

Minutes of the March 23, 2017
Faculty Council Meeting

Attendance

Members present: Anne Alexander, Sheila Baker, Robin Kruse (for Christi Bergin), Steve Whitney (for David Bergin), Tina Bloom, John Gahl, Trent Guess, Casandra Harper, Berkley Hudson, Art Jago, Teng Lim, Tony Lupo, Leslie Lyons, Camila Manrique, John Middleton, Clark Peters, Jeffrey Rouder, Rebecca Scott, Anne Stanton, Marty Steffens, Mary Stegmaier, Kristin Taylor, Ben Trachtenberg, Vitor Trindade, William Wiebold, Robert Winholtz, Flore Zephir, Rebecca Graves (Librarians), Don Sievert (MURA), and Rebekah Hart (Council Secretary).
Members absent: Francisco Gomez, Dennis Kelley, Naresh Khatri, Marcia Shannon, Patrick Shiu, 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 3-9-17 meeting were approved as presented.

Report of Officers

Trachtenberg thanked those who attended one or both of the General Faculty Meetings. It was good to hear the engagement of questions and answers. The new budget committees that were first teased to us on or around 02-02 by Hank Foley and Rhonda Gibler are being formed. Proof of the pudding in the eating. Can't solve the budget problem by moving money around. Have to bring more in or spend less. Budget allocation can't solve next year's problem. Each of these committees have 4 faculty, which is an insufficient number. Trachtenberg listed the number of faculty on other committees which have double that number. Could increase to 6 or 8 without harming committee. Will submit names for seats reserved for Faculty Council nominations.

Council will be voting after spring break on FC officers. Consider accepting the call to serve. Campus standing committee survey deadline is tomorrow. Contact your constituents regarding serving on committees.

Action Item(s)

Possible endorsement of "Inclusive Excellence Framework" provided by Vice Chancellor (and System CDO) Kevin McDonald – Baker. Jeff Rouder raised an objection to the framework. He had a hard time reading it. Therefore, he did research and requested help from a diversity scholar. Rouder read from the book *On Being Included: Racism and Diversity in Institutional Life* by Dr. Sara Ahmed. Dr. Ahmed writes of institutions, including universities, acting to "do diversity," but not becoming more inclusive. There is a gap between symbolic commitment and actual commitment. Statements of commitment can be non-performative. *I.e.*, they do not mean that institution does anything other than post statement. Rouder urged Faculty Council to vote no. The framework is a good attempt, but provides cover. We need to ask for specific commitments.

Discussion ensued. Several members commented that they also had concerns about the framework, stating that it was a weak start and that there is not a lot of action in the document.

However, they stated that would support it, as there has been little if any active support of diversity at MU and this framework provides the first support seen in several years. Agreed that we need to start somewhere. Chair said that Council's choice is not only to vote yes or no, or to amend the document. It could be sent to committee or back to Kevin McDonald. Others noted that Council needs to think of this as our responsibility as well.

Vote called. One opposed, rest in favor. Endorsement carried.

Texting Policy from Academic Affairs Committee – Jago. Policy and proposed amendment to the policy were sent to Council prior to the meeting. Amendment was moved and approved. Lengthy discussion ensued about policy, specifically regarding students' need to opt in. Questions raised about the wording of the policy. Chair noted that document was circulated well in advanced and discouraged amending it at a table of 30-plus people. Invited motion to table if Council members desired further time to consider or discuss; none was made. Called vote on main motion, as amended. Motion carried by a majority.

Proposal for the University to construct a memorial to signify the University's desire to honor and respect enslaved persons who helped to build the University – Baker. If passed, Trachtenberg will call Interim Chancellor Foley and ask if he wants to jointly appoint a committee (with Trachtenberg) to pursue this project, and contact faculty to be on committee and work on how to best to proceed. Called vote. All in favor.

Discussion Item(s)

Guests: Provost Garnett Stokes; and, Gary Allen, UM Vice President for Information Technology and MU Chief Information Officer. Stokes commented on President Choi's General Faculty Meeting presentation noting that he had done his work about MU and that she was impressed by that. Stokes is steeped in Dean searches and gave an update: wrapping up Law School search, third candidate for CAFNR on campus, committee for A&S being announced soon. Highlighted that she appreciates faculty and staff providing feedback in process. She analyzes the surveys quite a bit. Completed a couple of dean reviews. Mentioned that there's an enrollment management committee being put together which Pelema Morrice, Vice Provost for Enrollment Management, is in charge of. We have grown enrollment in past years where it happened, not necessarily where it should best happen. For example, we grew high-cost programs. There is a chance this campus will grow again. Want to be prepared for it.

Budget: \$20M cut for FY17. All leaders given number of their one-time cut for this year. Stokes talked to how it was calculated, noting that negative reserves balances could be used to offset positive balances within a college. Talked about the cut to her office. Noted from the questions asked yesterday at Mun Choi's meeting, that not everyone is aware of what is happening in their colleges and departments. All leaders have the numbers.

Looming ahead is FY18. At the leadership meeting yesterday, discussed general figures; however, still uncertain what the numbers will look like as some things could move around. Looking for more reliable numbers on enrollment for fall in April and then in May. Old predictors of fall enrollment no longer hold. Enrollment will drive what FY18 will look like.

This institution has been here some time. Asking what do we look at, how do we examine what we do, including what happens in my office. Also, what ground rules are we using to examine what we do? Have sought advice from faculty and others on process. We're not quite sure what we're going to do in FY18, need faculty input. Stokes wished she could have been at all Kemper announcements.

Questions raised on how predictors of enrollment have changed. Stokes replied that there are differences in interest in Mizzou now, overall and between in-state and out as well as with international students. Also, the number of applications has changed. Stokes was asked for an update on what's going on in Legislature concerning budget, guns, and tenure. She hesitates to speak on this today as she was not present at government affairs update. Remains optimistic related to financial picture as people are working behind the scenes to support us. Legislation we're monitoring, some is staying under the radar, not aware of things faculty need to be concerned of at present. Bill Wiebold stated that he will hear legislative update tomorrow at IFC, take notes and send them out.

Stokes was asked to speak to the progress on faculty workload from each unit, especially regarding NTT faculty as they have not been included. Stokes said that she did not know that about NTT. Stated that we need to include NTT. Only one policy has come to her office. We're going to talk about this at Deans' meeting this week but didn't have enough to discuss. Will take this info back and make folks aware that we're expecting workload to address this at every level. It was recommended that Stokes meet with campus NTT standing committee to discuss in more depth.

Gary Allen reported on the progress of centralization of IT on campus. They started the process two years ago with idea of enhancing connections between IT in the central office and distributed offices. Allen handed out a summary of where we are to date. Had 220 decentralized staff on campus. Have transitioned all but a few. Staff have two reporting lines, one to leader they always reported to (e.g., department chair) and one to IT supervisor who ensures they are following campus policy and procedure. Net reduction of 35 positions mostly due to attrition. This is the choice of the departments. Still working on finishing up hardest part, which is the research-focused IT staff. Most are on soft money and working on special projects. Setting up a community model for research support computing. Provided seed money to get a cluster started. One of the big needs on campus is expertise on using research tools. Hasn't heard complaints, but rather thanks. IT staff are happy and talking to each other, have community, have career paths not available before.

Question asked if we are losing people with IBM hiring locally. Allen answered that, yes, we are losing people to other companies, not just IBM. We have people leave for jobs paying 30% higher just across town. Working with HR to build platform to retain folks. Taking the same percentage hits on budget as academic units.

Standing Committee Reports:

Academic Affairs (Jago). Passed resolution asking Provost to add statement noting the unreliability of the numbers in the course evaluation table used in dossiers related to tenure and promotion. Sent request to designer of questionnaire to improve survey. Spoke to statisticians, who said they will see what they can do.

Faculty Affairs (Bloom). Two weeks ago, we met with a group of MU librarians on 02-27. Reporting that the librarians on campus (N=~45) did pass their vote within their organization that they would like to have NTT faculty status, as the UMKC librarians do. We do not expect to see a motion at Council this academic year, but you may hear from their librarian colleagues individually at some point as they continue to discuss this issue and work to gain some consensus and understanding.

Meeting with Anna Ball (Provost's Office) 04-04 to discuss the promotion and tenure process issues in our charge from FC Chair; have been meeting with faculty members who have chaired/sat on the campus P&T committee and want to share observations on where the process is bumpy. If you have suggestions for people we should be talking to about this, please let me know.

Fiscal Affairs (Gahl). In the last report, discussed this year's shortfall (FY 2017) due to the state withholding. I will now briefly discuss the situation for fiscal year 2018, which starts in approximately 100 days. The Governor's budget proposal, as well as the current House version of the bill, cuts higher education funding by approximately 9%. If this happens, which is likely, this campus would receive a \$20 million rate reduction. A further reduction of \$5 million dollars is indicated for the medical school (related to Springfield program).

Enrollment is very important to us financially but difficult to predict. Currently the entering freshman class is projected to be perhaps 4200. A few years ago entering freshman classes were closer to 6000, and the class we are graduating this May is of that size. Consequently our overall enrollment will fall again, resulting in a reduction of tuition income estimated to be between 20 and 30 million dollars.

These cuts combined represent roughly 10% of the budget for the core academic mission.

Diversity Enhancement (Baker). No report in addition to action item above.

Student Affairs (Zephir). No report.

AOB

Reply to Chair's comments concerning the texting policy (and whether concerns could have been raised earlier), it was noted that documents regarding Texting policy were sent out less than 48 hours before the meeting. Need to realize that we don't get information in enough time to read it. Trachtenberg responded that this was sent out two weeks ago and the amendment was answer to this. His concern was that comments weren't about amendment or proposal as the concerns raised today hadn't come up two weeks ago. Reply came that at least some issues raised two weeks ago were not addressed in amendment. Chair said he asked for vote to table and wished

someone had spoken up. Wasn't trying to rush; apologized if folks were unable to raise concerns.

Adjournment

Faculty Council went into closed session at 4:47 p.m. to discuss Budget Committee nominees.

Council adjourned at 5:00 p.m.

Respectfully submitted,
Rebecca Graves, Recorder