

Minutes

Faculty Senate, February 15, 2011

Plaza Room, Administrative Center, 3 p.m.

Present: Ebersole, Ward-Smith, McArthur, Stancel, Burnett, Wyckoff, Durig, Peng, Baker, Mirkin, Mutti-Burke, Bloemker, Thiagarajan, Holt, Rice, Nilsson, Hinds, Alleman, Hermanns, Krantz, Fincham, Johnston, Bethman

Excused: Plamann, Madison-Cannon, Sherburn, Carbone, Yang, Stanley

Absent: Gardner, Pick, Wang, Luppino

Guests: Provost Hackett, Nancy Day, Faculty Ombudsperson

Welcome at 3 p.m. Called to order by the Chair, Gary Ebersole

Informational Items

1. Welcome to Katherine Bloemker from Computing and Engineering who is replacing Senator Sohrawy for the remainder of this year.
2. The IFC approved both the statement on Academic Integrity which deals with faculty's ability to evaluate course performance and the Faculty Grievance Panel procedures.
3. The All Faculty General Meeting is scheduled for April 5 at Diastole, 3-5 p.m.

Approval of Agenda

Senator Durig moved approval of the Agenda, and Senator Wyckoff seconded the motion. All Approved.

Approval of Minutes

The Chair offered two minor corrections to the draft minutes. With those changes, Senator Rice moved approval of the Minutes from February 1, 2011 and Senator Mirkin seconded the motion. All Approved.

Provost's Remarks: Gail Hackett

The Provost updated the Senate on the MBHE program review. She also reported on the projected start dates for the three construction projects: The parking structure demolition will begin after Commencement in May and is scheduled to be completed by August 2012. The Miller Nichols Library classroom expansion should start this Fall 2011, and is due for completion in Summer 2013. The renovation of the Student Success Center construction should start in late Summer, and will be completed before school begins August 2012. They're moving quickly. The University Center will be open during its renovation.

The Provost explained that there is not clear guidance in the Collected Rules on what to do or shouldn't do when snow days are called. There were some faculty who tried to continue classes but did not have video at home and so couldn't really offer classes when they wanted to. The Registrar does allow for a little extra room in scheduling for these kinds of things. At this time, it is left to the faculty to add extra assignments or hold some clinicals to make up classes. The Deans have been discussing this

also. If there are any more snow days this semester there will need to be official make up days for the University. Provost Hackett suggested that perhaps the Faculty Senate would like to undertake creating some kind of make-up policy for next year.

Faculty Ombudsperson: Nancy Day

Nancy Day gave an update about her activities and the status of her office set up. She would appreciate any help to get the word out about her services. The office is on the ground floor at 4747 Troost. The charter is at the Legal Counsel's office. Interest has been expressed by students and staff members, but I've been saying no unless it's faculty making the inquiry. One of the things planned for the future is to do some Facet sessions on students and civility --on how to deal with classroom control issues that may come up.

Chair Ebersole asked whether there are any ombudspersons on other UM campuses? It might be good to know average caseload, etc. Although Nancy didn't know this she did say that her impression is that our campus is under-ombudsed. Most universities employ full time and more than one person for faculty, staff, and students.

Spring Break Calendar Change: Scott Baker

Chair Ebersole introduced the issue, explaining that faculty with students in school are frustrated that our Spring Break is set without any consideration to local schools. Senator Baker volunteered to pick this matter up. Senator Baker reported that two years ago the shift was made from the first full week of March to the last week of March without agency or rationale behind that change. Local school districts uniformly have the third full week of March as their Spring Break. Senator Baker proposed that UMKC move its Spring Break to coincide with the school districts in the greater Kansas City area, to the third week of March. Senator Mirkin seconded the motion.

Chair Ebersole explained that the UMKC Spring Break is different* than at the Columbia campus. What is needed is a sense of the Faculty Senate so that this proposal can proceed through the bureaucracy.

Dr. Bethman found the UM System language on the website that stated Spring Break would include the week of the last Wednesday in March. Chair Ebersole noted that schools on our campus are on different schedules, for example the Law School. The Chair asked for a vote in support of the proposal to change the Spring Break. All approved.

General Education Oversight Committee update: Gerald Wyckoff

Senator Wyckoff explained that revising the General Education requirements is a multiphase process that will end in some set of recommendations that will go out to each school for approval. Already there has been a lot of feedback that has generated a document which will go out for more comments. If the Senators haven't seen these documents, please notify Senators Wyckoff, Baker or Stanley. The intent is to make this creative process open and transparent. Please forward this information to each faculty and send feedback.

President's Special Advisory Committee update: Gary Ebersole

Chair Ebersole reported that he attended the Coalition on Intercollegiate Athletics and it's the first time UMKC has gone to it, a group that's basically Faculty Senate chairs and some former chairs. It is the only faculty group in the country trying to get handles on the costs of athletics. According to the

President of NCAA there are less than 10 sports programs in the country that are profitable. Those are the schools that have their own TV networks such as Texas, Notre Dame, etc. There is apparently an arms race in athletics across the country, a drive to build bigger and more luxurious facilities. The University of Michigan spent \$276 million on a new facility, and \$20 million on top of that just for the scoreboard. Former Chancellor Bailey hired Tim Hall as UMKC Athletic Director with the charge of getting athletics profitable. It doesn't sound as if that's a real goal. The Chair gained useful information for some activities to undertake and a better understanding of a lot of things, for example about the pressure from external constituencies interested in sports to shape decisions. Tim Hall will report anytime on the student athletes here. UMKC student athletes do very well academically, in fact much better than the regular student population. There's a reason for that. NCAA requirements for Division One sports is that x number of tutors are available for those students. There is one coach for every five student athletes. This campus subsidizes athletics by about \$3 million a year. Student athletes travel all the time to compete and I don't know about your unit, our faculty travel has been curtailed.

Chair Ebersole reported that the Special Advisory Committee will meet this coming Friday, February 18. The committee has been under severe pressure, originally, for a recommendation in November. Now the pressure is to send a report to the Board of Curators for their March meeting. In early March, the committee will put together some recommendations. It is hoped that the Board will not act, because there will be four new curators. It's a difficult issue, and will affect faculty and staff for the next fifty years. Closing the plan down would mean fewer people paying in and the percentage cost to the University would go up. It is essential to have the University commit to bearing those costs instead of the faculty that remain in the plan. The committee is very clear that that has to be done; otherwise it'll be a disaster for lots of people. As mentioned in the last Senate meeting, the Defined Benefits plan is back as an option. It may not survive, but at least it is important for the Board of Curators to do an honest look at the current plan which has served very well. In 2010 after two very bad years in the market, the percent return is 9.2ish. To keep the plan funded as it is, there needs to be an average return of 8 percent a year. The Chair presented a report that comes from the ad hoc subcommittee of the Faculty Senate Budget Committee, a group of experts led by Tony Luppino, have a final set of recommendations for the Special Advisory Committee. This report will be sent out tomorrow so that it arrives before the Friday meeting. It will also be sent to the IFC, campus leaders at other three campuses, and to the Board of Curators, a month before they meet just to let them know faculty have been studying and believe these are the sorts of questions the Board should be asking so that they don't make a decision without due diligence. The UMKC Faculty Senate Budget committee has endorsed this report and now is the opportunity for the full Faculty Senate to support it.

A big problem of going to a Defined Contribution plan is that while the University has no risk anymore by simply paying a flat amount, all of the market risk is shifted to the employees. So if Jack retires in 2008 year, too bad. You just lost 40% of your funds. Right now with the Defined Benefit plan a bad year is absorbed by everybody and over a 20-year period.

The Chair explained that there is an academic, a fiscal year and an actuarial year. So anything the Board of Curators do would not happen before October 1st in the Fall, although it is his surmise that it's going to happen that fast. After discussion, the Chair asked if there is a willingness of this Senate to go on record to support the recommendations report from the Faculty Senate Budget Committee? Senator Fincham made the motion to approve the document and Senator McArthur provided a second, all approved.

Dean's Evaluation: Peggy Ward-Smith

Vice Chair Ward Smith reported that when she receives the voting lists from the Provost's office she will send them out to the Senators for verification. The deans from the School of Nursing (interim) and the School of Pharmacy (first year as a dean) are not being evaluated. Each Dean was provided the opportunity to submit a one-page list of accomplishments that will be posted in BlackBoard before their evaluation. It is planned to complete this process before Spring Break.

Discussion surrounded the entire process. The opportunity to evaluate is available for two weeks. The results of the survey and any deficiencies of a particular Dean are supposed to be addressed by the Dean with the faculty. It is a checks and balance accountability process. The survey consists of items previously approved by the Senate and allows comments to be added. The Faculty Senate Executive Committee reviews the data and comments and can ensure that the summary of strengths and weaknesses that is generated by Larry Bunce reflects those comments accurately. Only the summaries are shared with faculty because this is a Human Resources matter. The raw comments have to be private so as to preserve the HR evaluation part of it. The Dean sees the raw comments before the Provost does. It was suggested to include the link to the CRR on this matter, which will be done.

Chair Ebersole stated that each Dean is obligated to respond to their evaluation. If that doesn't happen, it should be reported here with the Provost present. He also volunteered that the members of executive committee would be willing to go to each meeting. This is the second year of doing this process so we are working out the kinks.

Proclamation for MacQuarrie: Peggy Ward-Smith

Vice-Chair presented a proclamation for Dr. Ron MacQuarrie on the occasion of his retirement and moved that the Faculty Senate approve the recognition. Senator Wyckoff seconded the motion and all approved.

Other Committee Reports

Senator Peng reported on the progress for recruiting to replace Dr. MacQuarrie. He is one of the representatives on the Search Committee. The advertisement is just published and review of applicants will begin March 15th. The committee's recommendations are due by April. If there are any suggestions about what qualifications to look for, send them to Senator Peng and encourage persons to apply if they fit the position.

Chair Ebersole remarked that a successful candidate needs to be somebody who is willing to look at the whole set of issues and problems with the Graduate School and work to rectify that situation. Another Senator commented that emphasis should be placed on research and graduate education, rather than on the administrative position. Another comments expressed the desire for the candidate to be someone who is still active in student education and still has teaching responsibilities.

Adjourned at 4:58 p.m.

- It has been learned later that this statement based on Senator Baker's report is not accurate.