

IFC Retreat

September 10 -11, 2018

1. Role of IFC

- a. IFC is a liaison group to work with the President and General officers to help provide feedback
- b. Dr. Camila Manrique is the chair this year, this role rotates through each of the universities
- c. The group will meet monthly alternating between TelePresence and UM System in Columbia
- d. IFC takes pride in the great work that they have done and the credibility that you have gained as it has tackled some of the larger issues that should be faculty driven.
- e. Full vetting of all issues related to faculty will occur. This includes receiving input by IFC, UMAO (Provosts) and General Officers. This process allows for improvement along the way to ultimately have the best outcome.
- f. Benefits to being on the IFC
 - i. Decisions are made from the ground up
 - ii. Learn more about what the system means, relationship with the state legislature, etc.
 - iii. Report back at the faculty council/senate meetings
 - iv. Gives you a chance to get to know others from each university and see what is important to them

2. Research and Economic Development– Dr. Mark McIntosh

- a. Shared current data and projected trends through 2023 regarding

- f. Referenced new data portal established by Extension:
<https://allthingsmissouri.org/>

- g. TPMC
 - i. Elizabeth Loba is the newly-appointed Vice Chancellor for Strategic Partnerships
 - 1. Plans to ask her to meet with all the schools and/or have a listening session to communicate about this initiative.
 - ii. Develop a strategic plan while engaging the universities and external partners
 - 1. Make sure everyone understands it is a system wide effort (reminder since summer just passed)
- h. Next Steps: Communication
 - i. President Choi will have IFC added to the 3D list for updates regarding TPMC
 - ii. Determine the appropriate topics that arise in the President's staff meeting to share with IFC
 - iii. After IFC meeting send highlights to the faculty councils/senates with a link and dates for approved minutes to be posted
 - iv. November 10th football game
- 4. Human Resources – Marsha Fischer
 - a. Presented regarding the work of the Total Rewards Advisory Committee

- c. Noted that IT is centralized at each university, with a Chief Information Officer, and funded differently depending on the university, presenting some challenges to systemlevel collaboration.
 - i. High performance computing available to everyone upon request
 - ii. Prioritize critical IT support items
 - iii. This year IT is working on a new organizational and governance structure
 - iv. IT strategic plan
 - 1. Active directory - Simplify domain but retain unique email address
 - a. This will result in savings of \$300K per year
 - b. Cost recovery is going to be immediate
 - 2. Single integrations of software
- d. Noted that spam/phishing emails employees see in their inboxes represents some 2% of the total attempts made; IT eliminates approximately 98%. There are “constant attempts” to spam/phish or hack the system.

6. IFC Topics for the year

a. Round table

- i. Focus on specific issues
 - 1. Things that make you light up
 - 2. Informational
 - 3. Strategic implementation
- ii. Get to know each other –Additional opportunities at football games or dinners
- iii. Meetings less frequent but continue meeting 2 times a year for IFC meeting

b. Mid-career faculty development

- i. What can be done to promote early and mid-career faculty, connect to:
 - 1. Research
 - 2. Improving teaching effectiveness
- ii. Potential areas to address
 - 1. Variable workload
 - 2. Lack of mentoring
 - 3. Excessive service
- iii. Charge to ask a group of faculty to work on this
 - 1. Collect data
 - 2. Identify the gaps
 - 3. Identify best practices
- iv. Involve tenure and promotion committees that are in charge with setting the standards

c. Salary inequity

- i. Are there mechanisms to address it?

- ii.
 1. If find out it is inadequate what are the steps forward ?

- a. Discussed the University Taskforce work
 - i. All Curators agree this is a system and there are 4 universities that all have it! Corat

- i. Move the committee membership over to the CR&R and make more generic of the groups it should represent and drawing from all four universities
 - ii. IFC agreed to vote electronically once the changes are incorporated
- b. IFC NTT committee – check into the status and items remaining to be addressed
- c. P&T process– everyone look to see if this is something helpful to review as a system or if it should be reviewed as a university
 - i. Revisit in October to determine next steps
- d. Mid-career faculty development
 - i. Potential items to cover:
 1. collect data of what is being done
 2. where is the gap
 3. what are some best practices that c Tc 0.003 2 (r)-ow 14.61F1 (l)-7.o pract