

### Monthly Meetings:

Meetings open (membership not required), 11:45 AM  
2<sup>nd</sup> Tuesday each month, Glenn's Cafe on 8<sup>th</sup> Street.

# THE TIGER COLUMNS

A Quarterly Publication of the University of Missouri Chapter of the AAUP

**Gifts/Donations:** (payable to MU AAUP Chapter)  
Send to: MU AAUP Chapter, c/o Chapter President,  
W2033 Lafferre Hall, Columbia, MO 65211

**AAUP Mission** - The mission of the American Association of University Professors (AAUP) is to advance academic freedom and shared governance; ... (see <http://www.aaup.org/about/mission-1>).

**Mission of MU Chapter of the AAUP** - The University of Missouri (MU) AAUP Chapter mission is to engage in activities that advance the national AAUP mission ....

## All That Expertise

System President Wolfe, in his talk before the Faculty Council, indicated how he likes to let the groups know that he enjoys leading The University of Missouri because of the vast array of talent and expertise at MU. Indeed, an AAU quality institute is about being the best on those specialties of your faculty.

To name a few of the great centers of expertise, we have a business school that teaches the best managerial methods, a Center for Dispute Resolution at the law school, a new Center for Intellectual Property & Entrepreneurship at the law school, and an excellent core of biology

and biochemistry faculty that cover both the College of Arts and Sciences and the medical school.

But if you see the modes of operation, you will notice that something critical is missing.

The Chair of the Faculty Council, Craig Roberts, summed it up when he commented before the Faculty Council how, when the library identified a mold problem in stored books, that the administration immediately went to outside consultants for assistance rather than to our own faculty.

On those great teachings of our business school, it takes less than five minutes of seeing

our administrators (departmental chairman and on up) operate to notice that they do not use those good managerial methods taught at MU. The law school has a Center for Dispute Resolution, but the Provost Office operates what could be the most broken grievance process in the country. And yes, we now have a law school Center for Intellectual Property & Entrepreneurship while the infamy of the way our MU System handles patentable intellectual property is known far and wide.

We are missing that component that makes a person or institute "real". We are missing the

integrity and higher level of excellence that comes with practicing what you preach teach.

We, as a university, should practice what we teach. The issue needs to be forced until it happens. As Chancellor Loftin has pointed out, the goals are not as important as the planning process. The process of attempting to bring our modes of operation in line with what we teach could be one of the most productive exercises we could undertake. It could have far-reaching and good ramifications both for our education mission and the operation of our University. Why do we not practice what we teach?

## RESPECT

### REPEATING OLD EXPERIMENTS

On March 3<sup>rd</sup>, the College of Engineering hosted "A Conversation with Sr. Vice Chancellor Foley". The emphasis was on the steps being taken to improve research and our AAU ranking.

MU is the third-to-last in the AAU based on AAU ranking metrics. The good news is that MU is not targeted for being ousted from the AAU; that honor is a focus on the bottom two. On the other hand, MU may end up on the bottom of the list pretty soon.

Dr. Foley identified four areas where of either action or potential to help MU climb in the AAU ranking:

*#1 A 2% annual return of budgets from colleges back to the Chancellor for focused investment.*

*#2 Hiring of new faculty who bring with them citations and funding; this includes two recent faculty hires (animal science and physics)--if you do the math and we hire enough to these people with high citations we can buy our way up in the AAU ratings.*

*#3 The potential to borrow (bonds) \$400 to \$500 million for new facilities including such items as a cyclotron.*

*#4 The Voluntary Separation Program which will allow the hiring of new faculty from positions created by retiring faculty.*

Is it possible that we are *Doing The Same Thing Over And Over Again And Expecting Different Results* (often referred to as the definition of insanity)? Volume 4 will have an in-depth article on this topic.

## RESPONSIBILITY

### RIGHT TO MEET YOUR ACCUSER

In February, the Curators adopted new MU policies to enforce Title IX requirements—Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity.

At present, there are three different procedures for deliberating dismissible faculty misconduct at University of Missouri-Columbia: (a) the "faculty irresponsibility" rules, CRR 300.010, (b) the research misconduct rules, CRR 420.010, and (c) the dismissal for cause rules, CRR 310.060. Under existing rules, in every hearing procedure involving faculty misconduct at the University of Missouri - Columbia, the accused faculty member has a right to an advisor who may actively participate in the hearing – including addressing the tribunal and questioning witnesses.

The proposed MU Title IX rule creates a unique process limited to sexual harassment and discrimination cases that bars advisors for both complainants and accused faculty from speaking or asking questions.\* In what may be one of the most significant actions in MU Faculty Governance in recent history, the Faculty Council has secured the right to hire its own consultants, independent of those used by the administration to address this issue.

This FC action is worth following. It will be followed along with a request made to the **Center for Intellectual Property & Entrepreneurship** that this new MU School of Law center act as an advocate for faculty rights on policies related to the handling of intellectual property.

## FREEDOM

### NEW "CENTER FOR INTELLECTUAL PROPERTY & ENTREPRENEURSHIP"

The MU School of Law held a kickoff meeting for its new **Center for Intellectual Property & Entrepreneurship** with a mini-conference on March 13<sup>th</sup>. It may have resulted in the highest number of patent attorneys showing their presence in Columbia in history; most coming from Kansas City and St. Louis.

Approximately fifteen speakers presented tracks in sessions organized around trademarks, copyrights, patents, and entrepreneurship. These are important topics and a welcome addition to MU.

A theme was prevalent throughout. It was Article 1, Section 8, Paragraph 8 of the US Constitution:

*The Congress shall have power ... To promote the progress of science and useful arts, by securing for limited times to authors and inventors the exclusive right to their respective writings and discoveries.*

Whether specifically stated for not, this is also a key mission of the University of Missouri.

The Director of the center's Entrepreneurship Legal Clinic, will join the Faculty in April from his legal practice in Georgia.

A request was made that the Center consider taking on the role of being an advocate of Faculty rights on all issues related to handling of intellectual property at MU. In past modes of operation, little to no regard has been paid to Faculty rights in administrative decisions on this topic.

## INTEGRITY

### LIVING UP TO AAU STANDARDS

The Association of American Universities (AAU) is a nonprofit 501(c)(3) organization of 62 leading public and private research universities in the United States and Canada. Founded in 1900 to advance the international standing of U.S. research universities. AAU works to maintain the productive partnership between the nation's research universities and the federal government. The major activities of the association include federal government relations, policy studies, and public affairs. (see <https://www.aau.edu/WorkArea/DownloadAsset.aspx?id=15887>)

Advantages of membership include having our administrators schmooze with other AAU administrators and direct (or indirect) benefits of being part of "lobbying-type" of activities.

The AAU evaluates its members based on four Phase I indicators:

1. *Competitively funded federal research support,*
2. *Membership in the National Academies (NAS, NAE, IOM),*
3. *Faculty awards, fellowships, and memberships, and*
4. *Citations (Thomson Reuters InCitesTM).*

As well as the four Phase II indicators of: *USDA, state, and industrial research funding; doctoral education; Number of postdoctoral appointees; and Undergraduate education.*

Our administration has made it a priority to have the Faculty better excel in the AAU metrics. However, are Faculty salaries and workloads (as related to non-AAU metrics) comparable to other AAU universities? A comparison of salaries indicates they are deficient.