

IFC Summary of Discussions

IFC Website: <http://www.umssystem.edu/ums/departments/aa/faculty/council.shtml>

UMKC Faculty Senate website: <http://www.umkc.edu/fsenate/>

2005/2006

Academic Affairs

Executive Order 6A (Policy & Procedures for Promotion and Tenure, CRR 320.035)

(10/21/05) Order revised 09/27/05: Section 320.035, A.1.d. "If other than tenured professors are on the committee to consider a candidate for promotion to professor, only those who are tenured professors may participate in making a recommendation for a candidate seeking promotion to professor. In the past, those of the same rank or higher, could serve on a promotion and tenure committee.

Non-Tenure Track Faculty

(11/16/05) Subcommittee set up to discuss this because there is no guiding policy on the use of professional track faculty. Result is wide variability in the number of hired, the positions they fill, their rights and responsibilities, etc. Non-regular positions give Deans a great deal of flexibility, which can allow for a dramatic change in the composition or focus of departments. (4/21/06) Campuses reported that the NTT has been distributed among the campuses and we are getting feedback. The subcommittee continues to meet. (4/21/06) UMKC-various concerns such as budget implications of change and the rate at which NNT faculty can be promoted. Plan is to have feedback from campuses by the first meeting in fall 2006. The document will be finalized and sent to campuses for implementation. Senators were emailed a copy of the document August 2006.

Shared Governance

(2/24/06) The Board asked for a presentation on shared governance. A one-hour presentation was scheduled for the next Board meeting. One faculty member (Senate Chairs/Presidents) from each campus would address this topic.

Privacy Statement

(11/16/05) A copy of the UMKC privacy statement, with respect to electronic communications and records was distributed. There was little interest in extending this to other campuses, or implementing any system-wide rule changes. It appears other campuses would be free to adopt a policy similar to UMKC. It was decided that this is a campus issue, not an IFC issue.

(2/24/06) Discussion arose again about this. Other privacy concerns included: is everything on a computer disk drive considered “work product” which is subject to a search? For some items, it may not be reasonable to consider them work products, such as letters of recommendation; concerns that UM searches of computers, or other records, may impact academic freedom.

MISC: (3/17/06) Misc. UMC representative expressed concern that the 2.5 day deadline for turning in grades at the end of the semester. There was general agreement that this deadline should be extended.

Guaranteed Tuition and Other Higher Education Funding Issues

(10/21/05) (11/16/05) Floyd finishing up town hall meetings across the state to mixed reviews. Final recommendation goes to the Board in Dec. Considering new proposal, fixing tuition increases to Higher Education Price Index and state appropriations. Considering guaranteed admission to top 10% of graduating class for MO schools. I suggested extending this to neighboring states, at least in metropolitan areas.

Faculty Accomplishment System

(10/21/05) Motion passed to approve FAS Data Access and Users Policy. Concern was expressed that in the original version, it was not made clear who had authority for granting access. There also concerns that the term “inquiry” had negative connotations.

Related to FAS: (5/17/06) VP Gardner reported on the implementation of new tech-transfer software at the system level to standardize recognition of faculty contributions and to facilitate internal and external state-wide collaborations and reporting needs. One aim is to bring the current nationally competitive level of research activities at our campuses to a much higher effective translation of disclosures, patents, etc. In the area of tech transfer, UM lags far behind the national norm. As part of this initiative, FAS will collect in a more standardized way faculty activities in this area with the intent that FAS reporting will reveal new and better opportunities for tech transfer and collaborations. He plans visits to each campus for face-to-face dialogs. Gardner reported on a 5-year initiative of a new data warehouse enterprise system to give individuals an Cognos power-users data access to all system, PeopleSoft, and FAS information.

(3/17/06) (Sept.1-2 IFC Retreat) John Gardner gave a presentation on technology transfer and intellectual property. There is a restructuring occurring at the campus and system level, to improve the university’s position in this area. A foundation will be formed to help manage IP. IFC recommended that the faculty with entrepreneurial experience be placed on the board of directors for the foundation.

Finance and Administration

Resource Allocation Procedures/Principles – update

(11/16/05) (12/15/06) Floyd previously announced that he wanted a 10% reduction in administrative costs. UMKC reported that its Faculty Senate Budget Committee was making good progress investigating administrative costs on its campus. UMR IFC representatives asked if Gary could come to their campus to explain our process so that they can begin a similar initiative. At the December meeting, Floyd reported that the funds freed up will be kept on each campus, to be used for strategic initiatives.

(3/17/06) UMKC reported that the Chancellor will mandate that the 2% increase from the state be used exclusively on faculty salary and benefits with no additional funds for central administration. In addition, a \$4.5 million shortfall will be covered with central administration funds. UMR is considering eliminating Dean positions as one means to meet the proposed realignment of campus administration.

Funding Models

UMKC Faculty Senate Budget Committee is investigating different financial models for the Chancellor to consider.

(2/24/06) President Floyd commented that at the last Board meeting, the finance model showed we were facing a \$7 million increase in fixed benefit costs (medical and retirement). This represents a decrease in health benefit costs from 14.9% to 6.54%. Plan is to argue for a 5.8% tuition increase (actually was 5% when presented), with only a 3% increase in existing fees. Floyd plans to argue for a 5.8% tuition increase, with only a 3% increase in existing fees. In the past, the fee increases usually matched the tuition increase.

(5/17/06) David Russell reported to the IFC on the preliminary plans of all campuses and the system to implement the mandated 10% reduction in administrative costs, announced in December 2005, discussed among general officers in April 2006 and presented to the Board of Curators in the May meeting.

Government Relations

How Faculty can help / how to address controversial issues in a politically sensitive way (stem cells, intelligent design)

(2/24/06) Floyd discussed the move to place all lobbying activities under Steve Knorr to consolidate our efforts. Each campus has representatives in place who report to Knorr. The flagship council was established and it

hired a lobbyist in Jefferson City (the same one who represents community colleges). UMKC has given up having a separate lobbyist.

(5/17/06) Knorr reported on MOHELA efforts with the Governor to help finance capital projects in higher education without the need for legislative fiat. It will be important for UM to counter Carl Bearden's posing that he wants "support students" by reminding people that UM contributes more than \$128 million in student scholarships, relative to just \$24 million in state support for scholarships.

Human Resources

Tuition Benefits for Dependents of Retirees

Tuition for dependents: IFC discussed with Hutchinson the current Tuition Benefits for Dependents which was designed with a 5 year period of vesting. It was discussed whether earlier vesting, e.g. in relation to early tenure decisions or hiring-with-tenure, might be considered for faculty. This might represent a significant faculty hiring incentive at virtually no cost.

(2/24/06) Ken Hutchinson briefed the IFC on the current retirement package which contains a post retirement health plan. On average, public AAIA universities contribute just over 10% of payroll to defined contribution plans. Suggestions were made that UM consider switching to a defined contribution plan. The university has always fully funded the current plan. The trust is currently valued at \$2.4 billion. A state run plan would cost the university an extra \$30-40 million per year. There was talk by the Board about eliminating the post-employment health plan noting that most institutions do not offer this type of benefit. President Floyd felt our retirement plan is generous but necessary given our current salary structure. A reduction in retirement benefits would need to be matched by a corresponding increase in salary, if we expect to maintain the quality of the university.

(4/21/06) Report to be given in May board meeting about benefits. A national expert on retirement programs will discuss this matter during a development session with the Board of Curators. A system-wide committee will present their findings at the following Board meeting.

(5/17/06) Presentation to the Board on retirement and post-retirement health benefits. VP Hutchinson reported on a successful presentation to the Board and he received positive responses from individual Curators. The Board is now asking more appropriate, policy-related questions on post-retirement benefits. Hutchinson reviewed the cost of the current defined benefits plan (with a "normal cost" of 6.89%) versus options of equivalent defined contribution plans, which typically require double-digit

contributions. The post-retirement health benefit, funded only 50% by the system, would only increase from 0.6% to less than 1.0% of budget by 2015, even taking into account the upcoming baby-boomers influx into the retirement ranks.

2006/2007

Academic Affairs

Background Checks for Academic Positions

Academic Administrators

(1/24/06) (3/17/06) Continued discussion on administrative review- Decision was made to keep this issue before the full IFC committee for now, rather than create an ad hoc committee. Each campus summarized their current policies and procedures and forwarded them to the IFC members.

(2/24/06) Discussed the following: current practices on the 4 UM campuses; the need for IFC, the UM system President and Chancellors to generate a policy statement concerning the importance of having regular faculty review of administrators.

Faculty Leave Policies Subcommittee (includes sabbaticals, research, developmental leaves and departmental leave.

(5/17/06) Request from Floyd to IFC. IFC discussed the memo from President Floyd to review parental leave policies in context of sabbatical, research and development system-wide. While FEMLA policies have been fully developed for staff, no equivalent policies exist for faculty, irrespective of whether FEMLA regulations apply. IFC discussions stressed that we maintain flexibility, collegiality and fairness.

Discussion by IFC on faculty-approved recognition that extension of the probationary period to tenure can be extended for 1 year, applicable maximally twice as the result of the birth of a child or adoption of a child. MU recommended to its Chancellor that he provide an automatic approval when requested through the campus-wide Promotion and Tenure Review Committee. This is consistent with other campuses.

(5/17/06) VP Lehmkuhle reported on the request of President Floyd that IFC establish a subcommittee to review parental leave policy as a fourth category in parallel to existing (paid) sabbatical, research and development faculty leave policies. Currently, no formal policy exists for faculty consistent with FEMLA requirements. A 12-week unpaid family leave policy exists for staff.

Non-Tenure Track Issues

Post-Tenure Review

(5/17/06) IFC decided to review PTR implementation planning with UM Academic Affairs leadership. 5-year clock for this new policy has been reached. (IFC Retreat) VP Steve Lehmkuhle has asked for an August 31st turn around time on reviews but he's not going to get this.

Departmental Profiles (Aug.1-2 IFC Retreat) Provosts have been meeting and gathering data. This is a precursor to a program audit. Question arose as to how do you allocate positions when they become available?

Accountability

College Costs

Finance and Administration

Resource Allocation Procedures/Principles – Board approved document.

Capital Funding

(Sept.1-2 IFC Retreat) Steve Knorr reported that we can expect little headway for capital campaigns. The legislature does not see that it's something that is its responsibility. The Governor is still working with the MOHELA group (apart from a legislative initiative) to see if we can work out a way to use MOHELA funds to make capital improvement possible.

A-21 Compliance

OMB Circular A-21 establishes the principles that colleges and universities must follow to determine the costs of federal grants, contracts and cooperative agreements; allowable and unallowable costs; direct and indirect costs. (Aug.1-2 IFC Retreat). Need assessments and UMC doesn't want 29A Executive Order rescinded.

Government Relations

Fall Elections

(Sept.1-2 IFC Retreat) Knorr stated that there would not be much change in the legislative makeup after the elections.

Upcoming Legislative/University Issues

(Sept.1-2 IFC Retreat) Knorr said that the November election will determine what happens next. Voting on the stem cell issue will impact the university (positively or negatively depending on the vote).

Human Resources

Extending Benefits for Newly Hired Faculty (to be discussed at Sept. meeting)

Benefit Update (to be discussed at Sept. meeting)