

Regular UMKC Faculty Senate Meeting (MINUTES)

Feb. 21st, 2017

Plaza Room, Administrative Center

3-5P

Present: Gerald Wyckoff, Kathleen Kilway, Linda Mitchell, Viviana Grieco, Ken Novak, Greg Vonnahme, David Van Horn, Jerzy Wrobel, Dee Anna Hiatt, Dale Morehouse, Nancy Weatherholt, Marilyn Taylor, Leonard Dobens, Ed Gogol, Melanie Simmer-Beck, Jack Nelson, Jacob Marszalek, Christopher Holman, Phil Bryne, Eduardo Abreu, Margaret Brommelsiek, Valerie Ruehter, Jen Salvo-Eaton, Navya Sane

Also Present: Provost Bichelmeyer, Chancellor Morton, Clara Irazabal, Beci Edmundson, Jeff Traiger, Sharon Lindenbaum, John Herron

Excused: Nancy Stancel, Kathy Krause, Deb Chatterjee, Irma Russel, Bi-Botti Youan, Nara Newcomer

Absent: Ceki Halmen, Michelle Maher, Jennifer Allsworth, Sybil Wyatt

1. Welcome and Informational items (Wyckoff) 2 minutes

Meeting called to order at 3:03 pm. The data from the 2008-2015 academic years suggest a radical drop in instructional budget. The Faculty Senate will consider this matter.

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

The minutes from the last meeting and today's minutes are approved.

3. Chancellors Update and Questions (Chancellor Morton) 30 minutes

Chancellor Morton discusses internships, budget, and Athletics. During the second Faculty Senate meeting in March, the chancellor will have an in-depth discussion about Athletics. The chancellor discusses the "Certified" Internship Experience plan and how it will be a high impact learning experience for students. This document is currently on the Faculty Senate website. Having this internship experience allows the university to potentially build undergraduate enrollment. The chancellor attended the Board of Curators meeting in Columbia and shares that UMSL received permission to offer no less than in-state tuition to the entire state of Illinois (this will be reviewed in five years to determine how impactful this offer is). UM-Columbia is likely to get permission to offer in-state rates to all the counties bordering the state of Missouri, which will place Mizzou and UMKC on the same pricing level for those students in surrounding counties. UMKC currently offers in-state rates to 11 Kansas counties. Internship opportunities will be unique to Kansas City—some of these could potentially be paid internships and UMKC could offer such opportunities all year around. In 2009, UMKC included high impact learning opportunities in internships in the university strategy. The National Association of Colleges and Employers had made recommendations regarding internships back in 2011. Student Affairs and Enrollment Management, led by Jeff Traiger, will oversee the internship program. Faculty input is also welcomed. Based on a study, employers stated that less than 43% of graduates are ready for the work environment. Also, a study at UMKC suggests that less than 31% of students are ready for the workforce. Outside support will be donated by Kenneth Baum. Jim Heater is the former CEO of the Chamber of Commerce who will act as a consultant to establish internships. Fundraising is for administration and start-up costs.

2017 budget withholdings are \$7.2 million. In 2018, there will be \$10.6 million cut with \$2 million cut from the UMKC School of Pharmacy satellite program and \$7 million from core. Also, there will be tuition increase of 5-6% including increases to existing fees and new fees that are under consideration. Moreover, there may be possible differential tuition for other UMKC schools. SB389 will not be removed, but the Department of Higher Education might be willing to deal with waivers. There is much uncertainty and senators are concerned about how these cuts will be deployed to make decisions about hiring and other processes. Administrative units are under review. Shared services are being investigated. UMKC has been cutting cost for 10 years and we must also look at other options. The provost has met with the Administrative Council to look at recruitment strategies, scholarships, and tuition. She also discusses the possibility of lowering 100/200 level course tuition. Streamlining is possible through shared services and revenue development. Sharon Lindenbaum talks about running scenarios of budget models. Groups of 8+ programs will be assessed every year. Information systems can be streamlined for significant savings. The question about Athletics involves how long UMKC will support Division I athletics.

4. Values Document (Provost Bichelmeyer) 20 minutes

a. Discussion and Endorsement vote

Provost Bichelmeyer shares updates about Provost office reorganization. Denis Medeiros retires June 15th and Beci Edmundson retires November 30th. The Provost Office will collaborate with Finance. Two people have been hired to replace Beci Edmundson: Chris Popula has been hired as Faculty Affairs/HR/Personnel and Susan Hankins for the Administrative side. These two individuals will start mid-March. The Vice-Provost for Institutional Effectiveness will be Kelli Cox from K-State. She will begin March 27th. Also, Sherri Gormley will be the new Chief of Staff in the Provost's Office. The Provost's Office is creating descriptions for every position in the office. Devon Cancilla will be working with academic program development and Jennifer Friend is slated to be the Vice-Provost of Faculty Affairs. The law school dean search will begin next year. Peter Witte has resigned and accepted a position as dean at the University of the Pacific. The search for the Conservatory dean will also start next year.

Deans and Staff Councils revised the Values Document. Senators vote unanimously to affirm the document as revised. Senators suggest changes to the document, such as changing "we pledge to" to "we agree to." The Faculty Code of Conduct could include language that monitors the values in the Values Document. The IFC is working on revised CR&Rs on Faculty Review. Senators also approve the document as revised.

5. Review of responses in re: IFC items (IFC reps) 40 minutes

a. Discussion and Endorsement votes

The Standard Faculty Code of Conduct is a new proposed CR&R. The CR&R must be approved at each campus, IFC, UM System Legal, and the Board of Curators. Senators endorse this document drafted November 17th with one abstention. The document is user-friendly and agile in solving issues before the grievance stage is reached. The document was driven by IFC representatives, faculty, and individuals involved in grievance procedures. Furthermore, the code of conduct implements some of the AAUP best practices. Senators share recommendations for the document. In section 2C, there is a concern about the absence of age and disability from the anti-discrimination language contained in CRR 320.010. Also, section 2a seems inappropriate for the section. Moreover, section 2f

discussing the refusal to perform reasonable academic assignments, may be too vague in regards to the involvement of the chair. Also, appropriate CR&Rs should be referenced in relevant parts of the code of conduct. Faculty are not involved in the process except in cases of suspension and grievances because these processes are designed to be addressed at early stages where the supervisor can handle situations.

Senators vote unanimously to endorse the document in light of the discussion and with the provision that concerns discussed are raised at IFC. Other documents from IFC are being reviewed, such as the Post Tenure Review document and feedback is needed.

6. Procedure for reorganization discussion (FSEC and Reorg Task Force) 25 minutes

The Reorganization Taskforce asks senators for insight on their amendment proposal document. The timeline is a sample. The Faculty Impetus plan was edited to reduce the number of committees, which removed a year of additional work. Suggestions include, but are not limited to: the addition of a preamble about why the process should be time consuming, emphasizing that transparency in the process is vitally important, and shortening committee assignments from a 3-year process because longer processes could require re-population if members drop out (this process will to have to take time for transparency). Furthermore, the chancellor has prerogative to initiate organizational changes through UM System, but the chancellor needs to approve this matter. A friendly amendment suggests making the chart reflect that the first year would involve faculty-initiated processes and to change the table's headings from actual years to "Year One," "Year Two," etc.

7. Adjournment

Meeting adjourned at 4:44 pm.