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From: Dennis K. Miller

Subj: Intercampus Faculty Council Report – December 18, 2013 and January 16, 2014  
General Officers Meeting Report – January 14, 2014

To: Faculty Council

The following summarizes important issues for our campus from the December and January Intercampus Faculty Council (IFC) meetings and a report from Gary Allen (MU Chief Information Officer) to the General Officers Meeting.

1. President Tim Wolfe stressed the importance of strategic plans: “Everything relates back to the strategic plan,” he said at the December meeting. He stated that with plans campus representatives and UM System can have better and more effective conversations on goals and long- and short-term planning, and that the plans enhance collaboration between System and the campuses.

At the January meeting President Wolfe and Steve Knorr (Vice President University Relations) reported that they anticipate an increase of 5% (approximately \$20 million) in higher education funding from Jefferson City for next year. A significant portion of this money will be distributed to the campuses based on the plans. Based on the anticipated 5% increase, President Wolfe will recommend to the Board of Curators that tuition be frozen for next year. Several campuses, including MU, will ask the Board of Curators for increases in supplemental fees at the next Board meeting. The President stated that he has challenged the campuses to justify and define what they want to do with the fees and how the fees are related to meeting the goals defined by their strategic plans.

The President commented that each campus has made significant reallocations based on their plans. Last year reallocations had a larger impact (approximately \$48 million) on each campus than the funding awarded competitively under the plans from UM System (approximately \$12 million). New strategic plans from campuses are due on March 1. President Wolfe anticipates that the proposals will be tighter and more competitive this year.

The UM System has a strategic plan that will be evaluated this week: UM System receives feedback from targeted individuals across the campuses. President Wolfe commented that the UM System wants a high level of satisfaction from the campuses (e.g., is System helping the campuses be successful?).

2. At the January General Officers meeting Dr. Allen spoke on Enterprise Resource Planning (ERP; i.e., PeopleSoft). ERP is critical for students (e.g., managing payments and reporting grades), finance and human resources. He reported that the costs (money and time) to maintain the current system are increasing rapidly (e.g., doubling by 2020), while the benefits from the current system are declining.

At the meeting President Wolfe said that “business as usual is not an option [on IT].” There are several options including targeted business processing outsourcing (e.g., payroll), software as a service, open source products (e.g., Quali), or a combination of these options. Dr. Allen is organizing a task force (which will include faculty representation) and campus meetings to discuss our current status and consider new options. The President asked that the report and recommendations be prepared within six months.

3. Tony Lupo (MU Faculty Council) is leading an IFC subcommittee on faculty workload. At the January meeting Dr. Lupo reported that the Collected Rules and Regulations (CRRs) “are pretty good” on faculty workload; however, divisions and departments might not be using the CRRs effectively to maximize productivity from faculty as a whole. The subcommittee is preparing a report with recommendations for department chairs on modified assignments and providing reinforcement for “nontraditional” effort distributions (e.g., more teaching and less research for a tenured faculty in a department operating on a traditional 40%-40%-20% model). The subcommittee is continuing their discussions and IFC members discussed policies for managing faculty who don’t “carry their weight” and post-tenure review.

At the December meeting President Wolfe and Hank Foley (Executive Vice President for Academic Affairs) commented that a report and recommendations on faculty workload that can be presented to the Board, Jefferson City and the general public is a critical part of recommendations for more money for faculty positions and raises. He also stated that there should be clear expectations for faculty research and teaching productivity.

4. Faculty-180 was selected as the new faculty achievement management software (FAS). Each campus has selected a faculty project leader (John Dodam, Vet Med & Surgery Department, represents MU) that will establish the procedures for setting up the new FAS. Important issues include importing data from the old FAS system, entering data not recorded by the old FAS system, customization for divisions and purposes (e.g., promotion and tenure dossiers), and data administration.

5. Peggy Ward-Smith (UM-KC IFC Faculty Representative) and Betsy Rodriguez (Vice President for Human Resources) provided a brief update on the total benefits (retirement, medical benefits, ancillary benefits [e.g., dental and vision], educational assistance, and leaves) task force at the January IFC meeting. The task force will report their findings and recommendations to the President in January or February. There will be opportunities for faculty and campus groups to review the report and recommendations before they are discussed with the Board in April.

Dr. Ward-Smith reported that she does not anticipate significant changes in medical benefits for 2015.

6. Steve Graham (Senior Associate Vice President for Academic Affairs) and Dr. Foley discussed the importance of academic records management and retention for responses lawsuits and audits from the federal government. At MU Blackboard data are retained by the Education Technology Office (ETatMO) for five years; however, not all faculty members use Blackboard. System will work with Provosts to evaluate records management and establish policies. Drs. Graham and Foley commented that this should be an important issue for faculty because they can be personally liable in lawsuits involving academic records.

7. Beth Chancellor (Associate MU Chief Information Officer and Chief Information Security Officer) discussed information technology security. A new website (<http://infosec.missouri.edu/classification/device-guidelines.html>) has been established to educate faculty and staff on computer security policies. Ms. Chancellor and Dr. Allen warned that with the proliferation of personal smartphones and flash drives, faculty and staff may not be in compliance with policies and good practices.