

MINUTES

Intercampus Faculty Council Meeting

Friday, May 12, 2017, University Hall, Columbia

Approved by email June 31, 2017

Present were:

IFC Members: Susan Brownell (Chair, UMSL), Mark Fitch (S&T), Viviana Grieco (UMKC), Camila Manrique (MU), Sahra Sedighsarvestani (S&T), Nancy Stancel (UMKC), Keith Stine (UMSL), Pamela Stuerke (UMSL), and Jerry Wyckoff (UMKC). Anne Alexander and John Gahl replaced Ben Trachtenberg and Bill Wiebold (MU).

UM System Staff: Steve Graham and Marsha Fischer

The meeting began at 10:00am.

10:00 – 10:35 IFC members discussion

Susan Brownell reported the follow-up on action items from the previous minutes.

Jill Pollock had communicated that:

- She was looking into including NTT faculty in the transition assistance program. Outstanding matters had not been resolved with the campuses; she had met with three NTT representatives and had tasks to complete.
- The emails about retiree medical benefits had not been finalized, and thus not yet sent to IFC for review.
- She is hoping to finalize recommendations about tuition assistance for a spring resolution by the Board; she will review them one more time with IFC at the next meeting.

Ryan Rapp had communicated that:

- They were working on communications from the system about the deadlines in the budget process, and were making sure that campuses communicate as well.
- He had given a presentation at the UMKC Faculty Senate meeting and would be willing to share it at the next IFC meeting, or with faculty leadership on other campuses. He had shared his powerpoint with SB.

It was moved that the minutes for the April 21, 2017 meeting be accepted with the changes suggested by Pamela Stuerke, and with a friendly amendment to retain the action items related to the presentations by Jill Pollock and Ryan Rapp. The motion passed 11 in favor, with one abstention.

In view of the previously circulated email, which clarified that MU Faculty Council's Rules of Order state that an officially designated alternate is authorized to vote at IFC meetings, it was affirmed that the two MU alternates were authorized to vote at the meeting.

IFC discussed questions to be addressed to Curators Phillips and Snowden and President Choi and other items to be addressed with them.

10:35 – 11:30 Statement on Commitment to Free Expression

IFC discussed the *Recommended Statement: University of Missouri "Commitment to Free Expression."* Faculty at UMKC and S&T had specifically objected to a passage that had been cut from the Title IX CRR and pasted into text that was otherwise largely drawn from the *Report on the Committee on Freedom of Expression at the University of Chicago*. They planned to vote on it at their upcoming Faculty Senate meetings. UMSL had already had its final Faculty Senate meeting. A telephone call was placed to Ben Trachtenberg to clarify the purpose of the passage.

Marsha Fischer clarified that the University of Missouri System Review Commission had wanted a system-wide policy on freedom of expression.

It was decided to ask President Choi about the timeline for approval.

Marsha Fischer also pointed out that adding NTT Faculty to the transition assistance program must be approved by the Board.

11:30 – 11:38 University Relations Update Steve Knorr

Steve Knorr reported that there had been two positive outcomes for this year:

- 1) The UM system budget had been re-combined into one line, an important result that puts us in a much stronger position.
- 2) A 6.8% cut to our budget allocation was settled on, which was better than the initial figure. The UM budget was equalized with the community colleges and other public four-year institutions, while the initial budget had proposed greater cuts to UM and smaller cuts for the other institutions.

SK warned that the economy is not strong relative to the projected budget.

11:38 – 11:45 Behavioral Intervention for Students at Risk (attachment 4)

Steve Graham reported that the attachment was an executive summary of a policy for dealing with students with mental health problems, which the Provosts want. They will develop a policy to provide tools to address mental health problems currently not rising to the level that requires an intervention.

11:45 – 11:50 MU NTT Standing Committee Resolution on Potential Layoffs
(attachment 5)

It was moved to endorse the *MU NTT Standing Committee Resolution on Potential Layoffs*. The motion passed unanimously.

11:50 – 12:00 NTT Faculty Workload Steve Graham

SG advised that next year IFC should create a task force to examine all CRRs related to NTT Faculty.

- SB will develop a list of tasks to be taken up by IFC and hand it over to the 2017-2018 IFC Chair, Tom Schuman.

12:00 – 1:20 Lunch with President Choi, Curator Snowden and Curator Phillips

President Choi was asked about the timeline for a system-wide Freedom of Expression policy. He stated that Freedom of Expression policies are becoming controversial. As a university, what do we value? The fact that we do not have a policy gives us concern. He would like to have it for the start of the fall term.

President Choi observed that he is from a different part of the country and a different institution, which gives him a fresh perspective. He asks, Why are we doing this this way? There may be good reasons, but this is a time to shake up principles. We must be strategic. He has ideas, but he wants feedback from IFC and the General Officers. He will move fast with the campuses' and Curators' support.

IFC suggested that the policy on the step-down period for senior administrators could be messaged to all administrators.

- President Choi stated that we can no longer afford a step-down period for former administrators.

Next academic year there will be more audits by State Auditor Nicole Galloway at both the System and campus levels.

The chairs of each Faculty Senate/Council provided updates about their respective campuses to President Choi.

Camila Manrique reported that marketing will be important to improve MU enrollment, even in the summer. Interim Chancellor Stokes has created a new enrollment committee. There are uncertainties regarding the budget. There are diverse approaches – some Deans consult more with faculty than others. They are eager to have their new Chancellor, and to fill in interim

positions including the Executive Vice Chancellor of Health Affairs. The faculty endorsed a resolution about NTT layoffs. They are excited about the basketball team.

- President Choi suggested holding an IFC meeting before a game so that we could attend the game afterwards. It could be a football or a basketball game.

Tom Schuman thanked President Choi for asking the S&T interim chancellor to be on campus before the 15th. They are in the middle of budgeting and are applying Robert Dickeson's model of program prioritization from his book *Prioritizing Academic Programs and Services*, but the model requires more than the 3 months that they have. The CRR were not updated for the process of hiring when the Colleges were created. They have a step process for bringing a Dean on board, but now Chair searches are now a problem: the Provost outlined one practice, while the CRR outlined another. It has been referred to legal counsel. He is "cautiously optimistic."

Pamela Stuerke reported that after starting its budget process a year ago and with vigilance, UMSL met its commitment to reduce its deficit and also covered the withholding from the state. Summer enrollment is up after aggressive marketing. Police Captain Marissa Smith just completed the FBI National Academy, one of 19 women out of the 226 selected from 750,000 candidates. The total of degrees awarded was just under last year, and the second-highest ever.

Jerry Wyckoff reported that UMKC's summer headcounts are good. Fall headcounts are up, but while undergraduate enrollments are up, graduate enrollments are down. They have a resource allocation budget model; numbers will be coming in next week. Ryan Rapp came to talk about budget realities. There is potential for growth, shown by enrollment figures, but there is concern about how to handle it. Athletics needs a strategy for engagement with the community. Faculty are not anti-athletics, but the athletics program must be appropriately sized. They are re-doing their Gen Ed model. There is a sense of hope and fear at all these changes, and they need leadership.

President Choi praised Provost Bichelmeyer and her use of the RPK model to drive investments where they are due. MU will be next to use the RPK model. Academics and research must drive the mission.

1:20 – 2:30 Board Engagement Curators Phil Snowden and John Phillips

The IFC members and Curators introduced themselves.

SB outlined the achievements of the IFC in the recent year, highlighting the Faculty Conduct Standard and the Post-Tenure Review changes to the CRR. She noted that both efforts were faculty-driven, and that the UM System now has one of the most comprehensive and rigorous performance review systems that they had found in their research on best practices.

The Curators recognized the time and effort that went into the standards, and that IFC did it rather than the Board. They are gratified at the changes to the CRRs, and the response to sexual assault developed together with Marsha Fischer. The recently passed CRR changes were important, seeing that they came through shared governance.

The questions were discussed that had been sent to the Curators beforehand.

It was discussed whether IFC should have contact with the other Curators, perhaps when Board meetings were held on their campuses. It was concluded that it would be difficult to schedule, and the fishbowl atmosphere is not good for meaningful conversation. It was felt that the group setting was best for communication. However, we can explore this possibility in the fall.

2:30 – 3:00 Statement on Commitment to Free Expression

It was moved that IFC endorse the three paragraph statement at the beginning of the *Recommended Statement: University of Missouri “Commitment to Free Expression”* and take a version of the entire document back to the campuses for input. The motion was approved with 7 in favor, 4 opposed, and 1 abstention.

3:00 – 3:10 Budget Reduction Progress Update Steve Graham

There was confusion about the budget reduction process by the system and campuses. What is meant by “program prioritization” and must it be done in unified fashion?

- SB will draft an email and send it to IFC for revision before sending it to President Choi.

3:10 – 3:11 IFC Members for AY 2017-2018

Faculty Senate/Council Chairs were requested to send Jessi Whitehurst the names of the IFC members for the next academic year.

3:11 – 3:15 June Meeting

- It was decided that the June telepresence meeting would allow three hours and would be scheduled from 11-2, or at a time that accommodated President Choi’s schedule.

3:15 Adjourn

Attachments:

1. MU Policies on Protests, Public Spaces, Free Speech and the Press
2. Report on the Committee on Freedom of Expression at the University of Chicago

3. Recommended Statement: University of Missouri “Commitment to Free Expression”
4. Behavioral Intervention for Students at Risk
5. MU NTT Standing Committee Resolution on Potential Layoffs of Ranked NTT Faculty