

Report

The Voice of the U.M.K.C. Faculty

March 21, 2000

Secretary's note: Lots of things are in transition at this point. We are waiting for the new Chancellor on April 1. In the meantime the Interim Provost doesn't seem particularly interested in meeting with the Senate or other elected faculty, preferring to meet with committees that she has appointed herself. Most of those committees seem to be planning lecture series of some kind. The latest idea is a lecture series on the AAHE conference (mentioned in the last Report) that would take place over the summer. Some Senators didn't think that faculty would be terribly excited by this style of consultation, but the Senate's advice has not been sought.

We did have an interesting meeting with the new Director of Institutional Research and development (Jennifer Spielvogel). She seemed quite good and was eager to be helpful. We also had a long discussion of post-tenure review. While the document is still in preliminary form, the people who were on the committee (Ed Mills, Steve Krantz and Linda Voigts) said it was shaping up nicely. They all thought that what was emerging was much better than the current system.

An Assistant/Associate Provost position has been created. Here is the announcement:

ASSISTANT/ASSOCIATE PROVOST

The Office of the Provost is being reconfigured so that it will better support academic programs, curricular efforts, and faculty development at UMKC. As part of this reconfiguration, the position of Vice Provost for Cultural Events is being eliminated, and the position of Vice Provost for Community Relations is being reduced to half time. These positions are being converted to a position of Assistant or Associate Provost, depending upon the qualifications of the person who will be hired through an internal search.

The Assistant/Associate Provost will be responsible for the following:

- Liaison with the Office of Graduate Programs and the Council on Graduate Education
- Liaison with the Council on Undergraduate Education
- Liaison with the Offices of Admissions, Registrar, and Financial Aid and Scholarships
- UMKC Catalog
- Assessment
- Faculty Development
- Continuing Education
- Institute for Applied Languages
- International Academic Programs
- Commencement
- Center for Interdisciplinary Studies

The successful candidate will possess the following attributes:

- Faculty rank at UMKC
- A distinguished record of teaching, research, and service
- A commitment to and evidence of involvement in programmatic and curricular efforts
- An understanding of faculty development opportunities and needs
- Excellent communication skills
- A belief in the strategic plan, core values, and priorities of UMKC

Nominations and letters of application should be sent to Vice Provost Agapito Mendoza by April 3. Review of applications will begin immediately after that date. The starting date for the occupant of this position will be July 1 or as soon as possible after that day.

A ballot will be going out to all faculty soon. This is actually a contested election in most areas, so it is worth voting. The Chair's job is incredibly burdensome, and the Senate discussed some ways of making the position less of a sacrifice. [See page 4 for a list of candidates.]

MEETING WITH JENNIFER SPIELVOGEL

The new Director of Institutional Research and Development came in with a large pile of documents to give the Senate an idea of what had been done and could be done. There was data on faculty (number, rank, where they are, average salary) and students (enrollment, demographics, origins, incoming ACT scores and class rank, financial aid and retention rate). There was a draft of a new Performance Indicator Report that attempted to

measure student learning and achievement¹, research and scholarship², program access and quality³, whether programs are meeting social needs, and academic and administrative processes and procedures.⁴ We didn't discuss this document but will place it on the senate web site (<http://www.umkc.edu/fsenate>). There is also a lot of data available on the UM System web page. (<http://www.system.missouri.edu>). [Select "Planning and Budgeting" from the dropdown menu, click on "site map," click on "Department Profiles" and select "UMKC."]

There was some discussion of the processes we use to measure student achievement (exit tests, etc.) since students don't take them seriously, but Spielvogel obviously is in no

| | Asst. | (n) | Assoc. | (n) | Full | (n) | |
|----------------|-----------|-----------|-----------|-----------|------------|-----|-----|
| UMKC | \$ 48,145 | | \$ 60,454 | | \$ 80,568 | | |
| A&S | \$ 42,229 | 69 | \$ 49,079 | 54 | \$ 68,075 | 68 | 191 |
| BPA | -- | 3 | \$ 71,409 | 16 | \$ 92,447 | 20 | 39 |
| Dentistry | \$ 57,204 | 27 | \$ 69,857 | 38 | \$ 93,113 | 19 | 84 |
| Education | \$ 43,353 | 27 | \$ 47,516 | 11 | \$ 76,768 | 10 | 48 |
| Law | -- | 1 | \$ 72,909 | 11 | \$ 96,207 | 15 | 27 |
| Conservatory | \$ 36,783 | 13 | \$ 50,629 | 20 | \$ 70,513 | 13 | 46 |
| Medicine | 0 | \$ 59,379 | 8 | \$ 51,677 | 5 | 13 | |
| Nursing | -- | 2 | \$ 59,786 | 7 | -- | 2 | 11 |
| Pharmacy | \$ 55,718 | 19 | \$ 62,374 | 9 | \$ 85,806 | 5 | 33 |
| Biological Sci | \$ 58,811 | 15 | \$ 66,413 | 16 | \$ 124,691 | 6 | 37 |
| CST | \$ 66,481 | 4 | \$ 74,840 | 7 | \$ 103,571 | 4 | 15 |
| | | 180 | | 197 | | 167 | 544 |

Categories include Adjunct, Visiting, Research and Clinical titles

¹ Faculty commitment to undergraduate education, active involvement of students in learning (percent involved in research, internships and learning communities), percent of students reporting the university's contribution to growth was high, student progress in attaining selected educational goals, student satisfaction with educational experience, student preparation for a career, job placement of graduates and technology in delivering instruction

² Grants, recognition and impact.

³ Quality of entering students, financial aid, graduation rates, quality of program and student performance

⁴ Systems supporting productivity (good teaching, turnover rate, expenditures on professional development, etc.) cost saving measures (mostly through technology), quality improvement and strength of financial or infrastructure resources.

position to change UM policy. She does seem genuinely interested in helping faculty, administration and staff.

POST-TENURE REVIEW

The committee has a draft report but it is not yet ready for general circulation. Your Senators have copies if you wish to see the draft, and we should soon be able to post it on the Faculty Senate web page (<http://www.umkc.edu/fsenate>). There will be ample time to comment. Basically the draft plan calls for a 5-year cumulative review. It shouldn't be much of a burden, since only a one-page cover sheet will need to be added to the 5 yearly reviews. To start the process a tenured faculty member has to be evaluated as unsatisfactory by both the Chair and the departmental P&T committee. At this point a plan for professional development will be developed by the faculty member, the department or unit committee and a mutually agreed upon mediator from outside the department. The plan will be reviewed and approved by the Dean.

The faculty member will submit an annual report for three years after the plan has been agreed upon. If the other signatories find satisfactory progress for two of the next three years the faculty member will return to the five-year review cycle. Otherwise the file will be forwarded to the campus P&T committee or to the Provost. They will recommend either an additional two-year development plan written in consultation with the faculty member and the Department P&T Committee or that the faculty member be dismissed for cause. A version of the plan applies to administrators. A faculty member who thinks that the development of a professional plan would be helpful can request a performance review and 3 year development plan.

Committee members said that the plan didn't exist to deal with extreme cases, where tenured faculty could be dismissed for cause, but with under-performance. The general thrust is remedial. The outside mediator should provide protection for a faculty member who thinks their performance is found unsatisfactory because of ideological disagreements.

In response to suspicious questions from some Senators, the committee said that the plan is far better than what we now have. It is faculty driven, rather than administrator driven like the current plan. It is also developmental rather than punitive, and has strong protections for tenure built into the plan.

The plan is still an early draft and a final version won't be finished until next term. If you have questions, criticisms or suggestions contact your Senator or send an e-mail to the Senate mail list (senate@umkc.edu) or call the Senate Chair at 1027.

ODDS & ENDS

The IFC is considering a **mediation process** that could be invoked before a formal grievance is filed. The mediation wouldn't be binding, but President Pacheco thought a similar process worked well in Arizona. Arizona used retired faculty as mediators, and the UMC Law School has a major program in alternative dispute resolution, and has national experts in mediation.... An Academic Leadership Group to train new chairs is being set up.... The Senate will investigate upgrading its web page.... The Report of March 7 was approved.

Respectfully submitted,

Harris Mirkin,
Faculty Secretary

CANDIDATES FOR SENATE OFFICES (This is not a ballot.)

Chair:

Ed Mills (Education)

Vice-Chair: (1 selected)

Gary Ebersole (A&S)

Kathleen Schweitzberger (Library)

Secretary: (1 selected)

Harris Mirkin (A&S)

Nancy Stancel (Law)

IFC: (2 selected. The Chair is the third representative.)

Jagan Agrawal (Computer Science)

Max Skidmore (A&S)

Jakob Waterborg (BLS)