

# The **Report**

**Flash!!!**

**Kathleen Schweitzberger  
(Library) won the election for  
Senate chair.**

**U.M.K.C. Faculty**

April 16, 2002

## Committee Reports and Information

Provost Ballard spoke with the Senate. Asked about the status of the various Dean searches he said three deans had been appointed (Bill Osborne in SICE, Brian LeBeau in A&S and Randy Penbroke in the Conservatory). There is a finalist for the position in the Bloch School, but an appointment had not been made at the time of the Senate meeting. The SBS position is still open, and the goal is to have a dean by July 1, 2003. Ballard thought candidates would be identified this fall.

**Committee to study compensation issues:** Larry Kaptain and Jeff Thomas are chairing the committee, and they have been talking with others to decide who should be on it. Regular and part-time faculty, as well as the Faculty Senate, will be represented. Ballard noted that the role of part-time faculty varies, and that the different roles (present and projected) affect compensation. Reliable data on current compensation was needed, and there had to be a discussion of where part-time faculty fit in academic programs. The committee should be in place by May 1, 2002.

**FAR format:** The Provost said the format for the Faculty Activity Report (FAR) is being changed to better reflect faculty work and priorities. The changes will be instituted in the future, though some units have already altered the form. You don't have to fill out a new FAR this year. [Note: Your salary increase this year will be the same no matter what FAR you fill out. :-) ]

The new form will probably have two parts. The first will be standard for the whole university, while the second will be unit tailored. At this point ideas are still being gathered. Deans will discuss the format during their summer retreat and Ballard agreed that there should be significant input from P&T committees. Asked whether final review would be by deans, the Senate, P&T committees -- or all of these -- Ballard said that it hadn't been decided.

Senators asked how the new draft form had been developed, and some questioned whether the form reflected the items emphasized in tenure decisions. Larry Kaptain answered that the draft had been compiled from the "best practices" at other institutions. IUPUI (Indiana University - Purdue University Indianapolis) was especially important. The *best practices* seemed to reflect Boyer (discussed in previous *Senate Reports*). Senators were suspicious of the model used while Kaptain defended the choice, arguing that IUPUI was a comparable and successful institution. The discussion was somewhat unfocused and general. We didn't have the proposed draft FAR in front of us. Ballard promised that Senators would get a copy, and one subsequently was sent. Kaptain said that the draft was designed to elicit discussion and, assuredly, further discussion will take place. The form is at: [www.umkc.edu/fsenate/pdf/X020422.pdf](http://www.umkc.edu/fsenate/pdf/X020422.pdf)

**P&T calendar:** There was confusion about changes in the P&T timetable. The Provost had proposed changes in the calendar, but they were intended to add time, not reduce it. Dossiers are now

due from the unit level on June 1, rather than in May. Ballard said that after his review of P&T procedures he felt there were some areas that needed improvement.

## Committee Reports and Odds & Ends

Most of the committee reports were about work in progress. Some faculty members had questioned the right of the Chancellor and Provost to vote in Senate elections, but they are members of the faculty and thus are entitled to vote.... The Senate recommended that the Budget Committee meet with Vice Chancellor Gates to get answers to budget questions. The meeting should take place before July 1.... There was a discussion of Senate meetings during the summer. Sometimes policy decisions have to be made during the summer, and it is important to call a Senate meeting. It might not be advisable to vote, but at least a Senate Report could be written, informing faculty of issues and choices. It was suggested that the Senate Executive Committee (the Chair, Vice-Chair, Secretary and the two IFC representatives) plus the chairs of the Senate's standing committees be empowered to meet about routine issues and decide if a full Senate meeting is necessary. Senators who were available should keep the regular meeting dates and times open, but meetings would be cancelled if they were not necessary.... The assertion that the administration seems to have more flexible money in their budgets than academic units was briefly discussed. One specific charge was about the distribution of unsolicited books from the Provost's office when faculty didn't have funds to buy books for the library. The distribution was defended by Kaptain as a small expense for faculty development.... A survey of PeopleSoft users to determine levels of satisfaction/dissatisfaction was briefly discussed. There seemed to be dissatisfaction with the software, but information has not been gathered. The Senate will discuss the issue at a future meeting.

Respectfully submitted,

Harris Mirkin  
Faculty Secretary