**Regular UMKC Faculty Senate Meeting (MINUTES)**

**Feb. 7th, 2017**

**Plaza Room, Administrative Center**

**3-5P**

**Present:** Gerald Wyckoff, Kathleen Kilway, Lind Mitchell, Viviana Grieco, Nancy Stancel, Greg Vonnahme, David Van Horn, Jerzy Wrobel, Dee Anna Hiett, Dale Morehouse, Nancy Weatherholt, Marilyn Taylor, Ed Gogol, Deb Chatterjee, Ceki Halmen, Melanie Simmer-Beck, Jack Nelson, Michelle Maher, Jacob Marszalek, Jennifer Allisworth, Ed Abreu, Margaret Brommelsiek, Valerie Ruehter, Nara Newcomer, Jen Salvo-Eaton, Sybil Wyatt, Navya Sane, Christopher Holman

**Also Present:** Provost Bichelmeyer, Sungyup Kim, Jennifer Hunter, Stephen Dilks, Ted Stahl, Jennifer Santee, Carol Hintz, Jennifer Waddell, Cindy Pemberton, Brenda Dingley, Fariha Shafir, Jane Greer

**Excused:** Kathy Krause, Phil Bryne, Bi-Botti Youan

**Absent:** Ken Novak, Leonard Dobens, Irma Russell

1. **Welcome and Informational items (Wyckoff) 2 minutes**

Meeting called to order at 3:01 pm. Senators welcome Nancy Weatherholt as the replacement of Roger Pick as the representative at the Bloch School of Management.

1. **Approval of Minutes and Draft Agenda (Wyckoff) 3 minutes**

The agenda for today’s meeting from the previous meeting minutes are approved with an amendment.

1. **IFC update (IFC reps Grieco and Stancel) 10 minutes**

Representative Grieco informs senators that various reports and documents are being discussed ongoingly. There will be a new round of editing and vetting of these documents in the future. The Diversity Initiative was the last document sent to the IFC and those edits have been approved. The Faculty Workload document has been returned for another round of edits. The Post-Tenure Review document is still undergoing the editing process and feedback has been received from the other campuses. Representative Stancel shares that the Post-Tenure Review sub-committee document has been approved by the IFC and will be presented to the Faculty Senate in the future.

With regards to the budget, the UM system campuses will use university reserves to cover operating expenses until the budget is finalized. President Choi will be in office starting next month and therefore many decisions, such as the budget, have been delayed until he takes office. Furthermore, there are healthcare benefit updates on dependent verification that involve an audit. There are discussions about having faculty represented on the Total Review Board Committee, CR&Rs dealing with replacement of individuals on the hearing panels by March 1st, and up-to-date workload polices for the units. The IFC also discussed forming an immigration policy for faculty, staff, and students.

1. **Provost’s Update and Questions (Provost Bichelmeyer) 30 minutes**

Provost Bichelmeyer discusses that the governor’s line item cuts include collaborative programs in pharmacy and dentistry and the Center for Neighborhoods (it still is not clear what will happen with this program). The other aspect of the cuts deals with the core budget of $5.8 million. UM system is getting very serious about shared services between the campuses. There will be another cut in the FY18 budget similar to that of FY17. There is a need to start looking for new revenue opportunities, such as non-credit bearing programs, executive education in various professional schools, continuing education, and shared services. The provost also discusses revamping programs to meet market needs and being strategic with advertising. The Council of Public Higher Education met last week to discuss the possibility of lifting tuition limitations this year and the upcoming year. The Dean’s Council is meeting with fiscal officers to discuss the pricing and tuition study done with UMSL this past summer to determine if we are giving scholarships appropriately, if graduate tuition is competitive, and whether tuition is market driven. The report is due to the UM system February 24th and there will be a presentation at the Curators’ meeting in April. There are also meetings underway to discuss issues concerning retention and recruitment. Also, marketing and recruitment are major focuses of the provost and there is a plan to create a process of facilitation with a constituent facilitator who will have innovative ideas about application, retention, and recruitment. Senators pose questions about university investments with respect to athletics, building renovations, and the downtown campus.

The provost leads a monthly chairs and directors meeting and the theme this month was technology-infused and online education. The provost also discusses strategic methods with respect to hiring. The chancellor, vice-chancellor of finance, and the provost will be sending out a letter explaining future investments and cuts. Throughout the state, undergraduate enrollment is declining and the provost emphasizes that there should be a focus on targeted master programs that are market driven. Moreover, she discusses being more strategic with the automatic non-resident waiver for doctoral students in order to be more competitive. Senators share that recruiters should be transparent with faculty and staff and the deans should give annual reports about recruitment. The provost further discusses that the purpose of shared services is to facilitate and serve. The Bloch School dean search is underway and the provost has presented her charge to the campus Promotion and Tenure committee.

1. **Update on Dependent Verification (Stahl, HR) 20 minutes**

Ted Stahl gives an update on the dependent verification process. Every employee who is covering a dependent on their insurance plans must provide documentation to verify dependents. The primary purpose of this audit is to ensure that the university is being both cost effective and responsible with respect to dependent coverage. The year 2000 was the first time documentation was necessary to verify spouses and dependents. Proof of relationship documentation for dependents is due by March 31st. A third-party vendor is being used instead of HR services to gather this information to maintain confidentiality. Documents such as birth and marriage certificates will be needed for spousal and dependent proof. In addition, a second form of verification is required for spouses: a 1040 tax form or proof of joint tenancy or ownership of real property, as well as a marriage certificate can be used for spousal verification. Senators pose questions about the necessity of having both a marriage certificate and proof of tenancy as spousal verification: married couples filing taxes separately, recently married couples that may not own joint property, spouses who have to maintain separate residences because of work or other reasons could all fail the verification test. There are also questions of whether having a third-party vendor is cost effective. Per the TRAC committee, this benefit audit normally occurs every three years in companies. Faculty and staff can self-redact documentation, such as financials and social security numbers (except the last four digits).

1. **Faculty Diversity Dialogues (Dilks et al.) 25 minutes**

Stephen Dilks shares that a group of faculty have been working together since Fall 2015 on the Faculty Diversity Dialogue Program. The program is faculty led and focuses on topics of diversity, equity, and inclusion. This dialogue program can potentially enhance research collaboration amongst faculty. The program not only focuses on having conversations about diversity and inclusion, but can also act as a springboard for the development of action steps to promote diversity and inclusion on the campus. Action steps can be delivered to the Faculty Senate and the administration. The program is dynamic and confidential. The proposal was presented to the provost and the vice-chancellor of Diversity and Inclusion and the program will be funded. The dialogues will be normally an hour long with lunch provided. There will be three topics per semester at both the Volker and Hospital Hill campuses. The topics will be decided on the semester prior. Examples of potential topics include: gender neutral bathrooms, recognition of diversity and inclusion in the Promotion and Tenure process, and how to target and retain minority faculty. The program will start in Fall 2017 and will have an advisory board to provide structure to the program. The program wants Faculty Senate interaction and a Faculty Senate member to serve on the advisory board potentially. The presentation will be posted on the Faculty Senate website.

1. **MyVita Issues discussion (FSEC) 10 minutes**

MyVita issues include: trouble with automatic assignment of credit for classes, misattributing personnel on grants, course evaluations, problems with loading Pathway/Blackboard data, and portfolio building not yet being completed. The deadline for completing adjustments to MyVita profiles ended on February 3rd. MyVita will be working to correct teacher load data being uploaded from Pathway. There will also be training with the schedulers for each unit. Senators are encouraged to compile any issues and questions with MyVita to their academic unit coordinators.

1. **Gen. Ed. Task Force 2.0 Update (TF Co-Chairs Greer and Waddell) 10 minutes**

The Gen. Ed. Taskforce will be giving monthly updates throughout the semester. Dr. Carol Gary Schneider, the President Emerita of the AANCU works with the taskforce as an expert on general education and has challenged us to think about the difference between interdisciplinarity and integrative learning with the latter being the most important. Students need to grapple with hard questions and be active learners, with teachers being the “designers of doing.” A spiraled curriculum will encourage integrative learning. Current taskforce activities include: revisiting the goal statements and designing SLOs for the entire gen. ed. curriculum, looking at program models, implementation pieces for each of the models (currently there are 5 to 6 models), and assessment and faculty development. The revised goal statement and SLOs plus models will be available March 7th.

1. **Dean’s review update (Wyckoff) 10 minutes**

The dean reviews are finished and shared. The comments are being compiled. There will be a dean’s meeting with academic units in March.

1. **Adjournment**

Meeting adjourned at 5:01 pm.