

Faculty Senate Minutes
Tuesday April 20, 2010
Rm. 106, University Center, 3-5pm

Present: Ebersole, Ziskin, Madison-Canon, Bethman, Hunter, Alleman, Potts, Johnston, Fincham, Ward-Smith, Stancel, Plamann, Fieldman, Krause, McArthur, Dinakarbandian, Beard, Wang, Rice, Gardner, Pick, Hopkins, Foxworth, Krantz

Visitors: Provost Hackett, Bonnie Postlethwaite, Kathleen Schweitzberger

Excused: Carbone, Holsinger, Williams, Wyckoff, Davies, Humrichouser, Luppino

Absent: Nilsson, Yang

Welcome-3:00, Called to order by the Chair Gary Ebersole

Informational Items

Vice-Chancellor Mel Tyler has sent an email stating that all fee changes & tuition increases that were asked for were approved by the Board of Curators. Out of state tuition will go up about 2.7% which will bring the University close to the same amount that the State is cutting from the budget. Some of the professional schools have requested special rates and those were approved.

Another point that was raised was that the metro rate was extended to 11 counties on the Kansas side. A study done by the Provost's Office indicates that this will be a revenue positive move in light of the increased tuition at Kansas schools. When asked, Chair Ebersole noted that this would be effective for the new academic year. More information will be available at the May 4th meeting.

The large supermarket project is not going forward at this time. The Young Matron's house is going to be moved since an agreement had been reached and this would free up space for long term planning. When asked Chair Ebersole said that the move would cost \$600-900,000. Senator Ziskin asked about the purpose of the Young Matrons and Senator Potts replied that it is a philanthropic organization. More details will be available at the May 4th meeting.

Senator Plamann raised a point that it did not seem that the Senate is notified of major projects, but do not have opportunities to offer input. Chair Ebersole noted that the Facilities Management Committee has been established and is meeting regularly. There is an upcoming meeting between this committee and the UBC. There is faculty representation on the facilities committee. Dr. Saul Honnigberg is one of the faculty representative. A further question as to if a project had been put on hold due to faculty questioning. Chair Ebersole responded that there have been projects like that. There is a form in place that will be used to notify the UBC and the Senate when major projects are being planned. However, this is a process that is in its beginning stages. Facilities will provide an update to the Senate at our next meeting on the progress in regards to the Oak Street Apartments.

Chair Ebersole noted that about a year ago Facilities made a presentation to the Senate

describing the process for major building projects. They commented at the time that they are working with a different type of capital construction process in light of the decreased availability of state funds. Comments were raised that these changes would indicate a greater need for oversight. Chair Ebersole invited those who are sitting on committees where these projects are brought up to bring them to the attention of the Senate.

Approval of Agenda

No additions, all approved

Approval of Minutes for April 6, 2010

Minutes lost in cyberspace. We will have April 6 minutes at the May 4th meeting.

Provost Report

Provost Hackett presented good news. Access to the Missouri Scholarships has been equalized. Students attending public universities will receive the same amount of money as students attending private schools. Private school students will see a reduction and public school students will see an increase in support.

The deal with Governor Nixon regarding the budget has been approved. The final cut will be 5.2% instead of 7%. The other piece of good news in regards to funding is that 2012 does not look as bad as it did earlier. More money may be forthcoming from the federal government in the form of stabilization funds which will shore up state budgets and make 2012 less threatening. However, Provost Hackett noted that the University is still going to be looking at ways to streamline the budget.

The main point that Provost Hackett addressed was on the James C. Olsen Professorship. This was mentioned at the previous Senate meeting. This is a retirement transition program for faculty and librarians. It is structured to provide for and honor faculty who are retiring, but still want to work at a reduced level. Faculty members participating in this program would be eligible to teach, or take care of other responsibilities for up to three years at up to 25% of their salary. Participating faculty may or may not be able to retain their office space depending on the needs of the department. Provost Hackett is looking into other spaces that could be set aside for retired faculty.

Each department would make the decision to honor a retiring faculty member in this way. There is a limit to what the faculty member can earn. The point is to honor the faculty member and retain their services while freeing up additional resources to hire junior faculty. Chair Ebersole noted that this was discussed at the last IFC meeting. There was some push back to this plan, but it was directed at the restrictions being placed on the program. Provost Hackett commented that there are other options available to them. The System is looking at other options, but decided to allow flexibility so UMKC could move forward. The Deans have also agreed that this program makes sense. Senator Fieldman asked if there were any conditions that applied to this program like years of service. Provost Hackett responded that the only condition is that they have to be eligible to retire. Senator Plamann asked if this was double dipping? Provost Hackett responded that in our system a faculty member can earn up to 75% before it impacts their retirement. Other systems have this at a much lower level. Chair Ebersole noted that this is not meant to be used

as a mechanism to remove bad teachers. Provost Hackett commented that assignments other than teaching are possible, and noted that one example may be for someone who has doctoral students, but that they do not want to set up a precedent too easily. Senator Fieldman asked about NTT faculty. Provost Hackett responded that this is meant for someone who has tenure.

Senator Beard asked about the timing of Spring Break. Provost Hackett responded that she has inquired about this and the collected rules state that Spring Break is supposed to be for the full week that encompasses the last Wednesday in March. She further noted that this seems late. Senator Hopkins noted that this seems to be a recent addition. Further comments noted that part of this was for joint programs. Other concerns were raised about the University being a commuter school and the problems this causes. Provost Hackett said she would look into this some more, and noted that it would help if the University was on the same schedule as most of the area schools, or at least those schools related to a majority of the faculty, staff, and students.

Senator Fieldman asked if the Curators had mandated any sort of pay raise. Provost Hackett responded that they had not. Further discussion noted that one of the ongoing concerns is the budget crisis. Provost Hackett noted that the University is looking at ways to generate more funds. Further, if the University is not faced with a 20% cut in 2012 and more funds are generated elsewhere, then there is the possibility for an increase in 2012. Currently, nothing definite can be said given the situation, however she has asked the UBC to put a salary increase on the commitments list.

Chair Ebersole noted that he met with the incoming chair of the staff assembly and asked if they would be interested in a tiered parking plan. This would be based on income. The last time this was tried it was blocked by the General Counsel, but now there is a new General Counsel who might be more supportive. Provost Hackett said that there are other options, one being to provide different costs for different spaces on campus. Chair Ebersole said that there would be interest in this, especially if there was shuttle service. Further discussion noted the current problems with the shuttle service that there are many stops on the Volker campus which is problematic for individuals in other locations and on the Hospital Hill Campus.

Library Report

Bonnie Postlethwaite and Kathleen Schweitzberger were present to discuss the institutional repository where scholarship can be stored and made available to everyone. MOSPACE is a System resource that is administered by the libraries. MU has been putting some of their materials there for about a year and a half. UMKC will be starting to store materials there as well and they wanted to start a conversation with the Senate about it. A couple of initiatives have already started making use of this resource. One is that there is an e-portfolio option for promotion and tenure packets. The more confidential pieces would be stored differently. They are working with Dean MacQuarrie to put together electronic thesis and dissertation options.

This is based on an open access concept where faculty would be able to retain their copyright and make their scholarship more accessible. There is a list of publishers that are willing to allow faculty to retain their copyright and put information into a repository. Some might impose restrictions on this like when something could be made available in this format. One of the nice features of this system is that something can be loaded into the system with a date when it will

become available. It can also be setup to allow only authorized users to have access. When asked, it was noted that for some materials there are other options available to provide for more confidentiality. This system uses the creative commons licensing.

Senator Madison-Canon asked if there is a limit to the size of files in this system. The librarians responded there is not, but they will be monitoring it closely. The administrators of the system know that this campus has many varieties of media and are preparing for it. Senator Hopkins asked if the idea was that this would be searchable. They responded that this is indexed by Google Scholar. Other points of discussion were about how this works with already published content. It was noted that if something has already been published, then the faculty member probably does not have the copyright for it. Anyone who has an NIH grant already has to upload articles into PubMed. It was also noted that they can publish e-journals, student publications, and conference proceedings. Currently it is only set up for post-publication purposes, but that would be possible to be changed later. Each publisher has a different set of requirements for copyrights. However, the Association of Research Libraries has templates available to help authors retain their copyrights and most publishers seem open to this.

The libraries, with FACET, are sponsoring a copyright workshop. They will be bringing in Kevin Smith from Duke. The focus will be on copyright compliance in the classroom. He will be here on Sept. 24th. They will be working with him to advise on how to set up a support process to help faculty in these kinds of issues.

The librarians also provided an update on the construction. The Deans have toured the new addition housing the automated storage and retrieval system (Robot). It is in motion currently. They will be trained on it in May and will start loading it this summer. The bound journals will be the first thing to be loaded. Those are the first things that need to be moved so that room can be made for FACET. The first floor will also be emptied including government documents, some microform materials, and part of the reference collection. When something is loaded into the robot a button is added to the online catalog. It takes three minutes for something to be retrieved from the robot and make it to the front desk. They will be delivered to a faculty member's office. A comment was made that the email that comes to faculty letting them know it is ready is confusing. They will look into it.

A few things will be added from Hospital Hill, starting with older journals. Anything from those can be scanned and sent via email. The alternative was for everything to be stored in Columbia. The catalog is also being enhanced to making browsing better. A question was asked if the button to retrieve something from the robot could be used from home. They responded that it could and it will be held for a period of time. It was acknowledged that navigating in the library is difficult. They are hoping that in the future all of the browsing books will be on one floor.

Once the summer starts they will begin renovating the first floor. That and other renovations will continue through the spring of the next year.

Grievance Committee Report

Last year the University entered into a pilot program for the grievance process. It was initially piloted by MU. Drs. Ward-Smith and Murphy are the two faculty representatives on the

committee. Senator Ward-Smith noted that this process is better than what they had before. However, there are still challenges and they are working on ways to make it better. One challenge is the 90-day resolution period. They managed to resolve all but one case in that time period, but the exception was due to scheduling problems.

During 2009-2010 they received 6 cases. The summary follows:

- 1) Brought resolution, but unfortunate circumstances made that resolution moot.
- 2) Dismissed on lack of merit after investigation. Chancellor Morton also agreed to dismiss.
- 3) Dismissed on lack of merit, the Chancellor agreed, it was appealed, and appealed legally and lost on both counts.
- 4) Declined to hear as it was not in the panel's jurisdiction.
- 5) Resolution brought about, mostly in favor of respondent, grievant has rejected our findings and the Chancellors findings.
- 6) Still open, but working to finish by the end of the semester.

Even though they may have been rejected on the basis of no merit, there is still a lot of work to get to this point. Nice part is that the Chancellor has agreed to all of recommendations.

One change Senator Ward-Smith recommended is that the Provost is now left out of the compliance part, but needs to be a part of the process. The 90-day period is tough to follow. The collected rules and regulations state that the two parties must get together. This did not seem to help at all. They would like for it to be an option and not something they have to do. A good practice is to have everyone on the Executive Committee to oversee the process. They spent a lot of time trying to figure out what the grievance is. One of the problems is confidentiality, and they talked about having a primer for those who file a grievance. When you file, it becomes confidential. Another question that comes up is when the timeline starts, especially as that means you can no longer add anything.

This was a lot of work, but since there is no prior record there is no way to know if six grievances a year is going to be average or if it will be more or less. The work has been almost non-stop. If there are more, then they might need to have two sets of panel members to reduce the workload. Both of the faculty representatives will not continue after end of this semester. There will need to be two new faculty members on this committee. If a faculty member who would be able to handle this, and the stress that comes with it is known, please forward their names to the executive committee. A question was asked about the next steps for those cases that were dismissed. Senator Ward-Smith said they tried to direct them to the right place. A question was asked about what happens to move this from a pilot to full program? Chair Ebersole said it would get passed to IFC and legal counsel. The pilot will still be in place through end of calendar year. Provost Hackett asked if the biggest obstacle was the work load? Senator Ward-Smith said that it is, and only having two faculty members becomes tricky. Another point that was raised about summer work loads. Provost Hackett said that could be worked out, but not knowing about the workload raises other issues. If they can come up with the right language, then a stipend will be available.

Entered into executive session.

Adjourned at 4:58. The next meeting is on May 4, 2010 in the Plaza Room.