

**UMKC Faculty Senate Meeting**  
**Meeting 21 October 2014, 3:00-5:00**  
**Plaza Room, Administrative Center (Volker Campus)**

**Present:** Peggy Ward-Smith, Kathleen Kilway, Buddy Pennington, Carole McArthur, Nancy Stancel, Laurie Ellinghausen, Viviana Grieco, Nathan Oyler, David Van Horn, Zach Shemon, Roger Pick, Ed Gogol, Jerry Wyckoff, Yugi Lee, Mark Johnson, Connie White, Carolyn Barber, Jacob Marszalek, Christopher Holman, Eduardo Abreau, Orisa Igwe, Brenda Dingley, Susan Sykes Berry, Jacqueline Hawkins

**Absent:** Burton Dunbar, Sean O'Brien, Tarak Srivastava, Michael Wacker

**Excused:** Dee Anna Hiatt, Marilyn Taylor, Gregory King, Margaret Brommelsiek

**Guests:** Gail Hackett (Provost), Susan B. Wilson (Vice Chancellor of Diversity and Inclusion), Tom Mardikes (Department chair, Theatre), James Sturgeon (Professor, Economics), Shannon Jackson (Associate Professor, Sociology), Erik Olsen (Associate Professor, Economics)

**Welcome and Announcements**

Chair Ward-Smith announced that faculty are needed to serve on grievance resolution panels and requested that senators ask for volunteers from within their units.

Per CRR 370.010 Academic Grievance Procedure

([http://www.umsystem.edu/ums/rules/collected\\_rules/grievance/ch370/370.010\\_Academic Grievance Procedure](http://www.umsystem.edu/ums/rules/collected_rules/grievance/ch370/370.010_Academic_Grievance_Procedure)), only tenured faculty are eligible to serve on these panels.

There will be a general faculty meeting on March 3<sup>rd</sup> at the Student Union (room 401B/C) and Ward-Smith requested that if anyone had agenda items or reports to let her know.

Dean evaluations for the following schools are now underway.

- Dean Truman, Computing and Engineering
- Dean Witte, Conservatory of Music and Dance

- Dean Suni, Law

Faculty feedback is being collected via SurveyMonkey and the survey will be open for two weeks.

Benefits enrollment is underway. All employees must make an election, even to opt out of medical insurance, or they will be automatically enrolled for medical insurance as a result of the Affordable Care Act.

### **Approval of Agenda/Minutes**

Agenda approved. September 16<sup>th</sup> and October 2<sup>nd</sup> meeting minutes approved.

### **Provost/Chancellor Comments**

None

### **U.S. News and World Report**

Provost Hackett presented on where UMKC stands within the U.S. News and World Report America's Best Colleges rankings. The rankings are determined by data within 16 areas, and there are two tiers. Tier 1 includes the top 75% of schools (rankings 1-201) and tier 2 includes the bottom 25% of schools (rankings 203-268). UMKC was ranked 189<sup>th</sup> in 2015.

The 16 data areas are weighted, with six-year graduation rate as the most important measure, followed by peer assessment, expenditures per FTE, SAT/ACT score and graduate rate performance rounding out the top five measures. Student/faculty ratio is at the bottom of the list of measures.

UMKC does fairly well in a number of measures, but does not do well in the most important one, six-year graduation rate. UMKC is ranked 213<sup>th</sup> in that category. UMKC is currently at a gap of -12% between where we are in this category and where the rankings report expects us to be. The good news is that we are trending upward (our gap was -19% in 2010), but this metric takes a long time to change.

We score well in other areas. For example, we are ranked 110<sup>th</sup> for faculty resources. But these metrics are not weighted as much as the six-year graduation rate so our low ranking in that metric drags our overall ranking down.

We are doing better. In 2014 our overall ranking was 201<sup>st</sup>. Improvements in our six-year graduation rate will likely increase our ranking significantly.

Provost Hackett concluded the presentation by presenting comparison rankings for aspirational and operational peers as well as for the Urban 21 and System 24 schools. Presentation slides will be made available on the Faculty Senate website.

**Committee on Research Integrity**

Faculty Senate voted to endorse the following roster for the Committee on Research Integrity. All members shall serve one-year terms.

Member	Unit	Term	Alternates
Steve Dilks	Arts & Sciences, Arts and Humanities	2014-2015	
Joan McDowd	Arts & Sciences, Social Sciences	2014-2015	
Wei Ji	Arts & Sciences, Natural Sciences	2014-2015	
Sullivan Read	Biological Sciences	2014-2015	
Michael Song	Bloch School of Management	2014-2015	Roger Pick, Kalpesh Desai

Appie van de Liefvoort	Computing and Engineering	2014-2015	
Joe Parisi	Conservatory	2014-2015	
Sarah Dallas	Dentistry	2014-2015	
Michele Foster	Education	2014-2015	
Paul Callister	Law	2014-2015	
Lawrence MacLachlan	Libraries	2014-2015	
Rosa Huang	Medicine	2014-2015	
Cindy Russell	Nursing and Health Studies	2014-2015	
Mostafa Badr	Pharmacy	2014-2015	

### **Campus Committee on Tenure**

The roster for the Campus Committee on Tenure, lacking a representative from the School of Medicine, was endorsed by the Faculty Senate. Once a representative from School of Medicine has been identified, the complete roster will be issued to Faculty Senate electronically. All members will serve three-year terms.

<b>Member</b>	<b>Unit</b>	<b>Term</b>	<b>Alternates</b>
Michelle Boisseau	Arts & Sciences, Arts and Humanities	2014-2017	
Alex Holsinger	Arts & Sciences, Social Sciences	2014-2017	
Jerry Dias	Arts & Sciences, Natural Sciences	2014-2017	
Sullivan Read	Biological Sciences	2014-2017	
Nick Peroff	Bloch School of Management	2014-2017	Kalpesh Desai
Appie Van de Liefvoort	Computing and Engineering	2014-2017	
Steve Davis	Conservatory	2014-2017	
Craig Whitt	Dentistry	2014-2017	
Omiunota Ukpokodu	Education	2014-2017	
David Achtenberg	Law	2014-2017	John Ragsdale
	Medicine	2014-2017	

Cynthia Russell	Nursing and Health Studies	2014-2017	
Chi Lee	Pharmacy	2014-2017	

Thank you.

### **COSCO committee**

Senator Gogol proposed that Senate revive the COSCO (Committee on Organizational Structure and Community Outreach) standing committee. The standing committee has been inactive for many years but could be a faculty venue to review campus expenses and services administration provides to faculty and the academic units. A charge will be written and then the committee will be charged at the next meeting.

### **Diversity Strategic Plan**

Susan B. Wilson, Vice Chancellor of Diversity and Inclusion presented an update to the diversity strategic plan as well as other activities of the division for Diversity and inclusion. The overall goal is to achieve the vision of a diverse and inclusive university environment. The division takes a very broad definition of diversity. The division wants to be collaborative, strategic, and engage stakeholders in the fulfillment of its diversity strategic plan. Vice Chancellor Wilson provided other division updates and encouraged those interested to volunteer to serve on the Diversity Council. Presentation slides will be available on the Faculty Senate website.

### **Intercampus Faculty Council Update**

The Intercampus faculty Council (IFC) is meeting this week to continue to work on revisions to the recent Title IX changes. The focus is working on improving faculty and student representation on equity panels set up to review cases that fall under Title IX. President Wolfe is receptive to making further revisions, but would like them to be done by February.

The IFC continues to work toward adoption of a fitness for work policy for faculty. Chair Ward-Smith encouraged Senators to review the draft policy with their faculty and provide feedback to the IFC reps for UMKC.

### **A & S Budget – DEATH BY A THOUSAND CUTS**

Faculty guests from the College of Arts & Sciences (CAS) presented concerns regarding the direction of the university, specifically related to the trends of an increase in a number of high level administrators and a decrease in new hires for tenure-track faculty positions.

The presentation began with CAS department chair feedback that demonstrated that they feel like they are asked to do additional duties even as resources to support their work is reduced. This context is resulting in low morale within the college. Feedback also presented a perception that resources are not allocated appropriately to support the faculty and that administrative support is lacking.

The next section of the presentation reported select IPEDS (Integrated Postsecondary Education Data System, U.S. Department of Education) data. This data revealed that over the past nine years, spending per FTE on institutional support rose at a much higher rate than university spending in other categories. The Higher Education Data

Center defines institutional support as “Expenditures for the day-to-day operational support of the institution, excluding expenditures for physical plant operations.

Expenditures for general administrative services, executive direction and planning, legal and fiscal operations, and public relations/development are included.”

IPEDS data also revealed a downward trend in UMKC tenured and tenure track faculty, from 499 in fall 2005 to 445 in fall 2012. For the same time period, there is an upward trend for executive/administrative/managerial employees, from 254 in fall 2005 to 287 in fall 2012. This shows a loss of 54 regular faculty positions against a gain of 39 executive/administrative/managerial employee positions. The average salary for executive/administrative/managerial employees, according to the IPEDS data, is \$89,088. The argument was made that an increase in the number of positions in this category has had a significant impact on the budget as these positions command higher salaries than other positions.

In addition to this findings, a survey of upper level administration positions reveals substantial growth in the number of vice chancellor positions over this time period. A review of the current strategic plan outlines only two initiatives, out of 41, that mention faculty.

Provost Hackett questioned some of the data presented. Larry Bunce from the Office of Institutional Research will provide clarification on how UMKC IPEDS data used in this presentation is collected and reported.

Presentation slides will be available on the Faculty Senate website.

## **Adjournment**

The meeting adjourned at 5:10.