

IFC Minutes – 17 May 2018

UM System, Columbia, MO

Present: IFC members: Anne Alexander (MU), Susan Brownell (UMSL), Michael Bruening (S&T), Viviana Grieco (UMKC), Camila Manrique (MU), Jacob Marszalek (UMKC), Linda Mitchell (UMKC), Tom Schuman (S&T), Sahra Sedighsarvestani (S&T), Pamela Stuerke (UMSL), Jon McGinnis (UMSL), and Bill Wiebold (MU)

UM System Staff: Steve Graham, Carrie Nicholson

Meeting was called to order at 10:05am

The meeting minutes for 9 March & 20 April 2018 meetings were approved with changes.

IFC discussion: the topic of non-tenure track (NTT) faculty assigned as department chairs in research departments was discussed, where NTTs chair departments containing tenure track (TT) professors. TT faculty can be evaluated in research and promotion by an NTT, where the NTT is doing their administrative job component.

[Steve G. and Carrie N. joined the meeting.]

10:30-11:15am IFC Subcommittee Updates

* **Evaluating Teaching** [Steve G.] The Evaluating Teaching ad hoc committee report was presented last IFC meeting for review and feedback. Comments had been received, which were reviewed by the ad hoc committee. A “policy white paper” is viewed as being important but implementation at the campus units level is the more difficult aspect and should be considered by future IFC. “Student evaluations” of teaching should be changed to “Student ratings.” Susan B. offered to contribute a paragraph toward evaluations policy, to add other metrics aspects of evaluation. UMSL found the document very useful. UMKC received little feedback but in general found it useful though when messaging to campuses, UMKC in particular, gave rise to “conspiracy fears.” Steve G. reiterated the “how to implement” has not yet been determined and likely will be slowly implemented, over perhaps the next 5 years. Anne A. mentioned the need to provide wide distribution and Jon M. discussed the best practices for reporting distributions. Steve G. will send out an excellent reference on teaching evaluations. Linda M. discussed what she felt were missing aspects/issues of implicit biases in the document and a separation of comments from numerical statistics.

* **Non-tenure Track Faculty** [Anne Alexander] Anne A. exhorted that the NTT contract proposal document was “not a Mizzou proposal,” though it had some origins with policies that had been developed on the MU campus. She expressed that IFC should be cognizant of and work toward making MU representatives welcome due to perceptions, albeit incorrect ones, that Mizzou representatives seek to enact Mizzou policy as UM System policy. Noting that the red-line document was shared, she also shared the clean copy document. Dismissal for cause is already covered under CR&R 310.035. The NTT document approval sought is intended to be advisory on contract policy, under auspices of “universal faculty opinion” not that of NTT alone. Other steps will be necessary, including changes to CR&Rs, to make long term changes. Show of support for NTT contract issues by all faculty (including tenure track) is important, especially regarding the follow-up steps of making CR&R changes and adoption: changes in practice. Linda M. was grateful and said the document expressed well the feedback from the UMKC campus. Bill W. stated the current CR&R does not distinguish between ranked and unranked NTT. Changes should be implemented into the CR&R incrementally rather than as an all-in-one package.

There was a motion to accept and endorse the NTT ad hoc committee proposal report and a second. The IFC vote in favor of accepting the proposal was unanimous.

Discussion continued with regard to need for changes to CR&R changes, ranked versus unranked.

11:15am-12:00pm Discussion with Board Members [Curators Phil Snowden, Jon Sundvold & David Steelman joined the meeting.]

* **University Taskforce discussion.** Discussion at the recent Board of Curators meeting discussed the concept of a “Flagship campus” versus a “flagship model system,” which is not to be adopted. Mizzou is considered a flagship campus though it was not intended to suggest following a flagship model for UM System. UMSL presented the issue of other campuses not feeling valued though the UMSL and UMKC campuses provide distinctive service to residents of the urban communities. Despite the intent, campuses took away the message of changed resource priorities, including regional economic development of communities. Board members: “Some consolidation is unavoidable in order to meet the resource needs for, e.g., faculty salaries.” The Board sees consolidation being implemented through program evaluations/administrative review to bridge the gap between declining or flat revenue, but increasing expenses, and moving the University forward. The Board’s next step is to have, at its June meeting, an IFC meeting and an open mic public discussion about the System Taskforce discussion.

The Board of Curators needs to hear how we, as UM System campuses, are unique. The Curators do not have what they consider to be working definitions, from the faculty, about what makes us “unique.” IFC members are to obtain from the campuses definitions of uniqueness, perhaps to be presented at the June meeting. One aspect of uniqueness will be obtained from the administrative review. [Mun Choi joined the meeting.] In asking, “how would the Board have us define uniqueness,” they responded that they wish to have faculty provided, opinionated, definition. A page or two summary of what makes a campus “unique” is sufficient. Jon S. presented the need to “sell” our university to the Board, to the legislature, and to the taxpayer as part of our competitive society. Sell your strengths but be honest about your weaknesses.

Action items. Campuses are to provide uniqueness summaries (~1-2pp) prior to the BOC breakfast discussion.

* **June BOC Round Table** (not discussed)

Who plans to attend? Invitations are to be administered to existing and next year’s incoming IFC representatives.

12:00-1:00pm President Choi

* **Strategic plan** (a postponed discussion from April 2018) Time for submission/completion of strategic plan has been extended until September. Uniqueness in strategic plans is acceptable with regard to leveraging programs and missions. Mun C. handed out the plan development timeline and a dashboard of two year trends in several categories, diversity, research, etc. System plans to continue to provide these status reports every month.

* **Campus reports.** S&T. A fundamental issue is the chancellor search. Faculty want a fair role in search and search process with representation in the committee and candidate selection processes. Faculty felt that representation had regressed regarding recent searches, e.g., for Vice Chancellor for Research and Dean of Graduate Studies. Mun C. expressed that he will make sure faculty have role in selection of chancellor and will share, e.g., an intended committee structure that was used for the UMKC chancellor search. Faculty desire the use of ranked lists as outcomes of searches rather than acceptable/unacceptable unranked lists. With UMKC, search committee provided strengths and weaknesses of each candidate directly with President Choi; he does not desire a ranked list. Mun C. considers faculty searches as different and ranked lists are useful. However, S&T is being told ranked lists are against System HR policy (Marsha Fisher will inquire but

did not feel this was true). VC for Research has been appointed. The solar house sale has been an issue due to the method of how it was sold. S&T has not heard the results of their program reviews.

UMKC. HLC reaccreditation: Tomorrow is the final day for a self-study document submission. UMKC recently held 12 separate commencement ceremonies. Incoming Chancellor Agarwal has been visiting the KC campus often and could not (but should) attend the Curators meeting in June; Mun C. will let him know of this expectation. The campus is in process of restructuring/reorganizing the UMKC campus using both financial and co-curricular aspects, to be completed by FY20. The Deans' searches were conducted and had positive outcomes. New Dean for School of Law was selected. Dean Petrella appointed to the Conservatory of Music and Dance. UMKC is implementing a revamped general education program and a diversity and inclusion aspect, associated with results from focus group follow ups.

UMSL. UMSL campus recently held 6 commencement ceremonies. Summer session had started. A complete draft of the strategic plan was to be distributed to campus community. An academic prioritization review released recently was endorsed by campus Budget and Planning committee. Faculty bylaws changes have been made, were faculty approved, and submitted to UM System. Pamela S. will share their final version with members of IFC. A Vice Chancellor for Advancement search is proceeding. A new Arts and Sciences Dean, Andrew Kerstin, was hired.

Columbia. Chancellor made public his decisions on the Mizzou program review. An Interdisciplinary and College Studies program is to be created. Mun C. mentioned that System and the Curators may be involved, or not, with the program changes. Steve G. will share an email concerning Curator involvement in program changes and review, of UM System involvement in program changes and review. Several of the changes will be presented programmatically, e.g., as historical models for other groups desiring similar programmatic changes, by posting on a public website.

An invitation was extended to IFC members to attend dinner at Providence Point hosted by UM System President Mun Choi for the evening prior to Curators breakfast meeting.

1:00-1:30pm Academic HR [Marsha Fischer] HR pointed out that they will not see us again until September. Three items are going to Board of Curators meeting for approval. Changes to: Personal days for staff; Sick leave for staff; and Staff Council recommended changes that add NTT, unranked faculty, and discussion about adding the clinical department, for TAPP benefits policies. Preferential hiring is for rehiring of laid off staff regarding TAPP. Goals are looking at peer institutions to be in-line with peers policy-wise and to be cost neutral. There will be a one year notice requirement for avoiding payout of a TAPP benefit. There will be a policy of leaving positions vacant for one year if a layoff occurs. To be approved by the UM System President are changes to moving allowances. Shared leave policy changes were approved effective 1 July. Update on TRAC: Health and retirement for future employees are subcommittees. Health care policy is a recurring evaluation, looking at premium increases and changes to program coverages. Retirement is a longer discussion, to concurrently answer: what would future employees value and what can we afford? An issue with an NTT non-compete clause was brought up by an IFC member as unfair for one year faculty commitments.

1:30-1:45pm Legislative Update [Dusty Schnieders joined (via conference call)] Described the legislative session as a "crazy couple of legislative weeks." Tomorrow night the legislative session closes and will start an impeachment process in (probably multiple) special sessions. The UM System budget was approved with \$65M restored to the core that the Governor cut. A value of 50% of what were line item budgets was added to the core. SB 807 being worked on, which is the higher education omnibus bill.

No limits on tuition increase if the System budget is cut or if the core funding is withheld (by the Governor's office). The current bill caps a tuition raise at 5%. UM System is attempting to block amendments 949 for K-12 and special education literacy as trying to change the standards again, that also applies to higher education, which was removed. Title IX is moving away from its original Federal standards. Sunshine laws were discussed. Freedom of speech bills were discussed.

1:45-2:05pm Administrative Review Update [Ryan Rapp] A collaborative design session meeting for program reviews of staff activities analyses was held. The goals were three-fold: protect and invest in academic core; believe we can provide better services than we do today; and, staff support can be better than it is today. Three approaches were used: Easing procurement; 'self-service' requirements; and, building frameworks for financial performance and accountability. What is shared accountability and who and how will they hold the responsibility? There is a desire to track results based on the organizational goals. Changes to System fiscal operation are to be iterative and gradual but transformative. On or about May 30 a packet describing the changes will be publicly distributed.

2:05-2:30pm Honorary Degrees [Steve G.] The last act of UM System Chief of Staff David Russell was to review the process for awarding Honorary Degrees. Requirements have been "wonky". Dr. Russell looked at other institutions to form a new draft practice. The draft will come to IFC and then go to general officers to be vetted prior to Board approval and will be then directed to Board of Curators for enactment and integration into the CR&Rs. Campuses are to forward the chairperson(s) of their Honorary Degrees committees for a streamlined vetting to Steve G. A motion was then made to add folks that had passed on for eligibility of Honorary Degrees, not just those that are now living. Motion passed.

Two other items are posted in the SharePoint folder.

The "Swim lane" bill was approved with compromises. A System informational email is provided in the IFC SharePoint.

Cross campus enrollments are now permitted with one-click-access to enroll on other campuses. The news will be distributed to campuses next week.

The meeting was adjourned at 2:29pm