

Faculty Senate Minutes
Tuesday October 20, 2009
Plaza Room, Administrative Center, 3-5pm

Present: Ebersole, McArthur, Krantz, Ward-Smith, Fincham, Johnston, Alleman, Stancel, Pick, Beard, Potts, Davies, Humrichouser, Holsinger, Luppino, Ziskin, Yang, Fieldman, Krause, Bethman

Visitors: Provost Hackett

Excused: Dinakarbandian, Williams, Wyckoff, Wang, Rice, Foxworth

Absent: Gardner, Nilsson,

Welcome-3:02, Called to order by the Chair Gary Ebersole

Information Items

The December 1st meeting will be held at the School of Dentistry. Parking is available in Lot 28A on 25th Street on the right, behind a large blue sign, as one drives West from Troost Ave. Betsy Rodriguez from the UM System will be here November 10. That meeting will be open to all faculty. She is having a separate meeting with staff and a third meeting with the deans. Chair Ebersole has an outstanding request for a list of NTT faculty from each unit. He still needs this information from the Law School, the School of Biological Sciences, and the School for Computing and Engineering.

Minutes

A motion was made to accept minutes from the October 6, 2009 meeting with an understanding that Senator Luppino will be looking over the summary of the budget committee presentation for any changes that need to be made. The motion was made by Senator Fieldman, seconded by Senator Rice, and all present voted in favor.

Agenda

There were no additions made to the agenda. Senator Krantz moved to be accepted, seconded by Senator Johnston, and all voted in favor.

Provost Report

The first item is that Provost Hackett wanted to follow up on the awards. She wants to thank the small committee who advised on them. The list has been finalized with a few editions. The Chancellor agreed to lifetime achievement award but changed it to a career achievement award. It is a \$5000 award while the others are \$1500. The awards will be announced momentarily. The next step will be to put together the committees. All of this is happening a little later than was initially envisioned. Hopefully the awards will be decided by January 2010 so that the awards ceremony can be held in February. Provost Hackett stated that next year they are hopeful that they will have all awards in the same cycle. The awards would be announced at the beginning of the academic year, nominations would be received and recipients selected by the end of the fall semester in order to have the awards ceremony in the Spring. An email will be sent out

describing the awards and there will eventually be a website setup for this purpose. The next step is to put together the selection committees.

The Provost noted that the University had a successful accreditation visit. We have a verbal report from the accreditation team and a written report will follow in a month. UMKC will receive the full ten-year accreditation. Provost Hackett wants to thank everyone who participated on the accreditation team, criterion teams, and participated in any way in the site visit. It was a massive project which went well. We did get dinged big time for lack of learning outcomes and assessment. Despite 10-year approval we will have a focused visit in May 2013 to look at our progress on assessment. There was a little bit of contentiousness towards the site team as we were cited 10 years ago for the same thing. Some were not pleased that no progress had been made. We were told not to wait for any written reports in regard to this issue but to get moving now on a university wide assessment plan. Provost Hackett said that this is something that we need to take seriously.

Senator Ziskin asked about what kinds of evidence the accreditation team is looking for? Provost Hackett stated that this will tie in to our need to look at general education requirements. An example is that the old way of determining general education was course-based. Now the expectation is that students gain skills and the question is as to how one knows that students possess these skills. The professional schools are doing this well as they had to look at outcomes long ago. We can have discussions about this on what we need to do. Senator Ziskin noted that professional schools have to take exams which determine the program outcomes. Provost Hackett agreed and noted that at the undergrad level the University has not talked yet about learning outcomes. General education discussion for the university needs to start at undergraduate level. Chair Ebersole stated that some progress has been made. The History Department received seed money to pilot an e-portfolio where students put files together of their analytical skills. This is one example of an assessment tool. Provost Hackett noted that the e-portfolio is a tool but that what needs to come before that is an understanding of what is being assessed. She further noted that there are common outcomes expected of all students and then outcomes for each major. A question was asked if the focus was on the lack of assessment or of outcomes? Provost Hackett said that it was both. Senator Davies noted that her department is working on this. Provost Hackett noted that there are individual units who are doing better in this area, but that the campus isn't there yet.

Provost Hackett stated that the strategic plan is in place. She has met with the chairs of the committees and they are working on putting together maps of what needs to be done to implement each of the goals and objectives. She hopes to have all of these in place by the end of semester. Early next semester they will be putting together teams to work on the maps. She will be back to give updates. As a part of the strategic plan Dr. Lynda Bonewald has been appointed as the Interim Vice-Chancellor for Research. Appointing someone to this position was one of the immediate action items in the strategic plan. This appointment is done on an interim basis. Right now we are not in position to do a national search. Her commitment is to serve until research services is organized internally and get to a point to enable a search nationally.

Senator McArthur asked about what the working groups will do? Provost Hackett said that they have already done some of this work. They have been asked to identify major strategies under

each objective, prioritize them, identify resources associated with each, and develop three levels of financial resources based on a shoe-string budget, moderate budget, and what is needed to fully implement that strategy. Some strategies can be done with few or no resources, and some cannot without lots of resources. There are some things that are very important, but require lots of resources so will come later. Another task is to put together a timeline of what comes now and what later. Provost Hackett said she will be putting together a coordinating team and will be looking for help in this area. She is talking to Murray Blackwelder from the UMKC Foundation, and the capital campaign which will be tied tightly together with the strategic plan, as well as needs from schools. Not everything can be funded now, and some things may be dependent on whether or not funds can be raised. The example being used right now is the Honors College. Some of it can be done now, but it will require a major naming gift to get fully implemented. Provost Hackett noted that what she expects is that they will be coming to faculty and other groups to get feedback on the implementation plan before forming task groups to move forward with the early parts of implementation plan. Senator Fieldman asked that in terms of getting feedback from units, does this process originate from the dean or from the faculty? Provost Hackett said that the deans should be talking to their faculty about that.

A question was asked if the Vice-Chancellor for research was only for biological sciences? Provost Hackett said that we are too small to just have this position for the life sciences, so it is for all research with a focus on life sciences. Originally the Director of Research Services managed the day to day operations and the Vice-Provost took care of the larger priorities. Those positions were combined at one point and the higher level position was lost. The point of having a Vice-Chancellor is to have a higher level name so that she could talk to other institutions with the weight of university behind her. Dr. Bonewald is spending 50% of her time in this position. Senator Ziskin asked, and she understands that key person is from the life sciences, but could someone be hired with research experience outside of the life sciences? Provost Hackett said anyone who is an investigator should have received a survey about research services and to contact Larry Bunce in the Institutional Research office to get copy. She is taking them very seriously and is reading them carefully. They are looking for specific feedback from people who have experience with the research office. If you have other suggestions go ahead and send them to Larry Bunce. Senator Krause noted that they do not designate themselves as PI which means that it didn't go to the humanities. Provost Hackett said she will tell Larry to send it out to everyone and have people respond if they have gone through research office.

Chancellor's Residence

Joan Bubacz is here to tell the senate about the Chancellor's Residence. She said that it has been renovated and is open for meetings and other activities. To put this into context, the residence received a very large gift that helped to furnish the residence with furniture that is useable. Now that no one is living in residence both floors are open for use. Proposals can be submitted for general events, retreats, and it is open up to visiting lecturers and others who could move in to the space on short term basis. The goal is to open it up to as many people on campus as possible. However, one consideration is that they have to staff events at the residence. Ms. Bubacz said that they are proposing that everyone who books residence have someone who acts as an onsite coordinator. The reservation process is that those who want to use the residence will complete a form. The Chancellor's office will look at it and make sure that fits into the University's mission and vision and that it is premiere in nature.

Chair Ebersole said that university bylaws mandate an all-faculty meeting every year and want to know what the capacity was? Ms. Bubacz said that it is quite small. Senator Ziskin asked if it is going to be open to students? Ms. Bubacz said that it is open to student organizations, but that when word gets out to student organizations about an open space then things begin to get more complicated. She noted that Vice-Chancellor Tyler holds the reins in that regard. Senator Fieldman asked about the usage policy and that if it would be possible to schedule something like a faculty club at the residence? Ms. Bubacz said that no personal events can be held there, but that have had brief discussions on that topic and are not prepared to completely address that at this time. Chair Ebersole asked if there was a waiver on caterers at the residence? Ms. Bubacz said that you do not have to use Sodexo, but they still have to be licensed caterers. Senator Davies asked if student groups have to pay a fee? Ms. Bubacz said that UMKC groups do not have to pay a fee. A question was asked about using the residence for individuals to stay. Ms. Bubacz said that they are still working on the details of how that would work. Provost Hackett said that having people stay every night is not a good use of the space.

Chair Ebersole said that if it would be possible to use the residence for monthly faculty get-togethers, then we could possibly have the faculty senate put together topics. He would like to know if there is interest in doing this? The following discussion suggested that having a purpose-driven organization is good, but that there are times when having an open time to talk with colleagues is also good. There was also a point made that there are underutilized spaces on campus that could be used for this purpose.

Mission Statement

Unbeknownst to Chair Ebersole, Information Services was holding up the launch of the new faculty senate website because it does not have a mission statement. He wants a statement that in very short fashion talks about what the Faculty Senate is, what it does and what it does not do. Once that is in place then the new website can be launched.

Two different proposals were read. The following discussion considered the wording in both proposals and suggested changes mostly on the parts discussing the faculty Senate's oversight role. Senator Krause suggested that mission statements should be 25 words or less. Senator Madison-Canon asked who the audience is that would be looking at this mission statement? Chair Ebersole said that it would be for current faculty and administration, but would also be looking towards the future. Senator Holsinger asked that since there are a couple of drafts should a decision be made so that the website can be launched? Provost Hackett said that she will instruct Information Services to go ahead and put up the website so that the Senate can take more time in crafting a mission statement.

Academic Issues Committee

Senator Holsinger has a couple of issues from the Academic Issues Committee. The first one is a grade designation of NR or "no grade reported." He said that there is a lot of misunderstanding about when NR is appropriate. One reason why this might not be the right designation is that NR gets factored into GPA as an F. As stands now the student has to go through a two step process to get grade changed. For example if a student gets a NR in a class then retakes the class and get an A, they have to petition to get grade changed to F then get the F changed to an

A. The committee recommends that the NR be recognized as a grade and remove the two step process. The next recommendation is to not have NR weighted as an F. Senator Ziskin noted that the NR seems to overlap with withdrawal. The NR seems to be used when the faculty does not know what student has done. Senator Holsinger said that an incomplete is given when it seems that student is going to complete the course. A comment was made about the possibility of students using this as a loophole. Chair Ebersole asked Senator Holsinger to provide a formal motion with context so more discussion can take place.

The other issue is that there are students doing an end-run on the admissions process. They applied to a program and were not accepted and then were able to achieve the status of a visiting graduate student despite not being admitted. The committee noted that it turns out that there is language to regulate this that needs to be enforced. Information needs to go to units that if students are not accepted into a program then they need faculty permission to enroll in those courses. Chair Ebersole said that there are different uses of visiting students. Some enroll as graduate students not pursuing a degree. Sometimes it is used for students wanting to start mid-year, or with others that want to test the waters and see if this is the type of thing they want to get started in. He also noted that this was done with faculty permission. Senator Holsinger said that this sounds like what the visiting student status was meant for.

Academic Culture

Chair Ebersole raised an issue that it seems that all too often on campus we have problems with being civil in disagreements. This is not just in the university culture but American society as a whole. He noted that he has seen unit leaders who not want to hear dissent and who felt that expressing differences is somehow disloyal. He asked the question whether there is a sense that civility is a scarce commodity at times? Senator Beard asked what the forum is for addressing an individual who is particularly abusive or unprofessional? Provost Hackett raised a further question that aside from compensation (which is being worked on) what can we do to make this a better place to work, and to improve the climate on campus? There may be specific things to work on in different departments or schools, but as a university the climate/interactions here seem more negative than she has seen other places. She thinks there are historical reasons for that. What can she do, the deans do, and the faculty do to improve this? She knows that there has been poor administration in past. She knows what needs to be done, but can't be fixed everything overnight. Everything can't be made perfect, but the university can make progress and can set tone so that when problems occur that there is someplace to go. Provost Hackett stated that she knows that a former chancellor caused many problems. Since that chancellor was here there has been 50% turnover in faculty and 68% of the current staff was here then. As traumatic as those times were, there were many who weren't here then, so that was ancient history. She will have hired six deans by the end of this year which is over half. What can we do, since there are still faculty who are very upset and are acting out due to this? Senator Luppino said that since he sits on the budget committee he has had the opportunity to see some things that have changed. It seems that the major problem is taken care of in that there seems to be a real consultation with faculty and not just telling them what is going to happen. He and others are curious to know what Provost is talking about as they do not see what she is talking about? Provost Hackett noted that maybe others aren't seeing it. The following discussion looked at why some of these things may not be noticed. One point was that some of these behaviors had become the norm. In contrast it has been noted that with the current Provost and

Chancellor that there is an opportunity to talk with them before anything happens and that there has been an increase in accountability. It was noted that this has not filtered down yet. Provost Hackett noted that some seem confused and some do not. She asked that those who can identify with seeing bad behavior to let her know. The question that came out of this discussion was what can we do to encourage dialogue and collegiality in the workplace?

Senator Fieldman said that she thinks the climate goes past faculty. A lot of it is in the student/student and student/teacher relationships. One thing that might help is that faculty does not present itself as body, but as individuals. Students present themselves to faculty in this way and not with some of the respect for the position. Is it possible to have some sort of convocation or something where rules can be conveyed and talk about campus and about certain sorts of behaviors that are expected. Chair Ebersole said that a few years ago Senator Hopkins crafted statement that talked about academic freedom and responsibilities of students and faculty.

Senator Carbone said that she does not see bad individual behavior. What she sees, from someone who has come from the outside, is a lot of conversations that can be characterized as low-level distrust. A comment was made that a positive thing from the previous chancellor was the extended cabinet. Almost on monthly basis for a couple of hours there were 160 people talking to each other. From that the cabinet participants came away with pride. He wondered if those people who do not feel like that they are a part of bigger community could come to know others and be more comfortable.

Senator Alleman asked if any progress had been made on the ombudsperson position. Provost Hackett said she will check with Vice-Provost MacQuarrie to see what stage this is in.

Chair Ebersole returned to the question Senator Beard posed about where to go with problems. Publicizing where to go would help as well as detailing what individuals in those roles are responsible for. Senator Davies noted that the KU business school has strong program on ethics with a proactive use and positive spin on this topic. It gets followed through in all parts of the program. Senator Luppino said that he is seeing more reports of problematic department heads. How and when does the review of department heads occur and how are they applying their power. Do the deans do this? Chair Ebersole said it depends on how department chairs are selected. Some are elected and some are appointed. Senator Johnston said that we need some group on campus where faculty can go to air problems. We do not want these problems to go outside of the university. We have entered an era where dissenting opinions are not valued. Senator Johnston said disagreement with administrators can lead to retaliation and he agrees with Senator Beard that a group is needed to handle this.

Senator Krantz asked what we can do? He listed two things, recognition and celebration. One example is the awards which is a small way that recognition happens without extra compensation. Not everyone gets awards, but public notification of things happening that are good. Chair Ebersole agreed that at a local level we have to get back to being able to celebrate the success of colleagues.

Senator Krause noted that people understand why we do not have more money, but the push to have more students makes for a lot of pressure that people react negatively to. Senator Fieldman

said that when a group feels underseige it creates a firewall with groups perceived as beneath it on the ladder. It might help for something like staff appreciation week to be made a big deal of so that big awards are real treasures.

Adjourned at 5:05pm.