

IFC Meeting Minutes

University Hall, Columbia, MO

3/1/19

1. Title IX
 - a. If there is a concern with the decision there is an opportunity to appeal
 - b. If you feel the process didn't work well report this to Andy Hayes who will check with her team if there are further concerns reach out to Kevin McDonald
 - c. Oversight committee looks at the grievance process not for Title IX process
 - d. There is a bill pending in the House and Senate that is contrary to the processes in place now. The legislation pending would make significant changes in ways Title IX are processed.
 - i. Andy, COPHE, and other universities have testified. It was voted out of Senate yesterday and the House committee has their hearing on Tuesday and Andy will go to this meeting as well.
 - ii. It appears that the bill is gaining momentum with the goal of having a stronger due process in place.
2. NTT Executive Order
 - a. The NTT executive order changes will provide more notice to NTT based on length of service: 1 year of service = 3 months' notice; 2-5 years of service = 6 months' notice; 6+ years of service = 1 year notice. This excludes NTT on grants and clinical faculty however the Office of General Council has said that there is no foreseen situation where the non-compete would be enforced for a contract that was not renewed.
 - b. The changes will also strongly recommend 2-3 year contracts when NTT are promoted to associate and/or full professor
 - c. There was a concern around the language about budget concerns; however, this is only around contract length not the renewal period.
 - d. The executive order is expected to be sent in the next week. We will make sure this is sent to IFC members.
3. Faculty Engagement Fellows
 - a. Nominations due for the review committee membership today. Please send them to Carrie Nicholson or Ashley Rhode.
 - b. The call for applications will go out next week. It is a good opportunity with the ability to attend many functions.
4. President Choi
 - a. Department Chair CR&R
 - i. The goal is to have a process for selecting department chairs that can achieve the objectives, aid in meeting the strategic plan and be effective in guiding the faculty, allocating resources that are needed, advocating for resources, generating resources, and achieving results.
 - ii. Currently there are different processes across the four universities and even across departments.
 - iii. There is a natural tendency to look internally and that doesn't provide the benefit of getting diverse perspectives from an external person.

- iv. Role of department faculty in selection and evaluation of the chair are both large components
 - v. The involvement of students in the selection committee is left up to the university
 - vi. President Choi read all the feedback that has been received around the CR&R and will be modifying the draft based on your input.
- b. Elsevier at the University of California
- i. UC will have coverage through 2019, this change was based on principle, not budget, as they move toward more open access. Elsevier has some of the highest fees.
 - ii. They are providing routes to access materials such as open access repositories, browser plug ins, interlibrary loan or emailing the author to see if they can have to rights to use it
 - iii. Currently faculty are required to publish in certain journals for tenure
 - iv. If we considered doing this it would be helpful to reallocate money to faculty to use for open access
- c. Campus Reports
- i. S&T
 1. Department chair CR&R recommendations
 2. +/- grading has been a topic of discussion, S&T has decided to keep the grades as is
 3. Chancellor search update – the 3 finalists came but didn't result in a hire, continuing the search and there are currently 3 to 4 strong candidates
 4. Bringing candidates in for the Dean of the Library position
 5. Hiring for a Chief Diversity Officer
 - ii. UMSL – major data center outage. Otherwise no news to report
 - iii. UMKC
 1. The last Faculty Senate meeting included presentations from the new athletic director and a title IX officers give report
 2. HLC accreditation proceeding (site visit in December)
 3. Student Government Association has proposed new library fee for students. We are working to determine the best ways to meet student needs with this fee. The fee is pending BOC approval.
 4. New general education requirements are in the works.
 5. Concerned about enrollment and retention working hard to turn this in the right direction with a new student success model to be rolled out.
 6. There is an ongoing search vice chancellor of research
 7. The location of the new conservatory will be on main campus
 8. KC Scholars money for scholarships
 - iv. MU
 1. RSVP center issues
 2. Looking at P&T guidelines

- d. President Choi is considering developing an office of audit, compliance and ethics. This would be an office where investigators could be deployed to campuses as needed to look into issues that come up to apply a consistent process.
 - i. IFC said they believe a lot of the faculty would support this addition
 - ii. The other consideration is an Ombudsperson
 - e. Executive Vice Chancellor update
 - i. Draft job description has been developed
 - ii. A search committee needs to be formed. The committee should be an inclusive committee with representation from system and campus administrators, faculty, dean outside of the School of Medicine
 - iii. This will be a dual reporting role – reporting to both President and Chancellor.
 - iv. Expect more information the week of March 11th.
 - f. Promise and opportunity scholarship
 - i. MU \$40 million; UMKC - \$40 million
 - ii. This will help 1,600-2,000 Kansas City students
 - iii. President Choi is working closely with UMSL and S&T to have similar opportunities
 - g. Enrollment projections
 - i. MU acceptance up by 26% they are processing quicker than previously
 - ii. S&T down 15% from 2 years ago
 - iii. UMSL down a few percent
 - iv. UMKC is just beginning to collect information on deposits so comparing this year to surveys (down 26%) and to the 20th day census in Fall 18 (down 70%). We realize this is not a fair comparison but it is all we have to date.
 - h. All four universities are working to improve communications with prospective students and their parents and working on scholarships.
 - i. Legislative updates
 - i. Conceal and carry bill is building momentum
 - ii. Title IX
 - iii. Expect revenues down as much as \$275 million prepare for a possible withhold. Better sense by the end of April.
 - j. TPMC \$3 million from the state; we hope this catalyzes more philanthropy continue to work to get more
 - k. We will continue with merit increases
5. Benefits Allocation
- a. Changing the way we cost benefits as of July 1
 - b. In the past we would allocate benefit costs based on a percentage of salary. It is changing to an allocation with two drivers: per head and percentage of salary (14% retirement, worker compensation)
 - c. The reason for this change is to better reflect what drives our cost because medical and dental benefits have no relation to salary
 - d. Grant rates will stay the same as they are negotiated with the federal government
 - e. How calculated – Finance took the total employer contribution and divide but the number of employees which is \$10K

- f. The change in allocation is part of the normal budget process this year and it will be handled at each campus level
 - g. Benefit costs are going up but that is not related to changes we have discussed today it is because we are contributing more the pension plan and medical costs are going up working with total rewards advisory committee on this
 - h. Finance is doing a lot of outreach with various groups but if you hear questions please let Eric or Ryan know
6. State budget
- a. One of the concerns is that the budgeted revenue is set at 1.6% growth but now projecting -1.5 to -3.5%
 - b. We expect some clarity after April 15 but won't know full impact until June which could mean change in 2020 budget
 - c. Higher education is 53% of what the state considers as discretionary funds
 - d. This is one of the reasons why bringing in new net revenue such as the hospital, eLearning, etc. is important
 - e. We will continue have to do cost management but we can't keep cutting costs and we are committed to salary increases
7. eLearning update
- a. The eLearning in your packet is for sharing with all faculty
 - i. The email was sent out to the 3Ds list but not everyone received it – in the future consider labelling that this is for distribution
 - ii. We have created a website where we are updating information as we go
 - b. We are very pleased with the engagement with Ernst & Young. They are looking at our data and compare to national benchmarks (e.g. ASU, Penn State, Maryland, etc.) , surveyed faculty teaching online and prospective students
 - c. Have reached out to other trusted collaborators and have had very good feedback
 - d. We continue to engage with the Faculty technical group which has three faculty from each university. UMSL has created a larger group on their campus to keep engaged and get feedback from and we have reminded the other campuses to try this approach
 - e. The goal is to serve students that we haven't served as well in the past, nontraditional with some college but no degree. We will work to attract these students by aggressively marketing and put student success measures in place to retain the students.
 - f. We are working with Finance to come up with revenue models to incentivize people
 - g. The core faculty will develop the curriculum and the four universities will collaborate on programs
8. Mid-career faculty development
- a. The taskforce is drafting a policy paper that will be shared with IFC, the first draft was distributed to the taskforce yesterday. The paper includes:
 - i. Identified set of resources
 - ii. COACH feedback
 - iii. Recommendations
 - b. Once the paper comes to IFC then it will go to the Provosts
 - c. In regards to the policy papers that come from IFC we need to continue to follow up to ensure it is implemented