

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 19th 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