

Faculty Senate Minutes
Tuesday 25 August, 2009
University Center, Room 106
3-5pm

Present: Ebersole, Fieldman, Wycoff, Plamann, Gardner, Hopkins, Ziskin, Potts, Davies, Beard, Wang, Carbone, Hunter, Alleman, Yang, Ward-Smith, Johnston, Krause, Williams

Visitors: Susan Sykes-Berry, Alexia Lang (UNews Editor), Margaret Brommelsiek

Excused: McArthur, Holsinger

Absent: Pick, Rice, Luppino, Foxworth, Stanley, Bethman, Humrichauser, Gonzalez, Madison-Cannon

Welcome-3.05 pm. Call to order by the Chair, Gary Ebersole.

Information items:

All present self-introduced; Ebersole reminded all that we are to act as collectors of faculty concerns/issues/questions within our units, that the Senate Executive Committee (introduced) is the body to hear such collected info; that as the only members elected by the full faculty across campus, the Exec. Comm. role includes vetting such information as comes forward for significance to faculty in general, and to act as interface between faculty and administration (Provost).

Request for additional items to the agenda: none

Acceptance of previous minutes: The revised minutes from the May 5th meeting were approved, with the request that minutes be checked to verify that both Kathy Krause and Karen Williams were present (moved/accepted/all were in favor)

Provost:

In thanking Senate for rearranging its meeting time, Provost Hackett reminded the Senate of the reason: a reception to recognize newly-promoted/tenured faculty during our usual meeting time next week (1 September). All are invited. The planned service of small hors d'oeuvres and adult beverages, even under current spending constraints, is a measure of significance of this kind of faculty recognition. The Provost is working to expand such recognition events and invites suggestions along these lines at the next Senate meeting. A list of current faculty awards, along with new "Chancellor's" awards, were distributed as basis for further discussion. Senator Fincham (Pharmacy) noted that clinical faculty often feel "second-class." The Provost responded that ways are currently being considered to address that problem.

Provost noted the visit to campus next week of Dr. Carol Geary Schneider, well known for her work in general-ed (or Core) curricula. Faculty are strongly encouraged to attend. Some content will also be webcast. Provost Hackett notes that UMKC has not

revised gen-ed curricula for at least 35 years, though some individual units have done so. There are academic and pragmatic reasons to do campus-wide work on this now: for one, the Provost asked rhetorically whether there exists a common understanding/expectation for what our [UG] students are, and know, when they leave the institution. Retention is another issue; lack of common requirements between different programs makes it difficult for students to move between programs. We also lack the ability to communicate clearly to feeders, in particular community colleges, what our general-education needs are. The Provost concluded by saying that the curriculum overall needs to be reevaluated in terms of quality and commonalities, and that this would be a difficult conversation in which the Provost's role would be primarily facilitative. In response to a question from Senator Hopkins, the Provost confirmed that A & S should continue in its current process of work on Gen-Ed requirements. Senator Beard noted that each unit is necessarily committed to its own needs in this process.

Regarding the dean evaluations that faculty completed last spring, the Provost said that any information from that process should not be widely disseminated, as it constitutes part of personnel files. In any event, the Provost is reluctant to share raw data with faculty, though each dean has seen what pertains to him/her. The Provost will use this information as part of her own evaluation of deans. The process up to this point was then summarized. Larry Bunce of the Institutional Research Office has created executive summaries, which will be read by the Executive Committee in reference to the raw data, ensuring accurate representation of faculty comments, to the extent possible in such a survey. Summaries will then be posted to Blackboard, where they can be viewed by the voting faculty of the respective units for a period of 4 – 6 weeks. Deans have been instructed, and have agreed, to discuss the evaluation responses with their faculties in a faculty meeting early in the fall semester. This will complete the process, from the Provost's perspective.

She noted that by comparison with other such surveys she has seen in a number of years in administration, these read quite negatively, even in cases where the dean is generally viewed with favor from within the unit. Senator Hopkins asks if Provost would consider being present at the faculty meeting where this discussion with the dean takes place; the Provost answered in the affirmative. Former Senator Sykes-Berry noted that the charge to her committee (Administrative Issues) in the By-Laws will need to be revised to ~~insure~~ ensure consistency with CR & R.

Three new deans on campus, in Dentistry, Bloch, and Education [the Provost mentioned each by name]. Dean Piepho in Pharmacy has announced his retirement after this year. The Provost is currently putting together a search committee, to be announced probably by next week. On search firms, the provost noted that they ran the School of Education search without one, which she now considers a mistake. While expensive (80 – 100K), this is preferable to running a poor search. The staffing time needed to run a search internally is **very** expensive, approximately 1.5 FTE for the duration of the search.

Strategic Plan to be brought forward at next Senate meeting.

Faculty were urged to PLEASE take seriously warnings about H1N1. The Provost is concerned that students get the same message – stay home if you are ill – from all involved. Faculty are asked to be aware that not all students will go to doctor to get an actual diagnosis, but faculty should be flexible, if that is the case, even if it ends up that some students take advantage of an opportunity to miss class. In order to encourage

students not to come to classes if ill, faculty may be asked to use electronic resources, especially, in order to allow students to keep up. There is concern that if many resident students get sick, their care in quarantine may require more facilities than we have. If faculty get sick in large numbers, the school might have to close for a time – a major nightmare, if classes have to be extended beyond the scheduled end of term.

Chair Gary Ebersole addressed faculty-committee staffing issues, specifically the type and number of positions for Facilities Advisory Committee, UM (System) Tenure Committee (must be full prof), and the Pharmacy Dean search committee. Ebersole would like to see at least one Senator on that committee, saying that a healthy demonstration of faculty governance would be important for this committee. Dean of Nursing, Laura Lacy-Hahn, will chair. Senator Karen Williams (Dentistry) volunteered, and Ebersole requested that additional names be submitted. Other standing Senate committees do not require election to positions; senators are encouraged to solicit volunteers from their units. Ebersole will send a letter to the faculty soon. Each committee is charged first to call itself into order to elect a chair. Updated information on committee membership will be posted on the new website as soon as possible. Former Senator Sue Sykes-Berry asked for general feedback about the website; do we have (or want) a mission statement posted?

Chair Ebersole, filling in for an absent Senator Stancel, reported on the recent IFC/Board of Curators (BOC) “learning day,” put together by the UM System’s new top HR officer, Betsy Rodriguez and President Forsee. The focal topic was compensation (salary plus benefits); President Forsee has been helpful in guiding the BOC to consider the entirety of our compensation, rather than each part in isolation. The previous BOC view that UM benefits are “very generous” has actually been reversed. Rodriguez’s demonstration showed the reality, that salaries here are **very** low, and benefits only average. Further, her assessment indicates that the 1% giveback currently in place caused UM to “plummet” in rankings with our peer institutions. The Curators now seem resolved to move to change this. Ebersole reported an exchange with KC Curator Warren Erdman, a member of the BOC’s Budget committee, from several years back. Erdman assumed that Assistant Profs typically earned 100 – 120K per year and was “astonished” to learn that salaries are closer to 50K range. The Provost mentioned that she has pointed out to other of the system’s general officers that we (UMKC) have not had raises for over a year; both Provost and Chancellor are committed to preventing that from occurring again. Ebersole mentioned that President Forsee will visit each campus this fall, and that when the Senate hosts the BOC at breakfast upon its annual visit to campus, we each must impress upon the Curators the great burden imposed on faculty and staff here by the 1% - 2% giveback. Ebersole noted that faculty have two important ways in which we can help ourselves--by growing enrollment and by retaining the students we do enroll. Early enrollment numbers (first class day) show a 5% increase over last year, with an 8% increase in SCH.

Increasing enrollments puts pressure on classroom space. To a question about maxing out classroom space, the Provost observed that only 50% of campus space is centrally scheduled, with the result of poor use of the space we do have. The go-ahead on fitting ILE classrooms was done to help with this. Mary Lou Hines-Fritts will report

soon to the Senate regarding ILE progress. The rehabbing of Katz Hall will create **some** new classroom and lab-classroom spaces. Senator Hopkins noted that Fridays seem to be underutilized; also that there are scheduling conflicts created by offering both 60- and 90-minute classes in same blocks.

The meeting was adjourned at 4:57.