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Subj: Intercampus Faculty Council Report – August 19 & 20, 2014 Meetings

To: Faculty Council

The following summarizes important issues for the MU Faculty Council from the Intercampus Faculty Council (IFC) meetings on August 19 and 20.

1. President Tim Wolfe noted that UM System campuses have seen a significant growth in student enrollment and that these are high quality (e.g., standardized test scores) students. He also noted that each campus has been improving in its key metrics. President Wolfe attributes these to the strategic planning initiative. Furthermore, he is pleased that his discussions with the campuses focus on achieving specific goals.

President Wolfe noted that the overall perception of UM has improved across the state. He believes some of this improvement is related to strategic planning as well as steps from the University Relations office (e.g., the Show Me Value tour) to promote UM and education in general in rural areas. Steve Knorr (Vice President of University Relations) said these efforts will continue and include campus chancellors. Several IFC members encouraged Mr. Knorr to include faculty in these outreach activities.

2. The IFC agreed to form a working group that will focus on tenure. The specific charges will be defined at the next IFC meeting (September 25), but the general goal is to prepare a white paper that provides a series of recommendations on the weaknesses and strengths of our tenure system. Topics for consideration include the following.

- What is tenure's value to higher education's missions (i.e., research, teaching and service/extension)? Why do we have tenure?
- Can we have a post-tenure review system that is focused on reinforcement (e.g., providing incentives for continued achievement), rather than primarily on punishment (e.g., rooting out the "bad apples")? How can the tenure system be used to incentivize faculty productivity?
- How can faculty members be mentored successfully through the assistant and associate professor stage of their career?
- What abuses are fostered by tenure (e.g., incivility) and how can these be minimized?
- Can we develop a post tenure review system that is effective, but not excessive in the amount of work required for faculty members, chairs and review committees?

3. Steve Graham (Senior Associate Vice President for Academic Affairs) distributed a draft of a new policy on evaluation of the ability to work (e.g., a faculty member with a chronic disorder or neurodegenerative disease). This policy would address the processes and criteria to be used when a faculty member may be unable to perform functions of his/her position. Members are reviewing the draft for in-depth discussion at the next IFC meeting, which should be followed by distribution to Faculty Council for review.

4. Betsy Rodriguez (Vice President for Human Resources) provided a summary of changes to the health care plans. Dr. Rodriguez stated that employees need to be informed and that all (100%) are expected to actively select their benefit plan this year. There will be a number of opportunities this fall for employees, retirees and their families to learn about their options. Dr. Rodriguez also briefly reviewed programs to encourage wellness (e.g., smoking cessation and exercise programs) that have financial incentives for participation. This information will be reviewed at an upcoming (September) MU Faculty Council meeting.

IFC members asked Dr. Rodriguez to prepare an overview of the status of the retirement/pension program for a future meeting. She stated, briefly, that the plan is healthy, but that detailed information will be provided to the IFC this year.

5. The President and Mr. Knorr commented that the state has recommended a marked increase in core funding (~\$20 million) and capital improvements (\$67 million). With additional funding for scholarships (e.g., Bright Flight), there is potentially a \$100 million increase in state funding for UM. Both urged caution, as the veto session in Jefferson City may change these values. President Wolfe stated that while funding is tight, the UM system is financially sound, overall.

6. Beth Chancellor (MU Associate Chief Information Office) reported on recent incidents where employee computer credentials were compromised, which resulted in diversion of pay and travel expenses, inconvenience to employees across the system, and work hours to investigate and defend against this fraud. Ms. Chancellor presented a brief overview of multi-factor authentication (MFA) and stated that her office is evaluating MFA options for our system (e.g., more than a password would be required to access or change information on the MyHR site).