**IFC Informal Notes – February 12, 2015**

**Open discussion among IFC Members**

Senate Chairs have gotten questions about the President being able to unilaterally amend CRR 600.040 (Title IX) as stated in the CRR proposal that went to the Board. It was the IFC that asked for this provision so that campuses can have an ongoing discussion about the processes put in place for compliance. IFC can ask to adjust the CRR if necessary when the process is reviewed in 12-24 months by an independent consultant. It was unfortunate that IFC didn’t add “with consultation of the IFC” but that is the intent and the President has agreed to this.

* Implementation will be campus specific under the Provosts. Senate Chairs need to make sure it is implemented correctly on the faculty side
* It will have a formal review 12-24 months out to ensure that policies and processes are working correctly. We will use an outside, independent consultant(s) for the review
* An email has been sent out from Deborah Noble-Triplett with a spreadsheet of nominations/appointments and a list of roles that need to be filled

MU Law School Letter – focused on one issue of the advisor. The CRR adheres to the OCR’s Dear Colleague letters. Legal Counsel’s remarks:

* We will follow the Cleary Amendment – the accused and accuser have a right to an advisor, including an attorney
* The role of the advisor can be restricted, but it must be done for both sides
* The OCR Q&A intent is NO cross-examination by advisors (recently clarified by OCR)
* Process needs to be equitable
* This is an employment, education decision, not trial practice where sides are taken
* Majority of campuses are doing what we are doing. The Hearing Panel is not made up of attorneys
* A written Q&A document could be very helpful

**Emeritus Status CRR amendment**

PWS asked if Non-tenure Track faculty were eligible for Emeritus status. V.P. Graham said, “Yes.” NDS then asked whether Librarians on the UMKC campus would be eligible as well since we appear to fall under the “exceptions” category. V.P. Graham said, “Yes.”

**Tenure/Post-Tenure Review (from summer Retreat)**

This is an issue the IFC would like to review. It is looking at it in terms of a reward system for those who continue to be productive after receiving tenure and emphasize the positive aspects of tenure. We should also consider processes for those who tend to abuse the system. The process for removal is flawed—it takes 5 years to review it, 3 years for remedial action at which time a faculty member has another 5 years until the next consideration of his status. IFC is aware that the climate has changed since its initial conversation as the removal of tenure processes have been altered to a degree with the “Ability to work” Executive Order and the Title IX Executive Order. Faculty are unhappy that we’ve had to deal with rushed Executive Orders with little time to discuss these policies. At the least, it would be worthwhile to insert a statement on the responsibilities of receiving tenure. We do have a FAQ section on Faculty and Tenure that is quite good so perhaps such a statement could be placed there. IFC is considering a small Task Force to look into this to create a “best practices” like it did for the workload policy which would be guidelines, not a CRR.

**CRR vs. Executive Order process**

IFC asked for clarification. A CRR that is created by the BOC requires Board action for it to be amended and only the Board can do this. An Executive rule can be changed by Board action or by a Presidential Executive Order.

**President Tim Wolfe**

**Title IX**. He thanked the IFC sub-committee for all of its hard work and concurs that we are following the requirements of the OCR. His points were:

* It was at the IFC’s request that he asked the BOC for a two year period in which to amend the Title IX’s if needed. He will rely on the IFC and campus governing bodies to provide him feedback
* He agreed to an outside consultant(s) review within 12-24 months. The consultants will be experts in higher education and on Title IX issues. He would like to get the review on the calendar ASAP
* Ask faculty to review the timeline for implementation on the UM website. There will an annual Cleary report to the campuses. He would like a FAQ page on Title IX.
* For implementation, the best people must be placed into Title IX positions; Investigators must be impartial, and Panelists must have strong interest in seeing the process is properly done

**UM as the only 4 year public, research, doctoral state institution of HE**

* We need more state support. Governor has recommended 1.3%, President Wolfe testified this week in front of the Appropriations Committee that we need 5%, and why
* 6.8 million of the 10 million for building maintenance has been released
* “Race to the Bottom” as one Curator stated. He used this statement when testifying, explaining that H.E. is funded lower than most other states
* Trying to show what we do makes a difference and that there’s a sense of urgency. We need to change the paradigm of how we market UM with events such as the Show Me Tours which is having an impact.
* What do we want to be known as; how do we reach our priorities?

**Other Issues of Interest**

* He is appreciative that IFC is looking into the Tenure/Post Tenure review. He is a strong advocate for keeping tenure positions intact.
* He wants an environment that attracts and retains excellent faculty
* Communication has been a difficult issue with Title IX because of the haste at which we

had to implement the regulations. We need to figure out the best way to communicate

issues going forward. System is investing in an internal communications position to

ensure that everyone is receiving needed information in a timely manner

**Campus Reports**

**UMKC**

* Bloch School investigation is ongoing
* Provost and School of Education Dean search committees have been formed
* Just appointed a Title IX Coordinator who had been a UMKC Law School faculty member

**UMC**

* 600,000 mold infested books saga: entered new phase and faculty were assured that it would have veto power over destroying certain titles. 138,00 volumes were destroyed without permission
* Formed Race Relations Committee: having “listening” scenarios to talk about the Ferguson issue

**MS&T**

* Melanie on IFC has become Special Assistant to the Provost. She will be resigning Senate because of the conflict of interest
* Chancellor implementing faculty “first Fridays” at noon to meet informally

**UMSL**

* Enrollment has dipped 1.8% so it received a $2,000,000 budget cut. There is a hiring freeze with exceptions
* Acquired a 117 acre golf course for expansion

nds 2/16/16