

IFC minutes

December 3, 2018

1. Legislative update – Dusty Schnieders
 - a. Pre-filing of bills started today
 - b. Priorities will be filed soon
 - c. Revenue projections
 - i. Consensus revenue is 4% down from last year
 - ii. Could be as a result of withholdings table, we will not know if this balances until April
 - iii. Meetings to set the consensus revenue for next year in the next few weeks
 - iv. Medicare used much of the surplus due to its growth
 - v. Governmental agencies are requesting approximately \$600 million in mandatory spending
 - d. Likely bills to hit
 - i. Computer science legislation that passed this summer could be revised
 - ii. Gun legislation will likely will be filed again but we don't believe there will be progress on this
 - iii. Teacher tenure will likely be filed but we don't believe it will be acted upon
 - iv. Bright flight bill
2. Promotion & Tenure/Mid-Career Faculty Development Task Force Update
 - a. Charge and membership were shared with the group. As a reminder IFC gave recommendations of additional representatives and the document provided is representative of the full group.
 - b. Timeline: The task force is meeting for the first time as a full group this week. There are two big areas of work so we hope to be completed later this spring.
 - c. Research has been conducted to help the task force, the key areas researched are:
 - i. What is being done in the field
 - ii. What are best practices
 - iii. What are others doing
 - iv. Let Carrie know if you want a copy of the research summaries
 - d. Outcomes of the group will likely be a short policy paper similar to evaluating teaching and if needed revisions to CRRs.
3. NTT Contract Renewal
 - a. Subcommittee on NTT came up with a set of conditions for better notice.
 - b. The provosts agreed to the following process:
 - i. NTTs are reviewed annually by respective unit heads and reviews are

- documented.
- ii. For no more than five years, NTT faculty will receive an annual contract, with six months' notice of nonrenewal (the first year notification of nonrenewal will be 90 days).
- iii. After five consecutive years, and positive annual evaluations, NTT faculty will receive a minimum of a one-year notice of non-renewal.
- iv. Upon promotion to Associate (teaching/research) professor, NTT faculty will receive a two-year contract, with a minimum of a one-year notice of non-renewal.
- v. Upon promotion to Professor (teaching/research), NTT faculty will receive a three-year contract, with a minimum of a one-year notice of non-renewal.
- c. Received an okay from legal and human resources and now we are working with President Choi to determine what revisions are necessary.
- d. Discussion around the need to get the one year notice approved and strongly encourage deans and provosts to provide longer contracts when possible.
- e. Next step: Review with provosts next week to determine steps forward
- 4. President Choi
 - a. Department Chair selection process
 - i. Department chairs are the most important leaders from developing strategic plan, managing budget, ensuring student success, hiring faculty/staff, etc. Because of this important role there should be a rigorous process for selection while in close coordination with faculty. The current selection process and comprehensive evaluation process are wide ranging across the universities
 - ii. Proposed changes
 - 1. Dean is the appointed authority as delegated by the chancellors
 - 2. Fixed term of five years with annual performance evaluations and a comprehensive review at the end of year three
 - 3. The appointments will be at will of the dean
 - 4. The dean and chair should work together to determine level of support and be held accountable for their actions
 - iii. Feedback was received around the term "socialize" and instead it should have said seek the input from faculty members. This change will be made. We are currently discussing these proposed changes and seeking input by January 30th and then will begin to finalize the procedures for appointing and evaluating chairs.
 - iv. Discussion
 - 1. Concerns were expressed about the proposed changes by IFC including:
 - a. Expense for an external search
 - b. Often there are good internal candidates
 - c. Communication around the changes

2. Changes are not aimed at current chairs instead they will create:
 - a. A more rigorous selection process
 - b. National searches and prerogative with dean in those cases where an internal searches are appropriate.
When there is a national search internal candidates are still welcome to apply instead this broadens the pool for the search but doesn't discount the external candidates for the position
 - c. Continue to elevate our departments
 - i. Research
 - ii. Provide training to our department chairs to ensure they know how to be a manager, the expectations as well as the resources available to them
 3. Accountability
 - a. Provosts need to keep deans accountable with a set of accountability measures
 - b. President Choi will make sure that this is in the future version
 - c. All appointment letters at deans and above are reviewed at System to ensure accountability measures
 - d. Three year comprehensive reviews for deans
 - i. For review to be effective results have to be shared with the constituents
 - ii. Plan of action is needed
 - e. Evaluation process needs to be rigorous; it can't just be a survey. Instead a committee needs to be established with surveys as one instrument but there should also be meetings with groups and one-on-one meetings
 4. Communication
 - a. The email seemed like a done deal instead of inviting feedback.
 - b. Chancellors and Provosts will seek faculty feedback
 - c. Provide feedback to your provost by January 30th
 - d. Before final decision President Choi will share the revised version with IFC
 - e. The changes will go to the Board of Curators in February
 - f. President Choi asked for IFC's support in this effort
- b. NTT contract renewal

- i. NTT faculty have concerns about job stability and the short notice they receive even if they have been working within the university for many years
 - ii. Steve shared with IFC the draft recommendations
 - iii. Initial concerns discussed
 - 1. Flexibility to the university in making decisions based on finances
 - 2. The current version has the notice period based on rank not on years of service
 - 3. The maximum notice should be one year
 - 4. CRR gives the opportunity to grant up to a three year commitment to full NTT professors as it is currently written
 - 5. Next steps: President Choi has a meeting with Chancellors and Provosts next week to talk about the department chairs selection process and the NTT contract renewal
 - c. eLearning
 - i. Many faculty sharing their excitement and some asking what we are trying to do
 - ii. Working to develop a set of communications to keep our faculty aware of our discussions and the directions that we are taking
 - iii. Proposal being evaluated by the state for eLearning programs in the areas of greatest need in Missouri. Our proposal requests \$20 million state and \$20 million from UM. We will work with all faculty interested in contributing to eLearning success for the state of Missouri. Not discontinuing what we are doing but working to increase our revenue; economic development in areas identified by the state
 - iv. The new revenue received will be put back into the universities to support their research and academic missions
- 5. eLearning Update
 - a. When we looked at the number of students we were serving, it seemed considerable but that number seemed to be predominantly our own students who like to mix and match with traditional and eLearning courses. When we look at distance-only students we are in the middle of the pack in regards to enrollments. As President Choi said the additional revenue received based on this initiative will be sent back into the universities to support their teaching and research missions.
 - b. The MOExcels proposal was submitted in November
 - c. The partnership with Ernst and Young Parthenon has been positive, they are very thoughtful in their work
 - d. We are currently working to form a faculty technical group made up of faculty only of approximately 15 to help

- e. There were questions posed around implementation. Those details have not been determined yet but will be in a later phase of the work. Steve will continue to update IFC on the progress.

f. Action: Carrie to resend MoExcels to IFC

6. Title IX

- a. New proposed guidance was shared. This is not solidified yet but is open for comment for 60 days. UM will likely need to modify its internal policies after the guidance is finalized
- b. Proposed changes
 - i. Narrowed definition of sexual harassment
 - ii. Changed the obligation of a university's response both in regards to who has to respond to it and that a formal complaint is required
 - iii. Deliberative indifference which requires action and limits the liability
 - iv. Live hearing is required
 - 1. Cross examination requirement – the changes will allow both parties to cross examine each other as well as witnesses and, in addition, allow both parties to view and to hear the examination. These examinations will be conducted by advisors which could be attorneys
 - 2. Decision maker determines if questions can be asked
 - 3. Right to review all of the evidence and to respond to the evidence prior to the hearing
 - v. There are currently a lot of questions around implementation
 - vi. Submitting a response as UM will likely not have an impact but may join other larger groups
- c. Process for internal policy changes
 - i. Vet through different groups including IFC
 - ii. Once we see the final guidance and the timeline based on the effective date we will determine the process moving forward