Minutes of July 30, 2015
Faculty Council Meeting

Attendance
Members present: Andre Ariew, Sheila Baker, Anna Ball, A. Cooper Drury, Tim Evans, John Gahl, Richard Guyette, Jung Ha-Brookshire, Art Jago, Naresh Khatri, Tony Lupo, Angela Speck, Anne Stanton, Marty Steffens, Mary Stegmaier, Ben Trachtenberg, Robert Winholtz, Flore Zephir, Rebecca Graves (Librarians), Galen Suppes (AAUP), and Rebekah Hart (Council Secretary). Members absent: David Bergin, Tina Bloom, Berkley Hudson, Camila Manrique, Dennis Miller, Nicole Monnier, Peter Nebelek, Marty Steffens, Mahesh Thakkar, Vitor Trindade, William Wiebold, and Don Sievert (MURA). Retiring members present: Judith Mabary, Craig Roberts, Stephen Montgomery-Smith, Harry Tyrer, and Rachel Brekhus (Librarians). Retiring members absent: Jim Baumann, Karen Hebert, Rebecca Johnson, John Lory, Karen Piper, and Doug Wakefield.

Approval of Minutes
Outgoing chair Roberts brought the meeting to order at 3:30 p.m., and announced that Ben Trachtenberg would be serving as the 2015-2016 Council Chair. The minutes of 4-23-15 and 6-11-15 meetings were approved as presented.

Report of Officers
Roberts summarized his final annual report to Council by focusing on the major questions and issues that had been addressed as follows:

- The School of Medicine Fact-Finding Committee had been formed especially to examine the SOM reward system and its low AAU metrics, among other issues. The full report of the committee is available on the Faculty Council website. Jago reminded those on Council to examine the report, as there are fundamental problems with the reward system that still need to be addressed.

- Review of Vice Provost of University Extension. Roberts noted that it had been eight years since the Vice Provost’s last review. Questions were developed by Bill Wiebold and his group. As a result of complaints about the Vice Provost and Faculty Council’s action in the matter, the Vice Provost’s employment has been terminated. A new person will be hired for the position.

- ACCORD report. Last year there were two types of special raises awarded for exceptional merit. These raises were comparatively high after ten years of failing to keep up with the rate of inflation. Roberts thanked the members of the committee who had worked on the distribution of raises report as well as Provost Rhonda Gibler (not present at the meeting) for her release of data to enable organization of raise distribution by college and school and by tenure track and non-tenure track faculty. This report is also on the Faculty Council website. Findings included the fact that raises were not allocated equally among colleges nor was consistency maintained within colleges.
- Library Mold Committee. 600,000+ books, etc. were affected by an unfortunate mold outbreak at an offsite facility. The committee appointed to examine handling of the situation in terms of remediation and destruction of affected materials worked with Director Jim Cogswell. At the beginning of this committee’s work, Director Cogswell guaranteed that faculty would be consulted on what to destroy and that no materials would be destroyed without faculty oversight. The committee subsequently discovered that many of the affected titles were, in fact, destroyed without faculty input. A recommendation from Faculty Council resulting from Cogswell’s failure to consult faculty as promised was avoided as Cogswell has announced he will be retiring soon. He has now been placed in charge of preparations for the MU Libraries Centennial. An interim director (Ann Riley) has been named. A search committee now needs to be formed to hire a new library director.

- Race Relations Committee. In response to the Michael Brown shooting in Ferguson, Missouri, Chancellor Loftin held listening sessions last year to hear from students regarding race relations on campus. Using an open microphone, many minority students reported that they had been mistreated. In January 2015 selected members of Council began interviewing faculty to serve on the newly formed Race Relations Committee. Great care was taken to populate the committee with the best possible membership for this sensitive issue. This effort resulted in a twelve-member group, half of whom were white and half of a racial minority. This committee will continue to meet through Fall 2015.

- Title IX. In February 2014 ESPN aired a special report on the suicide of Sasha Menu Courey and announced that she had been sexually assaulted while a student at MU. The incident had not been reported to the Title IX Coordinator for the university at the time. The story aired at the end of Steve Owens’s service as Interim Chancellor for the Columbia campus and before Chancellor Loftin’s arrival. President Tim Wolfe took immediate action, working with the Intercampus Faculty Council (IFC) to revise the Collected Rules and Regulations (CRR). The executive orders enacted by President Wolfe did allow for an eighteen-month period during which alterations could be made. These changes to the CRR, among other things, made all employees mandatory reporters. The employee training sessions to insure compliance with these revisions were reported to be ineffective. The Faculty Council hosted public forums at the beginning of April 2015 and brought in expert Title IX attorneys for both sessions to address the changes and proposed alterations from a professional legal perspective.

After expressing that it had been a pleasure to serve as Chair of Faculty Council, Roberts officially turned the position over to the new Chair, Ben Trachtenberg. Trachtenberg introduced himself as well as members of the ’15-’16 Council Executive Committee (Cooper Drury – IFC; Tim Evans – Student Affairs; John Gahl – Fiscal Affairs; Art Jago – Academic Affairs; Tony Lupo - Faculty Affairs; Angela Speck – Diversity Enhancement; and Nicole Monnier - Vice Chair for Faculty Council). Two appointed members for Council service were also announced: Rebecca Graves as Recorder and Tim Evans, who will continue to serve as Parliamentarian. The role of the Council Webmaster will be left open for now. Trachtenberg reminded the new executive committee that their first meeting would follow the Faculty Council closed session at which they would review and approve a draft of the ’15-’16 meeting schedule. Sign-up sheets were distributed for Council members to select the committees on which they would like to serve during the coming year.
Discussion Item(s)  
Guest: Ellen DeGraffenreid, Vice Chancellor for Marketing and Communications on new MU logo rules. DeGraffenreid reported to Council that her office is beginning a process to bring greater logo consistency within schools, colleges, and divisions in order to establish a stronger university identity and to reduce confusion when addressing audiences outside of MU. Within this effort for greater uniformity, there will also be flexibility in terms of typeface and color choice utilized. Our university stationery will be more efficient and will also allow for social media and internet information. DeGraffenreid stressed that this is a process and not an event. She assured Council that those implementing the change will be fiscally responsible; existing materials will be used up rather than discarded. New materials must conform to the new design, however. Exceptions to the standards proposed now number thirty-two with more on the way. DeGraffenreid reported this number as part of a promise to work with users on special requirements that call for a deviation from the standard. Questions should be directed to a central e-mail address: identity@missouri.edu.

Honors College. Trachtenberg is requesting that Academic Affairs, chaired by Art Jago, meet with the new director of the Honors College regarding the courses and faculty that can be made available to our students.

Graduate School Policy Changes. The decision to change tuition waivers for graduate students appears to have been made last November although the change was not announced until June 11, 2015. This decision was apparently made without consulting Deans, Faculty Council, or Graduate Faculty Senate. Jago commented that this will affect many of our divisions adversely and may cripple the business program. Some faculty disputed whether the change was entirely budgetary; many programs themselves would be critically affected. Other concerns from Council members involved international students, loss of faculty in departments and increased need for TAs; and the reliance of MU on masters’ programs. Trachtenberg plans to assign this issue to both the Academic Affairs and Diversity Enhancement Committees.

Standing Committee Reports & IFC:

Diversity Enhancement – Speck. Speck announced that the committee is moving forward with the cultural competency requirement; she will present more information about this at the retreat.

Student Affairs – Evans. Evans noted that the mental health information the committee has been working on will soon be sent to the faculty. A one-stop number has been established; faculty will be urged to record it for easy retrieval.

Adjournment.
Council went into closed session at 4:45 p.m. The meeting was adjourned at 4:55 p.m. The 2015-2016 Executive Committee met briefly following the closed session.

Respectfully submitted,
Judith Mabary, Recorder