

Minutes of the February 23, 2017  
Faculty Council Meeting

Attendance

Members present: Sheila Baker, Christi Bergin, Tina Bloom, John Gahl, Francisco Gomez, Art Jago, Teng Lim, Tony Lupo, Leslie Lyons, Camila Manrique, John Middleton, Clark Peters, Jeffrey Rouder, Rebecca Scott, Marcia Shannon, Anne Stanton, Marty Steffens, Kristin Taylor, Ben Trachtenberg, William Wiebold, Roger Fales (for Robert Winholtz), Angela Speck (for Flore Zephir), Rebecca Graves (Librarians), Don Sievert (MURA), and Rebekah Hart (Council Secretary). Members absent: Anne Alexander, David Bergin, Trent Guess, Casandra Harper, Berkley Hudson, Dennis Kelley, Naresh Khatri, Patrick Shiu, Mary Stegmaier, Mahesh Thakkar, and Karen Piper (AAUP).

Approval of Minutes

Chair Trachtenberg called the meeting to order at 3:31 p.m. The minutes of the 2-2-17 meeting were approved as presented.

Report of Officers

The chair thanked all who attended the Breakfast with Board of Curators and provided an update on Board meeting. The Board enacted Council's recommendation to change Collected Rules concerning the award of honorary degrees, and it approved changes related to Civil Rights and Title IX hearings (a portion of which were suggested by Council). A summary of all the changes broken out by groups that recommended them will be made available. The text of the amended rules is available online (with Board meeting materials). We need to propose a list of 20 faculty members to serve as potential members of the Equity Resolution Process Hearing Panel. Interim Chancellor Foley will select 10 out of the 20, and then panel members will be selected as cases arise. Please help out by recommending folks to Faculty Council (FC) Exec Committee. Exec Committee will present list to FC.

Trachtenberg commented on the increasing threats and attacks on the Jewish community. The Chesed Shel Emeth Society cemetery in St. Louis was vandalized. Thanks to the Muslim community members who raised money. Thanks to Gov. Greitens who showed up in person to help out. As a citizen (not speaking for Council), Trachtenberg is disappointed that the UM System supported a bill that would weaken civil rights enforcement and could be seen as undermining our commitment to diversity and inclusion.

Intercampus Faculty Council (IFC) meets tomorrow. Will have opportunity to speak to UM folks to ask about a state bill that would enact changes on how Missouri lawsuits regarding discrimination would be handled.

Campus needs to select a new Faculty Athletic Representative (FAR). Nominations due March 6<sup>th</sup>. The FAR deals with student contracts, conducts investigations into alleged (and actual) NCAA rules violations. Chancellor's office pays for 50% of salary, buying out half of the person's time. Need to be interested in athletics but not such a booster that you can't ask hard questions. If interested speak to the Chair, Prof. Chris Wells (current FAR), or the Chancellor's office.

Regarding faculty workload, there is an ad hoc committee on faculty governance which has been surveying faculty. Reported by a member of this committee that the Provost's memo on bottom up management is being followed and is appreciated.

Law dean search zipping along. Provost Stokes addressed FC and stated that CAFNR search is at semifinal stage. Finalists expected on campus late March or early April. Truman School of Public Affairs still soliciting candidates. A&S still working on search committee and have signed contract with search firm. Finalists will come to campus early fall semester. Not rushing the search as it benefits us to take the time to build the pool. Regarding the MU Libraries director search, the Provost is still planning on a process for that and will get back to Council with more information. For College of Human Environmental Sciences, they have interviewed Dr. Sandy Rikoon, collected feedback, and are deliberating.

Interfaculty Council Report – Wiebold. IFC met on January 27 and will meet again this coming Friday, February 24.

The diversity initiatives for UM System were discussed by Jill Wood (Director, Academic Affairs). She indicated that training for faculty and incentivizing courses will be implemented at the end of the semester. The National Center for Faculty Development & Diversity (NCFDD) was discussed. Membership is expensive, so they have signed up for a pilot membership that will involve 250 faculty in training and development sessions.

Marsha Fischer and Emily Love discussed the Civil Rights & Title IX proposed CRR changes. [Changes to CRR were approved by the BOC at its February meeting.] A detailed report on the changes to CRR and items that will undergo further vetting has recently been made available to IFC.

Continued discussion on faculty workload, annual performance review, and post-tenure review policies occurred with Steve Graham. The CRR section under discussion was Chapter 310: Academic Tenure Regulations, so focus was on workloads for tenure-track and tenured faculty members. NTT performance evaluation and workload still need some attention. Proposed changes to the UM Collected Rules and Regulations (CR&R) regarding workload, annual performance review, and post tenure review were approved by IFC.

Among the issues discussed with President Middleton was the chancellor situation at S&T.

The budget situation was discussed with Ryan Rapp, Interim Vice President for Finance and CFO. Once again the words “we need ... a long-term plan to get away from the approach of across-the-board cuts” were spoken [Wiebold’s second use of may the force be with us]. Ryan stated that in the short term, campuses will execute the original plan for this year and the cut will be filled from campus reserves – this could include department reserves.

Standard of Faculty Conduct was discussed and passed on to campus senates and faculty councils.

Total Rewards Advisory Committee composition was discussed with Erik Smetana. IFC requested that HR communicate with Faculty Senates and Councils for appointments of faculty members.

Action Item(s)

Standard of Faculty Conduct (received from IFC) – Wiebold. Bill Wiebold noted that he sent an email on this topic to FC. He reviewed the history of this issue, which originated from the UMKC faculty over conduct and then went to IFC, then to a task force. Reviewed conduct procedures including MU's. Collected Rules & Regulations (CRR) are hard to read, but when there's a problem they get read closely. Therefore, a reason to have something in our rules for the entire System.

Wiebold addressed questions. First, our current process has more faculty input than this one. Wiebold stated that if suspension is going to be one of the consequences, then there will be a faculty panel. Second, while there is a research misconduct section in the CRR, UMKC looked at the responsibility section instead. Additional questions focused on language which was noted to be copied from the AAUP Redbook.

Wiebold requested a vote today. Motion passed with a majority. MU members of IFC agreed to bring concerns raised at the meeting to IFC and to seek improvement of the draft.

#### Discussion Item(s)

Guests: Doug Schwandt, MUPD Chief, and Christy Hutton, Assistant Director for Outreach and Prevention, MU Counseling Center. Trachtenberg introduced Doug Schwandt who then gave a brief overview of his career. He has been with the department for 17 years, with City Police for 20+ years prior to that, and a proud Tiger before that. Noted that we have a full service force. There are 41 officers and planning to be up to 50 by FY 18. Last in the Big 12 and the SEC staffing wise. Hospital & Clinics the biggest customer. Most peers don't have hospitals and still have bigger services. Hoping to get to the middle of the pack. Best to hope for in MO. Keep in mind we're 24/7/365. Have mutual agreements with city and state. Noted that Monday, Columbia passed community policing resolution (something MUPD has had in effect for some time).

Questions focused on if Hospital provided support, alcohol abuse and increased use among students, and policing jurisdiction. Schwandt stated that Hospital is a great partner and has a security force larger than MUPD; however, security officers don't have authority of police. Alcohol is most common issue on campus when police are called, and there has been an increase especially among women. MUPD sees themselves as part of the academic mission and education process. If called by a student for assistance, they don't arrest them. They don't want students to resist help. Students will face student conduct sanctions though. Schwandt will send FC Chair stats on alcohol incidents. MUPD have jurisdiction over all MU property and authority throughout Missouri. Have agreed to patrolling sorority and fraternity houses. City has asked for assistance from MUPD downtown, however, Schwandt is resistant to this as downtown has a lot going on, and not all present are our students. Willing to assist as needed.

Christy Hutton spoke on the work of the MU Counseling Center. They are working on getting our whole community to help students and encourage all faculty to obtain education to spot mental health problems and report them. The earlier students with mental health problems get help, the better their ability to stay in academia and succeed and the fewer sessions it takes.

Hutton commended the MUPD. They are an important partner for mental health on campus. Their officers are all trained. City of Columbia police are getting better. County is pretty good. Noted that we have a 24-hour crisis service staffed with licensed professionals, who check back with students. These follow up calls have saved lives.

Questions concerned vulnerable times for students, privacy of students attending counseling center, and reluctance from students to seek help. Hutton noted that there is no longer a pattern of vulnerable times, equal across semester and across classes. MU follows HIPAA guidelines so they do not report to At Risk Committee unless signed off by client. Military students reluctant to seek help and Greek town residents do not want to be seen at center.

Proposals Concerning International and Immigrant Students – Zephyr. Zephyr not present. Please see email from Dennis Kelley. If of interest to you, contact him. Can bring up at future meeting. No additional information at this time.

Resolution Commanding the Sun to Hide its Face on Aug. 21 – Speck. Speck read resolution. It was moved and approved to suspend the rules and hold the vote today. Resolution passed unanimously. Chair will inform the Sun.

#### Standing Committee Reports:

Academic Affairs (Jago). Committee has a proposal to establish a texting policy on Chair's desk.

Faculty Affairs (Bloom). Committee meeting together this Friday as a group to discuss these outstanding items on our charge: Faculty morale; Tenure and promotion process; Waivers. A subgroup is meeting on 2/27 with a group of librarians to discuss their concerns related to NTT faculty status and related issues.

Fiscal Affairs (Gahl). Not much new to report with respect to Fiscal Affairs. At our last Faculty Council meeting, Chancellor Foley and Vice Chancellor Gibler announced the establishment of three new committees that would deal with infrastructure, revenue, and allocation. The hope was that these three committees would be operational by the end of February.

The Chancellor has asked the Executive Committee for input on the budget, and we have requested that these recently-announced budget committees be formed as soon as possible. We have asked that members, including faculty, staff, and other stakeholders, be selected in a representative manner, to appropriately represent their constituencies.

The new fiscal year starts in four months. Action on this year's withholding and next year's budget cut needs to occur soon. We've asked the administration to make clear to the wider community the significance of these cuts on the University, to show leadership with regard to the administration's own budget, and to ensure crisis management does not overwhelm fairness.

Diversity Enhancement (Baker). First, regarding House Bill 552 Unlawful Discriminatory Practices, UM support for the bill targets the punitive damages portion of the bill. Have met as a committee to discuss stance on discrimination and proving discriminatory action. Second, met with Frank Schmidt and Jim Van Dyke concerning possible memorial to enslaved persons who helped build MU.

Student Affairs (Zephyr). Marty Steffens reported in Dr. Zephyr's absence. Committee Chair Zephyr, met February 17<sup>th</sup> with Robert Ross, Director of the MU Veterans Center, to discuss the Student Veteran Experience at MU. There are approximately 300 such students at MU, not counting ROTC. There might be 500 faculty and staff who are also Veterans. Ross talked about establishing a "green zone" at MU and has discussed this with Dr. Jim Spain. Ross is meeting

with various groups to promote this. Ross wants us to keep in mind that--among the various groups of students--the Veteran students need to also be known, with their specific needs and issues.

Committee is preparing concrete recommendations for the undergraduate (particularly freshmen) experiences, and are continuing conversations with relevant administrators (including Jim Spain, Vice Chancellor for Undergraduate Studies). Informal conversations indicate that there will be support for those ideas. Recommendations are: Midterm grades for 1000 and 2000 level classes; Better training/awareness for MU Connect; Training particularly for large lecture professors; Requiring that all freshmen live in dorms (this would affect mostly men who now can live in fraternity houses); Creating a distraction-free 3 days of orientation for all freshmen (which would be altering Sorority Rush).

Steffens noted they are also looking into GPA gap between freshman women and men. Men have a lower GPA than women.

#### AOB

Six months minus 2 days until the Sun will obey FC command. Need to spread the word to cancel classes on Aug 21 (the University will be open, and faculty can reschedule classes to allow participation in eclipse viewing) and that Reading Day may be used as a makeup day.

#### Adjournment

Faculty Council went into closed session at 4:47 p.m. to discuss the report from the Honorary Degrees Committee.

Council adjourned at 5:02 p.m.

Respectfully submitted,  
Rebecca Graves, Recorder