

IFC Minutes – 9 February 2018

Telepresence

Present: IFC members: Anne Alexander (Mizzou), Michael Bruening (S&T), Viviana Grieco (UMKC), Mary Stegmaier (sub for Bill Weibull, Mizzou), Jacob Marszalek (UMKC), Jon McGinnis (UMSL), Linda Mitchell (UMKC), Tom Schuman (S&T), Sahra Sedighsarvestani (S&T), Pamela Stuerke (UMSL), and Camila Manrique (Mizzou).

UM System Staff: Steve Graham and Carrie Nicholson

Meeting began at 1:09pm.

A motion for Censure the chair of IFC was raised for an inappropriate comment made during the meeting with the Curators; seconded. Motion was passed unanimously.

Minutes from 19 Jan with changes were approved.

Examples of “System-ness” as found in the new, strategic plan drafts may cause issues with campus identities and affect their ability to serve their own student bodies and missions. More System-ness will require better intercommunication between UM System and campuses but allowances for flexibility should be made through the principle of subsidiarity plus solidarity. Subsidiarity is the preference for local control unless there is compelling benefit for System control.

[S. Graham and C. Nicholson joined.] Strategic plan lacks relationships to budgetary cuts this year causing stress. Some of the more pointed, ambitious comments produced in editing of the strategic plan drafts came from the President and likely requires UM System-campus discussions. Unreasonable student admission ACT increases do not seem appropriate for, e.g., UMSL that serves a different mission and population compared to Mizzou or Rolla campuses. There is a sentiment that the strategic plan is then an ‘intend to fail’ plan rather than ‘intend to succeed’ plan. S. Graham encouraged meaningful campus discussions with the President to negotiate the strategic plan terms.

BOC meeting debrief. Many expressed that there were problems with having ‘all in room’ invited to the discussion tables. Some of those invited resulted in highjack takeovers of discussion, off topic. Discussion among IFC members for feedback regarding individual tables and those that worked better or worse in information transfers. For example, some tables felt having administrators present could be a hindrance to an open discussion, while others felt administrators at the table greatly assisted the discussion; and, there may be benefit to having individuals present that have relevant experience to the topic of discussion. Feedback was given to S. Graham to provide to Pres. Choi.

Course sharing. There was vibrant discussion at the Board meeting about course sharing policies being “wonky”. UM System Information Technology (IT) department is working on IT policy for course share, i.e., for universal enrollment.

[Marsha Fisher and Ryan Rapp joined.]

Library resource sharing is a good example of a wonky issue that should be solved.

Legislative update. [Dusty Schnieders joined meeting.] Unusually positive feedback from the members of the Missouri legislature regarding university budget process, trying to restore the budget cut by the Governor’s plan. Senate bill 912 modifies Senate bill 389 to raise tuition of CPI + 10% if a core budget cut occurs, plus fees, with sunset of both SB 389 and SB 912 in 5 years. SB 912 has a moderate to low chance

of approval. SB 807, the 'degree bill', 'swim lane bill', was perfected on the floor. Three provisions: added to UM first right of refusal, chiropractic, osteopathy, podiatry. There was a push to allow a computer science courses in high school to replace science or math credit that is not seen as beneficial to education quality of students but will likely pass due to industry testimony. UMKC has individuals proposing to send letters to the legislature to complain about the lack of budgetary support. A proposition of sending a letter from IFC, or chair of IFC, to suggest a letter writing campaign would not be helpful at this time to a positive legislative process outcome and not well-received by legislators. Instead, it was suggested to allow the representation of the IFC (i.e., our current process) to be their opportunity for representation. IFC would encourage such open communication if it were thought to have a chance of success rather than a hindrance. D. Schnieders will forward a link to the legislative status update webpage to the UMKC IFC representatives.

NTT transition assistance (M. Fisher). Transition assistance pay for staff and NTT faculty policy expires and the new policy is being planned to go before the Board during or before their June meeting. Gathering data: define cost for 5 year period for a typical salary range that would obtain transition pay. The new policy is intended to include NTT with staff in transition assistance pay but is not to increase the UM System-wide overall amounts of transition assistance pay. No decisions on the policy have been made at this time. A less transient policy than prior is desired. UM System HR and administration knows that a new policy is needed but remains unsure of what form the program will take, which depends on the data obtained. The overall goal is provide a recommendation to Pres. Choi in March with proposal to the Curators Board in their April (possibly as late as June) meeting. A question was asked about NTT contracts and the answer was given that rolling contracts are available now but not uniformly applied.

Fiscal update (R. Rapp). The travel optimization policy was rolled back. The CFO will inform IFC of budget decisions as soon as possible. There will be a note sent from President Choi on the coming Monday regarding budget proposals. The administration job survey tool is to inform UM System and campuses regarding spending cuts on the campuses (that cuts will occur are already known) but the administration will prefer to do the cuts with data rather than without data, e.g., prefer not to do an across-the-board percentage cut, but may also be useful to justify to the legislature a need for increased budget and existence of efficiency. Due to a looming \$160M funding gap in the near future, there is a continuing need to be as small and efficient as possible.

IFC subcommittee reports.

NTT policy (A. Alexander)

A. Alexander mailed everyone on IFC a 2 page activity report (update appended). IFC is encouraged to look at the section on a rolling contract proposal.

Evaluating teaching (C. Nicholson; J. McGinnis). Met a few times and have found it is more than one method. A white paper draft is in preparation and forthcoming to IFC first draft in May. Section on enhancing teaching. Resource section at bottom of whitepaper, discipline specific. Goal is to aid discussions of evaluation and teaching of campuses.

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All,

In light of the compressed agenda today, I wanted to give you a written update on IFC NTT committee. First, the SharePoint for the IFC NTT Subcommittee has been populated with documents. The link is here. Second, the IFC NTT committee has split into three subcommittees to work on our priority issues: Discontinuance of Programs; Limited Performance Evaluations & Workload; and Contract Termination. Below is a list of subcommittee members, a statement of the issues the subcommittee is addressing, and a status update.

Contract Termination. [Members: Anne Alexander (MU); Jake Marszalek (UMKC); Joan Schuman (S&T); Crystal Doss (UMKC)]

Issue: NTT faculty can be given as little as 3 months' notice of nonrenewal under CR 310.035(j) which can be career destroying because of the academic hiring cycle. This committee will investigate potential solutions to this issue, present findings to IFC and administration, and work to implement one or more of the solutions at a system level.

Status: This committee has identified three potential solutions to this issue: (1) rolling contracts after a probationary period; (2) revising CRR 310.035 to change the three-month notice provision to a one-year notice provision; (3) pursue transition benefits (including cash payout and insurance) through HR. This committee is inclined to want to pursue options 1 and 3, but seeks input from IFC. There is a rolling contract proposal on SharePoint for review.

Discontinuance of Programs (+ emeritus). [Members: Michael Bruening (S&T); Larry Irons (UMSL); Wanda Temm (UMKC); Carol Lorenzen (MU)]

Issues: CRR 320.150 was last revised in 1992 and does not include references to NTT faculty. It sets out the procedure, notice and transition benefits that must be provided to T/TT faculty and Staff in case of program closure. This subcommittee will (1) develop a document outlining issue and potential solutions; (2) meet with key stakeholders to discuss potential draft language; (3) propose changes to CRR 320.150 (discontinuance of programs). This committee will also review and advise on suggested language changes to CRR 320.090 (Emeritus Status).

Status: All committee members reviewed documents on SharePoint. Larry Irons will write first draft of document outlining issues by week of 2/12.

Limited Performance Evaluations & Workload. [Members: Pamela Stuerke (UMSL); Jossalyn Larson (S&T); Janet Wilking (UMSL); Jennifer Fellabaum-Toston (MU)]

Issues: This subcommittee will address the tension between the CRR 310.035 requirement that NTT faculty evaluations only occur on two of three metrics (research, teaching, service) and the workload requirements that often require NTT faculty to work in all three of these areas. This subcommittee will do some investigation into what NTT faculty are doing on all four campuses, how other universities deal with this issue, and some thinking about what it means to be NTT faculty. This subcommittee will propose a "best practices" document for administrators and NTT faculty and will also propose changes to the CRR.

Status: All committee members reviewed documents on SharePoint. This committee is working collaboratively on drafting a document to be shared with IFC.

I look forward to "seeing" you all today!

Best, Anne