

**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

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- 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 as 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 guidelines 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