

IFC Meeting Minutes

October 9, 2018

1. Academic HR – Marsha Fischer

- Status update of the HR Taskforces
- Presentation of the proposed new retirement plan – for existing employees - nothing changes this is only for new employees
 - Going as an informational item to the Board of Curators in November
 - Contributions + Investment Income = Benefit Payments
 - Benefits include:
 - Ensuring sustainability
 - Strive for equity
 - Continue to offer a retirement benefit to attract others
 - Total Rewards Advisory Committee – research in the market
 - New plan: Defined contribution – Match up to 8%; vesting period 3 years
 - Protect the defined benefit
 - Blended plan for current employees is difficult to understand and this fits today's marketplace
 - You can invest more but it will not be matched above 8%
 - How to ensure them that their pension will be funded when they reach retirement age
 - Protected under law
 - What do you need from IFC?
 - Pressure testing to ensure if it sounds reasonable
 - BOC to see what they think – hope to go in February for a vote
 - Can presentations be given at each university at faculty senate/council?
 - What is the average expectation of the benefit amount?
 - People available to meet and give projections at HR and Fidelity
 - HR is currently getting advice on if existing employees can switch to this
- Feedback and discussion regarding the Employer of Choice elements
- Leadership training for faculty/chairs/deans

2. Cengage – Sherry & Dale

- A&OER efforts to reduce the cost of text books
- Working with publishers and in the process negotiating deals with publishers
- Cengage Unlimited
- Licensed model all text and materials for one price per semester for unlimited number of classes
- \$49.95 per semester
- Format will be digital and launched via auto access
- Rental of the book also available for \$8 (for those who choose or have limited internet access)

- Up to \$3 million in savings per year system-wide
- Will faculty NOT be pushed to choose Cengage products but offers a good product that will save students considerable money
- Includes the supports and instructor ancillary materials (customization can be done)
- Incentives for professors to publish with Cengage – nothing in contract
- How does it fit with open access – one additional piece
- 3 year contract but can exit after 1 year
- Doesn't affect McGraw-Hill deal, trying to get multiple deals
- Other items discussed
 - Does the mobile phone interface work?
 - Delivered through Canvas
 - Communication needed
 - Why things are moving to electronic and what auto access is
 - Taking advice from the provost offices to communicate the changes
 - Who is responsible if we don't reach the minimum
 - Last year we would have hit 30,000
 - What we don't hit rolls into the next year
 - Also could write off at the bookstore level

3. Grievance Policy – Paul Maguffee

- What does the policy cover?
 - Discrimination, protected class, rule or policy violation can go under this procedure
 - 30.70.010
 - Not consulted on all grievances but has included teaching assignments and many other issues
 - Information about outcomes since the process was changed but under the rule each university is to have an oversight committee and they are tasked to provide reports. Should go to the faculty council/senate.
 - Items stop at the chancellor – what happens if it is an issue with the chancellor
 - Positive work environment – retaliation, bullying but not related to equity
 - Faculty have some recourse
 - Administrator – no recourse 30.3080 (aspiration and grievances not accepted)
 - In some cases they can't file grievances and others are dismissed
 - There needs to be a clear process and a way to appeal a decision, if necessary
 - Paul to look at the retaliation policies and talk more with Sahra and figure out where to look in more

4. President Choi

- Graduate student tuition waivers
 - Would need to know what the universities policies are – 4 research vice chancellors as implementation is different

- An idea was brought up about Instate tuition – those grants that allow 60% of instate
- Engineering fees associated with out-of-pocket expenses – after waiver they have to pay these fees
- We need to charge tuition on grants that can afford tuition, and not charge tuition on grants that do not allow it, increase student scholarships. Some charge but do this in a thoughtful way.
- TPMC – IFC is now getting information weekly
- Research incentive plan
 - T/TT more than enough NIH grants
 - 40 new faculty members
 - Why are we getting rid of the plan that it is not boosting research enough
 - Communication needs improvement e.g. changes made to grants without fully vetting
 - GCI supports the most active research faculty members
 - Need a replacement program that rewards faculty and supports the university
- Online Education
 - UM's new Ranku site shows the 100% online courses available across the system
 - Collaboration makes sense with a way to serve the entire system
 - Student Information Systems implemented in different ways
- System governance changes
 - Nothing changed but reinforced the role of the President
 - To be effective President has to have understanding with Chancellors and university leaders of this authority
 - President and chancellors will work closely together to ensure the mission is achieved
 - Provosts report to the Chancellors
 - IT, HR and Finance – dual reporting relationship still under discussion
 - IT this has occurred – Gary Allen is the CIO all major decisions must be approved by him
 - HR & Finance working with BOC and Chancellors to determine appropriate roles and responsibilities and lines of authority
- General Officers update
 - Academic Espionage - Presentation to be released to understand what is real, perceived and federal governments. Deans and Chairs will need to sit in this presentation.

5. Mid-career Faculty Development

- UMAO also interested in this area; we put a taskforce together that includes a number of faculty.
- Looking at the issues
 - Hit with service
 - Lack of mentoring
 - Workload assignments
 - That group work and bring to IFC and provide feedback, otherwise have a second taskforce

- Need to look at P&T as alternative paths to receive full professor e.g., outstanding teaching that would be best looking at CR&R
- IFC agreed to let the taskforce work on this and come back with a report for review and input.
- Will add one faculty member from each campus to the working group
- Three categories: Newly tenured, tenured for 7-9 years in associate role, associate processor for many years and not interested in going to full

6. Promotion & Tenure

- Are the issues the same at other universities as identified in MU's report
 - With different paths should we look at revising CR&R
 - More comprehensive about all the things faculty do
 - Look at P&T guideline – IFC should drive the guideline, they may have recommendations, CR&R
 - Let faculty through IFC lead the P&T discussion
 - Specific issues
- Alternative pathways to full professor
- Valued for the role that they play
- Professions have changed – need to define what we mean by innovation in teaching
- Talk further about this at the November meeting
 - What is the charge of this group?
 - Membership of the taskforce

7. Non-tenure Track Faculty Committee

- Items left to address
- Rolling contracts still in works
- Ann felt some progress was made but not a lot
- Decision is out of IFC and in the UMAO
- Can't promise 3 year but it is stuck
- Talking about this on Thursday
- Best practices instead of being prescriptive
- Membership of the taskforce

8. Future agenda items

- myVita
- Promotion & Tenure (45 minutes)
- NTT