

UMKC Faculty Senate Meeting Minutes

4 March 2014

Plaza Room, Administrative Center (Volker Campus)

Present: Abreu, Barber, Bethman, Dilks, Ellinghausen, Flowers, Gardner, Gerkovich, Igwe, Kilway, Kumar, Luppino, McCall, Pennington, Plamann, Schweitzberger, Solose, Stancel, Sykes Berry, Taylor, Van Horn, Ward-Smith, White, Wyckoff

Excused: Grieco, McArthur

Absent: O'Brien, Petrie, Richardson, Rydberg-Cox, Srivastava, Van de Liefvoort

Guests: Fritts (Vice Provost and CIO), Hackett (Provost), Medeiros (Vice Provost and Dean, School of Graduate Studies), Morton (Chancellor)

Welcome and Announcements (Ward-Smith, Chair)

Chair Ward-Smith reported that the Dean of the School of Education provided a response to that school's faculty regarding information provided in her annual evaluation. Faculty Senate will have table #2 in Pierson Auditorium for the Celebrating Excellence! 2014 Faculty and Staff

Vice-Chair Kilway brought up a conflict between finals and commencement on the Friday of final's week. Some students have finals on the same day as they have commencement and alternatives are being looked into to allow students to take finals and also enjoy their commencement. One possibility is to move commencement from Friday to Sunday, which is not Mother's Day this year.

The IFC statement on faculty workload is posted on the Faculty Senate website. Ward-Smith requests senators look at the policy and give feedback. It will be on the agenda at the next

meeting. Ward-Smith requested that senators have their faculty send them responses to allow a dialogue next meeting and to come to an agreement so this issue can move forward. The next IFC meeting is after the next Faculty Senate meeting.

Approval of Agenda/Minutes

December 3, 2013 and January 21, 2014 minutes were approved. Agenda approved.

Provost/Chancellor Comments (Chancellor Morton)

Last week Chancellor Morton met with Sharon Lindenbaum, Vice Chancellor, Finance and Administration, to go over where UMKC is financially. The current challenge is that UMKC is still projecting negative numbers, which are worse than they were last year. The goal for next year is to break even. In some previous years UMKC has managed well. The important thing is to manage payroll before the start of the year, because once the year has started, it becomes too late. Eighty percent of cost is in salary, wages and benefits. UMKC continues to see revenue growth. At the last Board of Curator's meeting, it was decided to hold tuition flat. To gain revenue, the headcount must be up. At the meeting, the fees UMKC proposed were approved. The Governor has also proposed some increases and in the meeting with the governor, as of December, revenue was up approximately 6 percent. Some of the proposals in the legislature seem to be favorable. System and all campuses are focused on Jefferson City and the best outcome for increases for system and funding for facilities.

In April, curators will look at debt capacity for each campus. In a standalone comparison UMKC will not look good. Bonding is done at the state level for facilities and that debt would be covered by the state. For facilities talked about most recently, UMKC is using outside funding.

The proposed STEM facility on the corner of campus is being funded using outside funding plus state funding. It would be run similarly to a fitness club, with organizational memberships, and there is a list of 60 companies with potential interest in membership. It would have high-tech equipment that companies could use without purchasing it. Last year the system gave UMKC 2.6 million dollars for this facility. There is also 1.2 million in recurring dollars that will come over from last year. UMKC will be notified at the end of March if the building of the STEM facility is approved.

Gradebook Retention (Fritts)

There was a change in the records management in regard to grade book retention. Instead of a 1-year retention, it will be 7 years. This change will help not only with grade disputes, but also with looking for patterns of behavior. This policy is system-wide and requires that the entire campus be consistent. The previous policy, with a 1-year retention, was inconsistent and the burden for keeping records was often placed on the faculty members. UMKC must decide how to retain grades for 7 years. If the faculty member is already using Blackboard, he or she does not need to do anything else, because Blackboard is already being archived.

If the faculty member is not keeping a complete grade book in Blackboard then UMKC must decide how to collect the grades. UMSL decided to require faculty to use Blackboard for grading. One other issue is collecting and retaining the syllabus, because weighting is part of the complete record. Blackboard will have a designated spot for the syllabus starting Summer 2014. UMKC supports two systems, Moodle and Blackboard. Either system will allow UMKC to archive the data. For faculty not using Blackboard, UMKC has instructional designers that offer training on how to use Blackboard grade book and there are sessions every semester. Senators

should get feedback and information from their various schools, the deans and department chairs to decide how UMKC should proceed with information not on Blackboard and get faculty thoughts and feelings and to get the feedback by the end of March.

Course-sharing Opportunities (Provost Hackett)

This is a new course-sharing initiative from the system Office of Academic Affairs. The goal is to get campuses to share courses, and to avoid duplicating courses, wherever possible. There are areas where course-sharing makes sense, for example, foreign languages. If all the campuses worked together, one campus could offer Chinese, another Japanese, another Arabic, and then between the campuses, there would be enough students to fill the classes. There are also physics consortiums. This could apply to areas where UMKC has enough students, but a faculty member has a specialty she or he wanted to share. If that faculty member offered a class in her or his expertise, then another faculty member at another campus could offer a course in his or her expertise. There is already an initiative underway in the Bloch and Engineering schools between UMKC and MST.

If a faculty member wants to propose a course under this agreement, he or she must work with at least one, preferably two, other campuses and then put in a proposal. The faculty member will get paid for developing the course. Both the originating and the host campus will get tuition from their students. April 12th is the deadline for course proposals.

Provost Presentation of Faculty Evaluate Response (Provost Hackett)

The Provost expressed appreciation for the feedback. The responses ran the gamut, some were positive, others were negative, but even the critical responses were helpful. The comments

about strengths or perceived strengths often tied in with the comments about improvements and complaints voiced. Some strengths were strong leadership, vision and expressing direction, aspects of the leadership role that are difficult to do without ruffling feathers. Main issues focused around budget resource allocation, the content and implementation of the strategic plan. There was a big issue around support or lack of support for faculty.

There was an overarching issue that a number of faculty felt that the Provost was not responsive or acted as if she was not responsive to feedback. That was very important to the Provost, who does value feedback. Part of her job is working with faculty and she stated that it was very important to her that faculty perceives that. The Provost committed to making sure she works on this aspect of her work and, in every situation, attempting to make people feel more comfortable.

Some comments were about the Provost not being visible on campus, and the Provost agreed with this comment. She will attempt to attend more events, which she has done less of lately because of operational issues on campus. With funding restrictions, the Provost stopped having lunches with faculty, but she said she will find a way to bring that back. These had been cut because of budget cuts. The suggestion was made to issue invitations on the basis of “Bring Your Own Lunch” (BYOL).

Expedited Promotion and Tenure Review (Denis Medeiros)

Denis shared a draft document outlining a process for expedited promotion and tenure. Campus has been using this draft procedure over the last couple of years, and it needs to be made official policy. The faculty will still need to vote at the local level. The chair division head will need to make a recommendation, as will the dean. The differentiation will come with whether the

person is from a peer institution or not. Those who are from peer institutions would stop at the Provost level. Similar policies already exist at other universities and this would help units do the same thing at our institution.

Closed Session for Voting

Adjournment