

IFC Minutes - ts 5 Sept 17  
Hotel Frederick, Boonville, MO

Mun Choi briefed the IFC concerning the Rankin climate survey and issues with needed redaction. IFC presented concerns with why and how the redactions might occur, to provide transparency. In many instances, there were insufficient responses to be statistically significant. Aggregation of comments was suggested instead of redaction. Survey results will be distributed by Rankin in the near future with communication from UM System regarding individual campus conditions.

Mun will be visiting UMKC Senate next week, having met with S&T Faculty Senate officers last Friday. UMSL Chancellor has been in place 14 yr. New chancellor recently selected at Mizzou.

UM System HR director recently resigned. Interim appointments: Ryan Rapp will oversee UM System Office of Human Resources under the CFO position. Marsha is AVP of HR. Jill Wood taking over as interim HR director of careers and culture. Melinda Adams taking over interim assistant vice president for benefits.

Discussed Boonville medical center disparity in academic vs. private compensation at Boonville. Will be negotiated along with agreement between med centers.

Vision and Compacts statements. Comments: No compact on quality, amazing teaching, instruction, perhaps under student success section. Vision statement does not emphasize an 'inclusivity' aspect better. Motion: approve vision-compacts framework with comments and guidance to be provided by IFC prior to 1 Oct 17; seconded for discussion. Discussion that the plan is a loose framework and evolving document, not to be a detailed plan. Friendly amendment: Comment from IFC that a compact regarding teaching and instruction is to go in the plan, where it will best fit.

Lunch with Curators. Curators: looking to improve compensation of quality teachers and faculty, who have not had raises in much time. To enhance resources through private gifts, research dollars, work with community in absence of legislature support. Curators as cheerleaders, not micromanagers; they 'think things'. Recent challenges of permanent leadership. Both expressed that to have a productive Board, that the Board should remain cohesive.

Break

IFC discussion:

Administrative performance and process improvement update. Final report due about 7 November. IFC to review at their November meeting.

Revocation of DACA: Do we have any students in-house that will be affected?

Strategic review panels updates to IFC regarding methods, etc., on each campus. To be done during the campus updates portion of the IFC meeting, by the campus reps.

Intercampus course sharing. Could be improved by System sharing platform (~6-8 mo out). Currently shared courses require co-teacher at other campus. Need to formalize sharing relationship formations. Use IFC rep, with ability to find campus point persons, to evaluate how to facilitate intercampus relationships?

UM HR (Marsha):

Interim role as AVP HR. Reminded IFC that there are good people working at System HR.

Health insurance rate premium increase proposed.

Wellness incentive program to be rolled out; may need our feedback in the near future. Reminders.

What can she/HR do for IFC? HR issues with timeliness. NTT transition compensation (is a System policy decision). [To what extent should HR be involved, and how should they, with the NTT policy changes suggested by IFC.] Vesting time window and extent and duration (death) of familial support. My Performance (e.g., at Rolla). HR desires to become the model employer for state of Missouri, first by getting the service engine running smoothly, then working on other service (advisory) roles.

UM Legal (Marsha and Steve): to continue updates at future meetings.

IT (Gary Allen):

IT presented the report for allowed electronic accesses due to special circumstances, per each campus, e.g., for termination, absent on leave, death, or retirement. IT has been active. Goals for IT (to all VPs of System) were presented. Activities include: teaching and education (implemented *Common App*); administrative systems (PeopleSoft upgrade HR system, Student system upgrade coming, System-wide review of student contact admin software coming as well). IT is short-staffed and less able to tackle difficult issues. Limits response to doing everything the same way to cost save on personnel necessary. IT desires to enable a data-first approach to assessing campus productivity. Needs to know what to collect, how to collect, at a campus each level, e.g., faculty workload, publications, productivity, given the differences in campus level definitions, e.g., what is a faculty member, student contact hour, team-taught course credit, what publications get counted, workload calculations. IFC remarked that we then cannot calculate the figures required by the CR&R? Other items: security updates, computation resource sharing among campuses and regional universities, 2-factor in front of HR access (coming this Fall), IT voiced concerns with tweeting/social media disseminated from generated (fake) personas.

IT asking IFC for help: overarching course sharing platform needs support.

Motion resolution: Support the three tenets presented by IT (the then-announced tenets to be sent to me by Gary): motion passed. Resolution requires that a letter be sent by chair of IFC to Mun Choi regarding IFC support for the three tenets.

Break

IFC discussion:

IFC forms a committee of 4 IFC members, 1 from each campus, who will recruit NTT and/or T/TT members, 2 additional in total from each campus, to represent their campuses regarding the investigation and consideration of current and needed NTT CR&Rs and policies. Motion and seconded. Approved.

Members: Anne Alexander (MU), Pamela Stuerke (UMSL), Mike Bruening (S&T), Jacob Marszalek (UMKC, tentative).

Salary adjustments after tenure was discussed with respect to reason/need for such a policy and prior issues with its consideration last year. Amounts and timing appropriate for additional compensation was discussed. Steve Graham agrees that he will determine a first look at an appropriate IFC course of action regarding a path forward for a new system policy outside the CR&R to provide additional compensation for terminal promotion and/or well-performing associate professors at the time of their 5 year review. Set reminder for October meeting.

Day 2

Viviana agreed to be the intercampus course sharing rep for IFC.

Jake agreed to be on the NTT faculty policy committee. Committee is to determine the remainder of their committee members from their respective campuses and forward committee member names to IFC. Committee should conduct ground work into finding the pertinent CR&Rs and 'good practice' for NTT policies. The committee will be expected to present its initial findings at the October IFC meeting. The IFC discussed timeline for overall project to allow potential enactment by Curators at their April meeting. Discussed need to involve UM System Legal at early stages and the overall process of getting changes approved through campuses and System. It was discussed that the project may be suitable for publishing to academic societies' journals.

Incentivizing outstanding teaching was discussed, leading to discussion of teaching evaluations, and need to have teaching award criteria that require meaningful (not only student-written) evaluations. Use of student performance in subsequent courses to evaluate teaching effectiveness. Steve will provide teaching evaluation methodologies he obtained via earlier work. Tom is to find invested contacts at S&T. Stellar teaching awardees may be the best-invested persons to determine best meaningful evaluation practices. UM Faculty Scholars program dovetail. Dean Terry Teal of UMSL is a good passionate person to ask to contribute, also Brian Gartner of Mizzou Extension.

## Break

UM System-ness was discussed. Mun is not intending to remove the autonomy of campuses but to consolidate under System common services of, e.g., HR, IT, finance, communication, with service presences on each campus. More similar online appearances. Due to continuing topside pressure fiscally, Mun is deep diving how to conduct University business with minimized redundancy, better (more efficient) business practices. Discussion of data driven analytics presented by Gary (IT). Campuses to take lead on aspects of System functions, e.g., IR, that are to be established, per their strengths. There should be opportunity to build larger critical mass between campus faculties, as cluster of excellence.

Open-Ed resources was discussed. Committee of faculty members are looking at open-Ed resources. Wanting to build awareness across campuses. Looking to financially incentivize faculty to accommodate open-Ed resources. Want and need to publish good news about student educational cost savings. Discussed compensation level needed to incentivize faculty effort to re-engineer courses toward open-Ed resources.

Student success taskforce to be formed. Goal of reducing costs to graduation.

Adjourned at 11:40am 6 Sept 17.