

Minutes of the April 27, 2017
Faculty Council Meeting

Attendance

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

Approval of Minutes

Chair Trachtenberg called the meeting to order at 3:30 p.m. The minutes of the 4-13-17 meeting were approved as amended to include Anne Alexander as present.

Report of Officers

Interim Chancellor Hank Foley announced adoption of policies based upon work of the Ad Hoc Joint Committee on Protests, Public Spaces, Free Speech, and the Press. Good news as these are excellent policies which are pro free speech and will do a lot to clarify what was ambiguous. Hopefully other campuses will benefit from this work.

President Mun Choi spoke with Interfaculty Council (IFC) about the UM system endorsing the Chicago statement policy on free speech. Good news is Faculty Council had already endorsed a policy based on this. Choi will take this policy and share it with other campuses and ask if they will endorse the policy as a system.

Chancellor search coming along. Search committee has interviewed several excellent candidates and Trachtenberg is quite happy with the group and the ones recommended as finalists. Choi seemed eager to end search quickly. Doubt the new chancellor will arrive before May 3rd which is Interim Chancellor Foley's last day. Likely we'll have an interim interim until new chancellor is here. Hopefully, this person will only serve a couple of months.

Budget remains daunting. Ought to know more after May 1st after student seat deposits due, and, after State budget truly agreed to and finally passed as different amounts proposed in House and Senate.

The Board of Curators have approved policy on faculty conduct. Will have this on the agenda of the June meeting. Will need a vote of Faculty campuswide.

Action Item(s)

Announcement of 2017 Recipients of the MU Faculty Council Award for Shared Governance. Trachtenberg introduced the awards for individuals and groups who promoted and furthered shared governance and spoke to the merits of the recipients.

Individual Award: Jennifer Fellabaum-Toston, Assistant Teaching Professor and Associate Director of the Statewide Cooperative Ed.D. Program, Department of Educational Leadership & Policy Analysis.

Group award: Ad Hoc Joint Committee on Protests, Public Spaces, Free Speech and the Press.

Revised Texting Policy – Jago. Version dated 04-20-17, reflects all changes presented at previous meetings. No discussion. Policy passed unanimously. Chair will pass the policy on to registrar for inclusion in student information.

Discussion Item(s)

Possible changes to Research Incentive Funds (RIF) policies – Baker. Committee was created at 04-13-17 Faculty Council meeting. Committee met last week to discuss what they wanted from RIF, what data they needed, and stakeholder input needed for reduction. Leslie Lyons and Paco Gomez met with VC Finance, Rhonda Gibler on Tuesday. The committee also wants to meet with Mark McIntosh, Interim Chancellor for Research, Graduate Studies and Economic Development to get information on which stakeholders have been contacted.

Gomez reported that his meeting with VC Gibler was helpful in understanding how RIF fits in with other programs and incentives. Takeaway from the meeting is that the way RIF is implemented is not sustainable. RIF as we currently know it will change. If it is centralized, will be a different program. This committee should play a key role of communicating with key stakeholders. Gibler thinks that this committee will be helpful to McIntosh.

Discussion ensued on how RIF is used by various departments, concerns about changes to the program and how RIF varies at different institutions.

NTT faculty standing committee proposal on contract lengths – Bloom. Chair Trachtenberg stated that this will be on the June agenda as an action item. Urged FC to think about what they want to know about the proposal before the upcoming vote.

Bloom thanked the authors of the proposal. On 13th, FC unanimously passed a statement on NTT. One piece of that statement concerned 2-3 year rolling contracts. This resolution follows up on that. It calls for a probation period of 3 years with 1-year contracts. After three years, no contracts less than 2 years. High-performing NTT faculty will receive contracts of no less than 3 years. Having a 2-year contract means that the faculty member who is not renewed would have one year in which to find a job. Effectively provides a transition year for folks (similar to that of a TT professor whose application for tenure is denied).

Discussion ensued. It was clarified that, after the probationary period, the NTT faculty contracts would be renewed each year for 2-3 year contracts (i.e., contracts would be “rolling”). While this would not protect people from job loss, it would give them more time to find a new job. This proposal was passed unanimously in the NTT Faculty Committee (campus standing committee).

Standing Committee Reports:

Fiscal Affairs (Gahl). Gahl reiterated that 05-01 is the big day, and we will know more clearly enrollment numbers. May 15th is the deadline to hear about any additional withholding from the State.

Intercampus Faculty Council/IFC – Wiebold. IFC met on April 21 by telepresence. President Choi and IFC members discussed at length the need for a System-wide statement supporting freedom of expression. Choi used the Report of the Committee on Freedom of Expression from the University of Chicago to initiate the discussion. Ben mentioned the work of the MU ad hoc committee (Joint Committee on Protests, Public Spaces, Free Speech, and the Press). That committee developed a statement titled “Commitment to Freedom of Expression,” which borrowed heavily from the University of Chicago document. IFC voted to support a portion of the MU version and to ask the respective University of Missouri campus faculty senates/councils whether to formally support a modified version of the entire MU statement.

Steve Knorr provided a University of Missouri Relations update. Part of the discussion were legislative bills related to tenure and conceal and carry. Steve assured us that the bill related to tenure would not move forward.

Jill Pollack provided an HR update. The Dependent Eligibility Verification (DEV) process has provided a potential of \$3.74 million of annual savings (System-wide). This is only an estimate because appeals are available to employees. At the beginning of the DEV process 138 dependents were voluntarily removed. During DEV, 96 dependents were removed and not subject to appeal. There were 1212 dependents for which there were no responses or incomplete responses. These are subject to appeal. The vender estimates that 50%, or 606, dependents will be removed. Jill also discussed several possible changes to tuition benefits for employees, all of which will be helpful (providing more generous benefits). They include changing time of employment before tuition benefits are available from 5 years to 1; inclusion of fees, not just tuition; allowing dependents of an employee that passed away to continue receiving benefits for up to 5 years (or completion of current degree program, whichever comes first).

IFC discussed the possible need for guidelines related to annual performance reviews, preparation for visits by two curators at next IFC meeting, and suggestions for next year’s IFC agenda.

Adjournment

Faculty Council went into closed session at 4:20 p.m. to discuss Faculty Council elections and campus committee nominations

Council adjourned at 4:59 p.m.

Respectfully Submitted,
Rebecca Graves, Recorder