

IFC
Meeting Minutes
October 9, 2019

1. Proposed revision to UM System Mission Statement
 - a. Recommended a change in wording from un-abiding to unwavering
2. Ability to Work (330.100)
 - a. Suggestion to expand that others in addition to the head of the department can raise concerns to the Provosts office
 - b. What do we do if there are safety concerns?
 - c. **Action items:**
 - i. **Academic Affairs to work with Office of General Counsel to draft language for consideration before the November meeting**
 - d. Future agenda items:
 - i. Dismissal for cause CRR and Standards of conduct CRR
 - ii. Look at how these interconnect – Academic Affairs and OGC review these and then bring them to IFC for discussion
3. A&OER/McGraw Hill
 - a. There have been a two publisher agreements to help keep the costs low for students including:
 - i. McGraw Hill - \$40
 - ii. Cengage Auto Access - \$50
 - b. Publishers are moving away from printed books
 - c. Beginning in 2019 McGraw Hill will only rent text books or provide them digitally
 - d. UM Bookstores approached McGraw Hill to lower the cost further
 - i. Current average pricing for print book is \$105 (new/used/rental)
 - ii. New opportunity for any McGraw Hill eBooks is \$30
 1. McGraw Hill deal is for eBooks not coursework product
 - e. IFC agreed this is good for students but would like continued work on the supports for faculty with these roll outs
 - i. UM Bookstores will help to resolve issues with the publisher
4. Mid-Career Faculty Development
 - a. Taskforce put this report together in Spring 2019 and it was presented in the May meeting
 - i. They did a great job bringing this together and now we need to determine what to do next
 1. Consider asking provosts to ask all units publish their criteria for promotion to full professor

2. Allow groups to meet and get inspiration and guidance – create space
 3. UMSL developing associate to full program
 4. S&T's History and Political Science Rotation Program
 - a. Faculty sign up for rotation
 - b. 1 semester overload and another semester off at full pay
 - c. Almost sabbatical without covering the cost
 - ii. **Action items:**
 1. **Share UMSL's new associate to full program details**
 2. **Share S&T's rotation program**
 - iii. Future agenda items:
 1. Sabbaticals
5. Promotion and Tenure
- a. Some campuses don't see this as an issue currently
 - b. Faculty going up early should have met all the criteria in less time
 - c. Future agenda item: Bring back to the November meeting for further discussion
6. Human Resources Updates
- a. Board materials for November
 - i. Health insurance plan benefits – minor changes to do with the retirement plan
 - ii. New CRR for organ and donor bone marrow paid leave
 1. Organ 20 consecutive work days
 2. Bone marrow 5 consecutive work days
 - b. Tuition benefit – questions posed regarding the aged out rule
 - i. **Action item: Marsha to look into the tuition benefit question**
 - c. Future agenda item: Benefit rate - Eric Vogelweid
7. Conflict of Interest/Commitment
- a. State employees – we can do external consulting and related work and get paid for it but it has to be approved
 - b. Conflict of interest
 - i. When you are doing an activity that is gaining revenue there is a potential that there is a conflict of interest
 - ii. Serves as a protection for the faculty member by tracking and certifying to that they can do this
 - iii. Normal process at other universities
 - c. Conflict of commitment
 - i. Significant time event – example editor of a journal
 - ii. If you are engaging in something that effects workload it is necessary to report
 - iii. Most are relatively short issue but some are more complex

d. Action items:

- i. Look into eCompliance website language to see if it can be softened**
- ii. Look at if we can bundle activities in order to minimize the complexity**
- iii. Modify CRR policy language on Adjunct reporting requirements**