

Report

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

December 3, 2002

Salary increase: “It’s a choice between paying the people you have more, or paying more people.”

The Chancellor and Provost spoke with the Senate about budget issues, and about the possible UM system mandate of a 4% salary increase pool. They hadn’t yet decided whether to support such a mandate or work to prevent it, and they wanted to know what the faculty thought. The money to pay the salary increase would need to come from UMKC’s budget (VERIP positions, or new enrollment money, or increased student fees) since no new funds would be provided. They did not know whether faculty members would want to forgo a salary increase this year if it meant that positions would be eliminated, or if they would want to have the increase in order to offset rising costs and prevent a loss of people. *{Note:*

Table 2. FY 2002 Faculty and Staff Counts

Category	Number	%Female	%Minority
FACULTY			
<i>Full-time</i>			
Faculty with tenure	327	29.7	12.8
Non-tenure on track	128	45.3	25.8
Non-tenure track	344	58.1	24.4
Total full-time faculty	799	44.4	19.9
<i>Part-time</i>			
Faculty	535	50.3	17.6
Instruction/R.A's	473	45.5	51.2
Total part-time faculty	1008	48.0	33.3
FACULTY TOTAL	1807	46.4	27.4
STAFF			
<i>Full-time</i>			
Exec/admin/mgr	233	52.4	12.4
Other professionals	364	63.7	14.8
Technical & paraprof	132	59.8	28.8
Clerical & secretarial	318	88.4	38.1
Skilled crafts	102	4.9	19.6
Service/maintenance	220	36.4	69.5
Total full-time staff	1369	58.4	30.3
<i>Part-time</i>			
Exec/admin/mgr	12	58.3	0.0
Other professionals	49	59.2	10.2
Technical & paraprof	50	70.0	28.0
Clerical & secretarial	109	74.3	21.1
Skilled crafts	1	0.0	0.0
Service/maintenance	109	61.5	20.2
Total part-time staff	330	66.4	19.4
STAFF TOTAL	1699	59.9	28.2
All full-time	2168	53.2	26.5
All part-time	1338	52.5	29.9
TOTAL ALL	3506	53.0	27.8

From the Chancellor's Report to the Curators

Subsequent to the meeting members of the IFC said that even this bleak scenario was optimistic. They thought that current positions would need to be cut.}

Some Senators thought we should give a higher percent to people with low salaries, and/or people who got promotions, and/or to meet competitive market conditions. Others asked how the money would be distributed among the different units. (The administration hasn’t decided.) The Provost said that he intends to have a series of faculty workshops on the salary issue and other budget concerns, and he thought the deans should be having them with faculty in their schools. Senators suggested that he distribute information beforehand on where money is being spent - what percent goes to administration? Staff? Faculty? How has it changed over the past several years? Additionally, if faculty were to intelligently discuss the issue of salary increases, they would need prior information on the effects of the various scenarios.

Several capital projects, that don’t take rate money, are moving ahead. The Board approved an architect for the Student Center (This would be funded by students.) and plans are going ahead for a new Residence Hall. After those are in place Twin Oaks will be razed and an “Urban

Village” will be constructed on the land. It is too expensive to remodel the Oaks.

Dean searches

We currently have 3 interim deans, and Dean Nancy Mills (Nursing) intends to retire in the near future. The Education School has an interim dean (John Cleek) and is closely divided on the issue of whether he should be appointed as a permanent dean for a finite period. His contract runs out on December 31, and apparently Cleek is not willing to continue with the title of "Interim." The Provost said that he is still consulting with Ed School faculty and has not yet made a decision about what to do.

Medicine has an interim dean (Betty Drees) who apparently has the support of almost everyone. The school is also tied to the Truman Medical Center in a fairly complex relationship. The question there is whether they do a national search even if they like the person that is there now. The Chancellor said that she will discuss the question with the search committee that when it is appointed.

The SBS Interim Dean intends to leave at the end of February. However, the Danforth Committee on the Life Sciences and the Millennium Committee still haven't made their reports, and the Provost does not want to open a search for a new dean until he gets their recommendations on how the life sciences should be structured. Of course, February is not far away, and the faculty would like to have input into the selection process. The Provost acknowledged the faculty concern and the looming date, but did not feel he could lay out a procedure yet.

Extended Cabinet

The Senate had a long discussion about the Extended Cabinet and its role. A proposed reorganization of the Extended Cabinet would create a body of about 120 people. The Chancellor's Cabinet would sit in it, and each unit would get to select 4 members from a pool of volunteers. (Two of the people would need to be faculty.) The Senate would appoint 4 people; the Student Government would appoint 10; and the external community would appoint 12. The Administrative Assembly would also appoint some members. After all this there would be about 30 faculty, and 30 staff, in the Extended Cabinet.

Some Senators said the faculty proportion of the Extended Cabinet should be much higher (about 60%) and that the distribution of faculty should be proportional to the size of the school. Others asked why the Senate wasn't more involved in its redesign. [The Chair said that Senate discussions of it got crowded off the Agenda.] There were several comments about the role of the Extended Cabinet, asserting that it wasn't clear what it was supposed to do, and often seemed to act simply as a tool of the administration, reinforcing their biases and opinions. [The replies were that the Extended Cabinet is a sounding board rather than a decision making body. It didn't vote, and the most valuable thing was the networking and cross fertilization that occurred. It was designed to change the conversations at UMKC, and to take back ideas to the units. One of the main accomplishments of the Extended cabinet was the *UMKC 2000 Report*. One Senator, in an impassioned statement, agreed that the Extended Cabinet didn't do much, but said that the Senate didn't do much either.] For a Senate discussion it was rather raucous. :-)

There were questions about the relationship of the Senate to the Extended Cabinet. Were we legitimizing it if we appointed Senate representatives? Did we want to do that? Should we be antagonistic to it? Should we push for a larger representation of faculty? As these questions swirled around a surprising resolution emerged and was passed. It said that the Senate should not distance itself from the Extended Cabinet, but rather should join it: **Resolved: That the Senate as a whole be a part of the Extended Cabinet.** [The intent was that the Senate would replace the four faculty members that were to be appointed by the Senate. The other members would not be reduced.]

Senators overwhelmingly supported the resolution, and it passed with only 3 negative votes. Kathleen

Schweitzberger (Senate Chair) was to inform the Chancellor of the resolution.

Faculty Associate for Faculty Development

We were told that a search committee for the Faculty Development position was being formed, and the Senate was asked to nominate somebody for the committee. After some discussion the Senate thought the faculty should have a far more important role in the choosing of a person for this position. Senators argued that, at a minimum, the entire Senate should conduct interviews, or should be involved in the Search Committee. This would also have the result of increasing the legitimacy of the person named for the position. There wasn't a formal vote on the idea, but there was a great deal of support and Ellen Suni (Senate Vice Chair) said she would discuss the idea with Ballard and Kaptain.

[Note: In a subsequent letter, Laurence Kaptain wrote:

In 2001, the Extended Cabinet decided to form a Center for Excellence in Learning and Teaching at UMKC. UMKC faculty and Extended Cabinet members created and supported this vision. A director and staff were to be hired this year—but that won't happen due to the budget cuts.

In order to still realize this vision for supporting faculty—a leadership position has been created for a faculty member to be a Faculty Associate and help start this Center—all in a much more modest manner than what was originally proposed. Furthermore, the nationally known Project for Excellence in Teaching (based at MU) is going to help support our faculty in the formation of this Center, and guide the initial activities.

In an email sent to all faculty on Nov. 25, 2002 Kaptain said:

Our office has received several requests to extend the deadline for applications for the Faculty Associate in Faculty Development position. We have also received several FAQs that are worth posting, as well as changes in the application deadline and start date.

Teaching release time will be covered by the UMKC Center for Excellence in Learning and Teaching. The unit of the individual selected for this will bear no cost.

The starting date will actually be in May-June, 2003 (to be determined). The Spring 2003 (January-May) may be used to make preparations, and interact with MU's Project for Excellence in Teaching.

Interviews, selection will take place between December 11-13, 2002.]

Grievance procedure

There was a report on the grievance procedure and a discussion about how well it worked. Did the administration usually win? Did adjudication take an unreasonable amount of time? The hearing panels are composed of faculty, but the issues are often fairly technical, and it is hard to prove a grievance. Often, the grievance procedure is just treated as a formal step before going to court. Opinions on the effectiveness of the Grievance procedure varied widely. Larry Kaptain said that he thought the Mediation Process that had been set up would often be a more effective path than the rather formal grievance Procedure.

Respectfully submitted,

Harris Mirkin,
Faculty Secretary