

IFC Meeting Minutes
October 9, 2018

1. Academic HR Marsha Fischer

- x Status update of the HR Taskforces
- x Presentation of the proposed new retirement plan for existing employees nothing changes this is only for new employees
 - o Going as an informational item to the Board of Curators November
 - o Contributions + Investment Income = Benefit Payments
 - o Benefits include:
 - f Ensuring sustainability
 - f Strive for equity
 - f Continue to offer a retirement benefit to attract others
 - o Total Rewards Advisory Committee research in the market
 - f Blended plan for current employees is difficult to understand and the marketplace
 - f You can invest more but it will not be matched above 8%
 - o How to ensure them that their pension will be funded when they reach retirement
 - f Protected under law
 - o What do you need from IFC?
 - f Pressure testing to ensure if it sounds reasonable
 - f BOC to see what they think hope to go in February for a vote
 - f Can presentations be given at each university at faculty senate/courts
 - f What is the average expectation of the benefit amount?
 - x People available to meet and give projections at HR and Finance
 - o HR is currently getting advice on if existing employees can switch to this
- x Feedback and discussion regarding the Employer of Choice elements
- x Leadership training for faculty/chairs/deans

2.

- x Up to \$3 million in savings per year systemwide
- x Will faculty NOT be pushed to choose Cengage products? offers a good product that will save students considerable money
- x Includes the supports and instructor ancillary materials (customization can be done)
- x Incentives for professors to publish with Cengage? nothing in contract
- x How does it fit with open access? one additional piece
- x

0

- o Need to look at P&T as alternative paths to receive full professor e.g., outstanding teaching that would be best looking at CR&R
- o IFC agreed to let the taskforce work on this and come back with a report for review and input.
- o Will add one faculty member from each campus to the working group
- o Three categories: Newly tenured, tenured for 7 years in associate role, associate professor for many years and not interested in going to full

6. Promotion & Tenure

- x Are the issues the same at other universities identified in MU's report
 - o With different paths should we look at revising CR&R
 - o More comprehensive about all the things faculty do
 - o Look at P&T guideline IFC should drive the guideline, they may have recommendations, CR&R
 - o Let faculty through IFC lead the discussion
 - o Specific issues
- x Alternative pathways to full professor
- x Valued for the role that they play
- x Professions have changed need to define what we mean by innovation in teaching
- x Talk further about this at the November meeting
 - o What is the charge of this group?
 - o Membership of the taskforce

7. Non-tenure Track Faculty Committee

- x Items left to address
- x Rolling contracts still in works
- x Ann felt some progress was made but not a lot
- x Decision is out of IFC and in the UMAO
- x Can't promise 3 year but it is stuck
- x Talking about this on Thursday
- x Best practices instead of being prescriptive
- x Membership of the taskforce

8. Future agenda items

- x myVita
- x Promotion & Tenure (45 minutes)
- x NTT