

## IFC Minutes

12/11/20

1. CRR: Dismissal for cause
  - a. Taskforce has met for the first time
  - b. The goal is to protect the faculty while making sure the process is fair and the steps are clear to everyone
2. CRR: Consensual romantic relationship
  - a. Key edits include
    - i. Protecting undergraduates
    - ii. Addition of previous relationships as well as if things begin to emerge
    - iii. Ways to manage the relationship similar to managing conflict of interest
    - iv. Process for exceptions
  - b. Feedback
    - i. The age demographic may be different for undergraduates especially in urban campuses
      1. Exceptions later in the policy
      2. Some exceptions need to be stated earlier in the policy
    - ii. Proposed edit 3.2 after prohibited, except as described below in 4.3.1
3. CRR: Evaluation of the ability to work
  - a. Key edits include:
    - i. Grievances don't stop the process
    - ii. Quicker process for immediate safety issues
    - iii. Committee that includes faculty members
    - iv. Removes provost requirements to bring in multiple other groups
    - v. Faculty coordinator role
      1. Pulled out into Standard Operating procedures
      2. They don't vote
      3. Changed it from a faculty role to an administrative staff/HR professional
    - vi. Added timelines
  - b. Feedback:
    - i. Just say business days instead of weeks and business days
    - ii. F1 evaluation – panel will review the verifiable evidence (F2a)
4. CRR: Faculty leave
  - a. Came up through IFC pre-COVID
  - b. Key edits include
    - i. Provides clarity of development leaves, length and payment
    - ii. Should be beneficial to the faculty member and the university – make the case before and demonstrate after
    - iii. Moved sabbatical to the top
  - c. This went to the Chancellors once COVID had hit and had some questions
  - d. Provosts still like the idea of sabbaticals but during COVID the timing to go to the Board seems off

- e. Status: Put these edits on hold and bring up again after COVID
- 5. Finance update (Ryan Rapp)\_
  - a. Challenge is to understand long term ramifications
  - b. State support is going to be fairly robust because of budget stabilization funds
  - c. Thank you for all the work the faculty have done this semester
  - d. Bigger question what is FY22 going to look like
  - e. If remote only there would be a large impact to ancillary income especially at MU and S&T
- 6. President Choi
  - a. FY21 is going to be okay because of the one-time support from stimulus report
  - b. FY22 is going to be pretty severe
  - c. Need to look into new ways of doing things, there will be a need for increased collaboration and communication
  - d. eLearning
    - i. How is this going? What are the plans moving forward? Where are we making progress?
    - ii. **Next Steps: eLearning to come to the February IFC meeting to present the progress**
  - e. Campus reports
    - i. UMKC
      - 1. program evaluations reports
      - 2. reorganization taskforce
      - 3. promotion and tenure standards and guidelines to the departments to ensure they have similar processes in place
    - ii. UMSL
      - 1. Academic prioritization
      - 2. Extra compensation
      - 3. Virtual graduation ceremony on the 19<sup>th</sup> each school launches at a different time
    - iii. S&T
      - 1. Working on bylaw changes
      - 2. Accreditation Board for Engineering and Technology (ABET) visit 12/6-12/8 went very well and had a positive change since last visit
      - 3. Waiting on a decision for a provost
      - 4. Virtual graduation
      - 5. Email for retirees raises an issue of the value of emeritus/retired faculty
    - iv. MU
      - 1. Curriculum should include Inclusion, Diversity and Equity (IDE) requirements
      - 2. New email policy suggested amendment
      - 3. Representation of ranked faculty on faculty council NTT and T/TT proposal mechanism to go back and ensure representation
      - 4. Student evaluations of teaching student comments in dossier
      - 5. Cancer research is growing rapidly, Dr. Carolyn Anderson

- a. Contract worth \$300 million with pharmaceutical firm to use in cancer treatments