), Tom Schuman (S&T), Sahra Sedighsarvestani (S&T), Pamela Stuerke (UMSL), and Bill Wiebold (MU)
UM System Staff: Steve Graham

Meeting began at 10:09am.

IFC discussion

Meeting minutes for 19 December 2017 telepresence meeting were approved.

Introductions to/from proxy Clark Peters (attending in place of C. Manrique) of IFC were conducted.

Strategic plan Compacts continue to omit Diversity, Equity and Inclusion (DEI) statements or mention teaching. Core 42 issues were discussed.

What topics would IFC like to see with IFC-Curator breakfast meetings? Items discussed: Cross campus collaborations. Potential issue with change in structure and better in-depth communication on policy needs. Comment to bring in directly related individuals to topics chosen for the meeting rather than general, awarded faculty.

IFC discussed talking points for President Choi: a gun lawsuits update; low faculty morale and institution reputation are not improved by (albeit small) policy changes, e.g., travel, cellphone, reimbursements, airfare booking restrictions (lack of trust?); what are the cost savings justification? Grant funding source payment restrictions?

[Steve Graham and Kerry Nicholson (new assistant to Steve Graham was introduced) joined meeting (10:45)]

Strategic Plan for system and campus responses: (S. Graham, attachment 1)

S. Graham suggested assigning only 1 IFC representative to each Compact/System Administration review committee per committee, rather than 2 IFC members per System Admin review committee as originally requested. Alternatives that were offered by IFC members included: or, 1 IFC plus one faculty member (campus strategic planning involved faculty) or 1 former IFC member, as representatives on the committees, plus nominated faculty members from respective campuses. Lack of DEI statements in Compacts from earlier discussion was presented to S. Graham. Lack of teaching statements in Compacts presented as well. S. Graham suggested reintroducing the bullet addition on importance of teaching that was generated at the IFC retreat in October 2017 (in checking minutes from the retreat, a discussion for, but no specific statement, was found). IFC is to determine their Compact committee assignments. The following were nominated: Outreach and Engagement (L. Mitchell), Inclusive Excellence (S. Brownell), Planning Operations and Stewardship (B. Wiebold), Student Success (V. Grieco), Research and Creative Works (C. Manrique). IFC voted to approve the representative list.

MDHE 42 Hour Core (S. Graham, attachment 2)

That the MDHE 42 Hour Core policy does not (directly) affect UM System, only refers to transfer students, was reiterated. A potential issue was observed to exist if no 'certificate' or other degree

achievement is awarded for completion of the 42 hour core. Cultural diversity is not required by the state as part of the Core 42 policy.

Student Medical Leave (S. Graham, attachment 3, page 13)

The proposed, new CR&R 280.040 lays out the foundational standards for medical leave for students. P. Stuerke provided positive feedback in support of the new CR&R. L. Mitchell provided positive feedback from the UMKC Senate. C. Peters provided positive feedback from the Mizzou campus.

February 1-2 Board Meeting Plans (S. Graham, attachment 4, page 23)

The proposed time schedule and structure for Curator-IFC discussions will reduce information transfer rate. It was proposed to keep small tables for longer time and then have table scribes summarize their table discussions with broader discussion as well.

Noon Lunch System President Mun Choi (Phone)

Legislative activities

UM System staff and the President have been meeting with legislators since begin of January 2018. Also meeting with joint committee on Higher Education and Special Committee on Urban Issues. Committee had questions that were addressed. Protection of core funding agreement is to remove Senate 389 tuition cap, allowing for CPI plus perhaps 5 or 10%. We want to do in-house financial work first before going to Missouri Governor's office. Missouri State participation is critical to process success because of the MO Senate leadership composition from their district. A bill to keep tuition flat for all freshman through their academic career, not increasing beyond their first semester, was also introduced into the legislature.

Budget

Budget tentatively set for a 10% budget cut (\$40M) and an additional 10% performance funding model cut (another \$40M considered 'at risk,' i.e., that may be returned). State appropriations to UM has the potential to be decreased by \$80M.

Strategic Plan

Strategic plan draft reviews were returned to campuses. The plans were "all over the place." Pres. Choi's review asked campuses for addition of specific, measurable goals from each campus and mentioned a few examples, such as student success metrics, with regard to investment of campus efforts. Campuses need to be more intentional and strategic about efforts, as to be conveyed in their strategic plans. "Bold plans" to be added to campus' plans are due back to UM System by 15 March. P. Stuerke discussed that a specific time graduation rate issue with the metro campuses (Pell grant students) as part of the strategic plan is a disservice to non-traditional metro students, versus full time campuses. M. Choi added that there are needs to restructure scholarships to better support unmet needs of students (and student success). M. Choi was reminded of the need for Compact bullet discussed at and agreed to at the IFC retreat (but not yet added to the Compacts) regarding teaching effectiveness. M. Choi asked S. Graham to coordinate with addition of a bullet to the appropriate Compact.

M. Choi and IFC discussed issues with faculty teaching evaluations. M. Choi was informed by S. Graham and IFC that IFC has a task force working on faculty teaching evaluations policy. M. Choi stated that the faculty evaluation committee should coordinate with Jana Moore and Katie Lockwood of UM System. Gender and race bias in evaluations in evaluations presented to M. Choi, who pushed back with stating

that low (~1.5) ratings are not due to race or gender bias but an expressed lack of desire to engage students. [M. Choi left the meeting.]

House Bill 1465 (S. Graham, attachment 5)

The house bill 1465 would be a good thing, if it passes, to protect the university in a couple key ways. “University of Missouri” would then be the only state university that can offer certain professional and doctoral degrees, with a couple exceptions for existing programs, subject to providing state educational needs to surrounding regions. The bill locks up “engineering degrees” as only being offered by UM System. Another tradeoff allows 2 year institutions to provide degree programs if certain stipulations are met. Language of the bill is ‘fixed’ at this point. UM System is testifying in support. The bill is expected to pass.

Administrative Review & Activity Analysis Update (Ryan Rapp)

SB 389 “appears vulnerable” due to the political fallout of yet another year of large core funding cuts to higher education, e.g., 10% (\$40M) plus 10% performance (\$40M) plus perhaps additional cuts. IFC was reminded that the nation is overdue for an economic downturn trend, using historically ‘normal’ economic trends. Additional state support cuts would occur if there are new economic downturns. No additional withholding is anticipated this year but significant withholds are anticipated for next year. Public messaging from System is that we are not receiving an additional strict 20% cut, rather, UM System has an additional 20% funding at risk and ‘here is the plan.’

IFC remarked that TRAC needs IFC representation input and balancing of representation from campuses and faculty. President Choi wants to create an additional performance-based salary award pool. Cuts to only administration or support departments are similarly unsustainable: there is a need for fiscal support within administrative functions/structures in order to allow necessary support to the academic mission.

There is a plan is to discuss with the Board of Curators about moving forward with Marsha Fisher as HR director and Michelle Piranio as permanent Chief Audit administrative position.

HR Update (Marsha Fisher)

TRAC update: personnel benefits. This will be a “big year” for evaluating benefits. M. Fisher described a need to reorganize the advisory committee prescribed by CR&R 520.010. More TRAC meetings are to determine best use of benefits through regular, monthly meetings. M. Fisher expressed a need for IFC liaison and Mizzou faculty (especially someone with health background), C. Manrique of IFC thus appears to be an ideal candidate. Also, S&T nominees are needed for the advisory committee, 2-3 names. “There are ways to improve and support faculty and staff without money.” What are other ways to improve the work environment? That HR is looking for feedback should be communicated to the campuses’ faculty and staff.

IFC Subcommittee Updates

Non-tenure Track Faculty Ann Alexander

No update. Mizzou has passed a rolling NTT contract position through Faculty Council, which was shared with IFC. Discussed rolling contracts vs. longer ‘notice’ time (the latter issue requires an edit of the CR&R) policies. Each has a net effect of being more equitable to NTT. Other priority items are in process.

Teaching Evaluations Jon McGinnis (S. Graham: No update.)

Meeting adjourned at 2:23pm