

Intercampus Faculty Cabinet (IFC)

Meeting Minutes

January 22, 2021

1. President Choi
 - a. COVID-19
 - i. Campuses started on time
 1. MU conducted testing of students – positivity rate less than 2%
 - ii. Missouri is doing okay in regards to numbers of cases
 - iii. Vaccines
 1. Request was made for faculty to be included in 1B, there were a number of requests but it is being considered
 2. Keep in mind some may be vaccinated because of their position or health risks
 - b. Legislative session has started
 - i. Current bills include:
 1. Universities relief from senate bill 389
 2. Campus carry
 - c. Budget
 - i. Not expecting increases in core
 - ii. There is a potential for some one-time funds e.g. deferred maintenance or COVID stimulus
 - iii. Future challenges are real – all 4 universities have managed effectively but we aren't sure what is in store for this year and next year
 - iv. We have to be ready to pivot
 - d. Board of Curators Strategic Discussion on Research and Scholarship
 - e. Tier I and Tier II research grant update
 - i. Holding that indefinitely given the financial uncertainties – hope to bring it back also hope to continue with Tier III
2. FMLA
 - a. Years ago the FMLA policy was edited to state that since faculty didn't have vacation their FMLA was included and paid
 - b. These edits clean up the policy to ensure the same implementation across the system and states that if you go on FMLA it is continuous leave except for the one week of winter break when we are closed system-wide, otherwise the weeks continue
3. CRR updates
 - a. Dismissal for Cause
 - Group has met a few times
 - The more we look at the current rules it needs some work so we are going to start from scratch
 - Looking at several university's policies for guidance as we create a first draft
 - An outline was shared of the topics we want to include as we draft the policy
 - We will continue to keep IFC informed as the taskforce makes progress

- b. Consensual Romantic Relationship
 - Clear not just supervisory but if you have a role in evaluating
 - Manage around the exceptions
 - Applies to current and past relationships
 - IFC felt their feedback was incorporated and approved the version to proceed with the vetting process
- c. Academic Appointments
 - Few grammatical changes, otherwise IFC approved the version proceed with the vetting process
- d. President's Authority
 - IFC approved the version proceed with the vetting process
- e. Ability to Work
 - Added timelines
 - Coordinator – changed to an administrative coordinator instead of a faculty member
 - Added a process if there was a direct threat to health and safety
 - If deemed unable to work the process will roll back into the campus committee on tenure removal to make the final determination
 - Changes recommended include:
 - Refer to the CRR for the committee on tenure removal and grammatical edits

4. Annual reviews

- a. Do we want to have a way to record the impacts and contributions related to COVID during the annual review process?
 - i. Provosts agree that you should be able to talk about impacts positive/negative

5. Board of Curators

- a. Campus Highlights – like the board to hear about the outstanding things happening on the campuses to talk about at the Academic Affairs committee portion at the Board meeting
 - If you have something happening on your campus let Steve Graham and Carrie Nicholson know and we will try to tie into a future BOC meeting e.g. perceptions and behaviors related to COVID-19, major accomplishments by students and/or alumni