Draft Version 09/24/2015

Intercampus Faculty Council (IFC) Retreat

September 24-25, 2015; Lodge of the Four Seasons (Lake Ozark, MO)

Attendance: Martin Bohner (MS&T), Steven Grant (MS&T), Tom Schuman (MS&T), Nicole Monnier (MU), Ben Trachtenberg (MU), Matthew Keefer (UMSL), Susan Brownell (UMSL), Keith Stine (UMSL) Carole McArthur (UMKC), Peggy Ward-Smith (UMKC) Nancy Stancel (UMKC), Tim Wolfe (UMS), Hank Foley (UMS), Steve Graham (UMS), Marsha Fischer (UMS), Betsy Rodriquez (UMS), Marty Oetting (UMS), Steve Owens (UMS), Brian Burnett (UMS), Jessica Whitehurse (UMS).

The meeting commenced on Thursday, September 24th at 2:30 pm

Hank Foley – Exec. V.P. of Academic Affairs; Sr. V.C. for Research & Graduate Studies; Steve Graham – Sr. Assoc. V.P. for Academic Affairs.

* Set the tone for academic values: the importance of institutional autonomy, shared governance, diversity, respect for individuals, commitment to teaching, scholarship and service
* Our mission as a land grant university based on the Morrill Act; protect and manage the institution
  + Find money for research beyond discovery research
  + Look at graduate programs (student experiences, multiple axis of diversity)
  + Suggests reading David Russell’s theses, “History of the UM System”
* Issues to discuss: Post tenure review including the weight of student evaluations, role of attorneys on Title IX panels

Marty Oetting – Director of Government Relations

* Common, unified message of 4 campuses as one university is powerful
* Advocating UM’s value to the state & core mission of the university
  + Public thinks of higher education in terms of undergraduate education
  + Emphasize how research benefits Missourians’ quality of life
  + Economic development; what the university does to move the economy forward
  + Have not done a good job promoting our service mission; extension, outreach
  + Missourians want no tax raises; reflects rural Missouri and distrust of government
  + Show Me Value tours have been a success; core appropriation increase 2 years in a row; less optimistic about next year’s budget
  + Possible legislative issues; public syllabus to be placed online; tenure (Wisconsin example:

significant changes to faculty tenure, removing it from state law, and to shared governance that would take away some decision-making power from faculty, students and staff and give more sway to campus chancellors and the UW System Board of Regents)

* Over 400 bills relate to higher education

Brian Burnett – V.P. for Finance/CFO

* BOC Retreat 2 weeks ago
  + Missouri is 44th in funding for higher education
  + We spend 21% less per student than we did 15 years ago
  + S.B. 389 has been a challenge for higher education
  + UMS receives ½ the state appropriation for higher education (16% of our state budget). Compensation makes ups 80% of the budget
  + Friday, November 6 will be an all-day Finance Academy at the Holiday Inn in Columbia. All are encouraged to attend this

Steve Owens – General Counsel

* 12 lawyer office (small staff for our size)
* He reports directly to the Board of Curators
* Mark Van Zandt – handles Academic and student affairs issues
* Lawsuit against the university to strike down banning guns on campus

Marsha Fischer – General Counsel

* Doing Preventative education and training for Title IX.
* Several programs in place now that are proactive such as “Not Anymore” (students)
* VAWA (Violence Against Women Act) informational email to be sent out
* Will have 3 online training programs that are homegrown, very basic courses
* Finalizing one online program with 10 modules to be done by January
* MU AAU Title IX report has come out; 3 other campuses have had climate surveys as well but are not the AAU one
* Ownership of Title IX training is being taken over for fall training series; Mikah Thompson (UMKC) is leading this effort. Wants to create a separate faculty module; case management software (COCO) is available [**CO**nduct **CO**ordinators)
* Clarification that we have until 2/17/2017 to change Title IX CRR’s with President’s approval
* She would like the 4 names of the IFC Subcommittee on Title IX so that it can review the required modules that go out in January

Betsy Rodriquez – V.P. for Human Resources

* Packets have been sent out for change in health care provider. Will be like last signup where you are required to respond whether or not you change the plan you want
* MyVita – ready to go; faculty can input any remaining information

President Tim Wolfe

* Systemic themes – understand strategic planning which drives the university
  + Deploy resources to complete plan
  + Synergies are critical, put best practices in place; replicable on all campuses
  + Need excellent communication with metrics and transparency
  + Goals need to be time bound and measurable
  + Must improve faculty salaries to attract and keep the best people
  + Overcome disincentives
* **“Missouri Promise” initiative** – increase cigarette tax from $.17 to $1.17. Missouri has lowest cigarette tax in the country. Could provide $339 million for tuition for 3.0 GPA or higher for first two years of college ($3,500). UM could get $100 million. Added benefit to decrease smoking rates and lower student debt. “According to [KOMU.com](http://www.komu.com/news/missouri-promise-could-make-college-more-affordable/), Missouri loses a large percentage of its best-performing high school students to out-of-state schools. Even worse, many of those students don’t attend college at all. Only 60% of high school students who earned a GPA of 3.0 or higher attended college or a university in Missouri, they said. The Missouri Promise plan would encourage high school students to attend school in state by paying their tuition and fees for state colleges and universities. To qualify, students would need to earn a 3.0 GPA in high school, perform community service, and maintain a 3.0 GPA in college.” - See more at: <http://moparent.com/missouri-promise#sthash.Cew8uMbH.dpuf> (visited 9/30/2015)

IFC Discussion

* IFC Post-tenure Subcommittee to be formed: Susan Brownell (UMSL), Carole McArthur (UMKC), Ben Trachtenberg (MU), still need representative from MS&T
  + Tenure under attack
    - Why we have tenure; address legislative pressure
  + Morale issue, need positive action during reviews (rewards) incentives such as one time bumps in pay
  + Set campus-wide goals
  + Reward teaching, service as well as research
* IFC Title IX Subcommittee will continue: Peggy Ward-Smith (UMKC), Keith Stine (UMSL), Cooper Drury (MU), still need representative from MS&T
* Consider other topics at October meeting

The meeting concluded at 2:15 pm.

Approved on XX/XX/XX