

Minutes of the June 8, 2017 Faculty Council Meeting

Attendance

Members present: Nicole Monnier (for Anne Alexander), Christi Bergin, David Bergin, Tina Bloom, John Gahl, Francisco Gomez, Trent Guess, Casandra Harper, Dan Cohen (for Dennis Kelley), Teng Lim, Tony Lupo, Tim Evans (for Leslie Lyons), Peter Wilden (for Camila Manrique), Chris Lorson (for John Middleton), Clark Peters, Jeffrey Rouder, Rebecca Scott, Patrick Shiu, Anne Stanton, Kristin Taylor, Ben Trachtenberg, Vitor Trindade, William Wiebold, Flore Zephir, Rebecca Graves (Librarians), and Teresa Davis (incoming Council Secretary). Members absent: Sheila Baker, Berkley Hudson, Art Jago, Naresh Khatri, Marcia Shannon, Marty Steffens, Mary Stegmaier, Mahesh Thakkar, Robert Winholtz, 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 04-27-17 meeting approved as presented.

Report of Officers

Trachtenberg noted that Pam Hinton is regrettably unable to attend. Please see the materials sent out. Feel free to contact her if you have questions comments. She will be invited back to the 07-27-17 meeting.

Updates

Interim Chancellor Stokes held budget meetings, as did President Choi. The meetings were recorded and are available online. Recommend you refer constituents to these as they were informative. Chair did not attend 06-02 meeting intending to speak, but was “cold called” by President Choi. At that meeting, Nicole Monnier raised issue of Non-Tenure Track (NTT) faculty not being renewed. Currently, NTT faculty do not receive severance pay if not renewed (the equivalent of being laid off). Staff do, and tenure faculty must be let go due to cause. Tenure-track faculty who don’t receive tenure get a year of additional employment. Almost 50% of full time faculty are NTT and if not renewed only get a handshake, no assistance. While administration might be working on fixing this for the future, the problem is immediate for those folks who received letters this week. They won’t be able to find appointments for this fall with such limited notice. Trachtenberg and Wiebold are working on something to be put in ad hoc for this year’s non-renewals. Meanwhile, the Intercampus Faculty Council (IFC) had already planned for a group to look at all issues relating to NTT status this year. Hopefully some progress can be made. Anne Alexander, our new IFC representative, is interested in working on this issue.

Many good people at MU received bad news that they were laid off. The Chair thanks these folks for the work they have done. Also, thanks the folks remaining because they will be doing more work to make up for missing colleagues.

The Chair read the call the UM System has put out for consultants. The call is for improvement of processes and administrative efficiencies. This recommendation considered by the Board. No

action for Faculty Council (FC) as President Choi is working on this. Choi contacted Trachtenberg for recommendations for faculty members to serve on committee related to this consulting work (one from MU, one representing faculty Systemwide). Camilla Manrique agreed to serve for MU. IFC meets next week and hopefully a person will be chosen for the System slot; one person has already volunteered.

There will be another faculty service opportunity when task force to review academic programs is formed. Choi said that we'll support excellent programs. We do not have bad programs, but perhaps ones that we can't afford to support. There has to be more than the Deans taking care of this, as alumni are already calling in to protest possible closings of a few programs already noted. Faculty will be asked to serve on this committee. Those serving will need thick skins and will have to show up. Folks will lobby this group. Can't make these decisions by computer. These will have to be values-based decisions, which can't be reduced to numbers. Systemwide there will be some type of discussion looking at duplication across campuses.

Action Item(s):

Proposal on contract lengths for NTT faculty Members – Bloom

Nicole Monnier briefly reviewed issue. Collected Rules and Regulations (CRRs) allow a range of contract lengths from 1 semester to no more than 3 years. There is no consistent policy that outlines any sort of contract length associated with promotion (e.g., longer terms for higher ranks). This proposal is to create consistency of contract lengths for promotion to full professor. Want to impress that when you let go a NTT faculty member in March, it's difficult to find an academic job for the fall. Want to make similar to tenure-track faculty where there is a year of notice (after unsuccessful application for tenure) to allow for seeking and finding a job.

Discussion focused on the fact that NTT faculty in medicine are clinical, which has a different market requiring quick changes in staffing needs. Noted that this proposal is a statement of principle and there is more work to be done on this. Also stated that this can be discussed with the School of Medicine Dean. Tina Bloom reiterated that the proposal came through Faculty Affairs Committee and to a member the committee endorsed this. Key thing to remember about NTT is that they are half of us and the average length of service is 11 years.

Vote called. Proposal approved unanimously.

This will be brought to IFC, with statement that MU FC has endorsed it. Will possibly be part of suite of issues IFC will look at regarding NTT. From IFC, this will go to University Hall.

Discussion Item(s):

Guest: Pam Hinton, NCAA Faculty Athletics Representative (FAR), Associate Professor of Nutrition & Exercise Physiology. Unable to attend. Materials sent out via FC email list, including the Report on Athletic Integrity.

Statement concerning the voting rights of NTT faculty members.

Trachtenberg received a request from a faculty member on campus who had heard that NTT members in his unit would not be allowed to vote on an issue. This is common practice, as is not

inviting NTT faculty to meetings. FC Executive Committee looked at this and drafted statement. Statement was circulated and seen by unit from which complaint was received. That unit is now allowing NTT Faculty to vote. Question is whether Council should adopt the statement as its own.

FC will vote on this at 07-27-17 meeting. Discussion ensued. This issue has come up through NTT FC representatives. NTT rights are provisional and vary greatly across departments. CRRs define NTT Faculty as faculty. Therefore, NTT Faculty rights should not be limited at lower levels.

Friendly amendment to add NTT participation beyond voting. Jeffery Rouder will work with Trachtenberg on the amendment.

Mid-term grades – Zephir.

Dr. Zephir, Chair of Student Affairs committee, briefly reviewed issue of increasing student retention by giving mid-term grades to freshmen and sophomores. The idea is to attract student attention and give advisors and faculty information so that they can intervene earlier if student is not making the grade.

Discussion centered around if this issue was raised by students or faculty, its impact on academic freedom if mandated, impact on faculty teaching large classes, real-time grades. It was noted that research evidence shows that students need early and frequent feedback to progress through courses. Some departments provide students with real-time grades. Suggested that this could be a recommendation instead of a requirement. Zephir said issue was from faculty. Chair stated that it would be wise to talk to students. Perhaps the committee can contact the student reps.

Proposal to restructure IFC – Jago.

Proposal sent by email. If questions, contact Jago, who was unable to attend this meeting. This will come up at the next meeting on 07-27-17.

Proposed amendment to: MU Faculty Bylaws concerning faculty conduct – Wiebold.

Bill Wiebold reported that we did change university Collective Rules and Regulations (CRRs) to include faculty conduct process. That makes a portion of the MU faculty bylaws preempted. Will need to have a faculty vote on this, either at a general faculty meeting or electronically. Best practice would be electronically. Wiebold will put together a ballot for the faculty. This will come before us at the 07-27-17 meeting with the hope FC will approve. If comments, changes, contact Chair Trachtenberg well before 07-27-17.

Resolution on COACHE data.

Trachtenberg thanked the folks who put lots of time into this, especially, Dr. Tina Bloom who had the task of reading comments and synthesizing them. Email that went out from Provost Stokes's office was candid about results. Concerns are similar to past surveys and other campuses, and also more stark as survey was soon after the stepping-down of Chancellor Loftin and President Wolfe. Some deans have shared the data with their departments, others have not.

Now, the MU Faculty Council hereby resolves:

- (1) That all deans who have not already done so should immediately release school- and college-level COACHE data to all faculty in their divisions, and
- (2) That all deans should by the end of June 2017 announce what group of faculty members will assist in developing school- and college-level goals related to addressing concerns identified in the COACHE survey data.

Wiebold moved and Bloom seconded that FC suspend rules so that we could vote today. Vote to suspend called. One against, the rest in favor.

Concerned raised about time line of Sept 15th proposed by Provost as there are many groups that would potentially interested in this data. Timeline is not conducive to faculty input to deans. Chair noted that faculty need time to weigh data, but they have to have the data first.

Vote called. All were in favor. Chair Trachtenberg will send this resolution to the Office of the Provost and request that it be forwarded to all deans.

Consulting Project Concerning UM and MU Administration.

President Choi ahead of the game. He has asked for names from IFC and FC. Nothing to do now because Choi did this already (before the Council meeting).

Standing Committee Reports:

Academic Affairs (Jago)

Absent, no report

Diversity Enhancement (Baker)

Absent, no report

Faculty Affairs (Bloom)

No report

Fiscal Affairs (Gahl)

No report; however, Gahl addressed statement that School of Medicine and College of Engineering are hiring (despite cutbacks and layoffs elsewhere). Gahl's understanding is that clinical income is up and therefore SOM is presumably hiring to make more money in the medical clinics. In the College of Engineering, there are 29 hires. Dean is relatively new and negotiated an offer letter in which was a dollar amount to hire faculty. This amount translates to 29 positions. The offer letter was fairly modest. Given the number of current open positions, the 29 hires mentioned above will really be filling in gaps.

Discussion ensued regarding cuts and uneven distribution of staffing. Noted that President Choi and the Board of Curators need to stand behind deans who make hard decisions.

Student Affairs (Zephir)

No report

Adjournment

Faculty Council went into closed session at 4:43 p.m. to discuss the report from the Honorary Degrees committee, Faculty Council elections, and Faculty and Campus Standing Committee nominations.

Clark Peters was elected to become Student Affairs Chair as of July 1, upon the departure of current committee chair, Flore Zephir, from Council. (Peters had already been elected to become chair for the upcoming year as of July 27, when all other officer transitions will occur.)

The Executive Committee of Faculty Council for 2017-2018 will be:

Chair:	William Wiebold, Plant Sciences
Vice Chair:	Camila Manrique, Medicine
IFC Rep:	Anne Alexander, Law
Academic Affairs Chair:	Art Jago, Business
Diversity Enhancement Chair:	Berkley Hudson, Journalism
Faculty Affairs Chair:	Tina Bloom, Nursing
Fiscal Affairs Chair:	Sheila Baker, Chemistry
Student Affairs Chair:	Clark Peters, Social Work

Council adjourned at 4:56 p.m.

Respectfully submitted,
Rebecca Graves, Recorder