

FACULTY SENATE REPORT

August 17, 2004

Major Topics:

- Reorganization Proposal
- Compensation Planning
- Extended Cabinet
- Senate Organization
- General Faculty Meeting
- Modem Pool Discontinuance
- Teaching Center

Chancellor's Report

UMKC Reorganization Proposal

Chancellor Gilliland thanked the senate for the serious consideration of the initial reorganization proposal that has occurred over the summer. The input regarding the proposal from all over campus was highly variable but very helpful. Two points emerged from the initial conversations, 1) the discussion of the reorganization needs to be extended over the next academic year, 2) the discussions might be expanded to include the consideration of reorganization of academic units. Chancellor Gilliland asked the Faculty Senate to help in planning the structure of the discussions in consultation with Vice Provost Jeff Thomas. Because the discussion of reorganization will take more time, the Chancellor announced that she will appoint Provost Osborne for a two year term and drop the interim designation. These two years will allow one year for the reorganization planning and one year to conduct a search for a Provost. Provost Osborne has indicated that he would return to teaching following his service as Provost, therefore a search for a dean for the School of Computing and Engineering will begin this year.

Convocation

The Chancellor encouraged senators to attend Convocation scheduled for August 26th. Robert Bellah, author of *The Good Society* will speak at 1:30pm. Summaries of selected sections of the book are available on the UMKC website.

Progress Report on Our Emerging Future 2003-2004

Chancellor Gilliland provided each senator with a copy of this annual update on our progress toward the Emerging Future goals. She credited Jennifer Spielvogel, Asst. Vice Chancellor for Institutional Effectiveness, with leading the preparation of the document.

School of Medicine/Life and Health Sciences Planning

The Chancellor spoke briefly about the request of President Floyd to review the School of Medicine mission, focus, and curriculum in regard to its engagement in life sciences research. The letter from President Floyd to Chancellor Gilliland and her subsequent request to Provost Osborne and Dean Drees to make a recommendation on the formulation of a review committee was distributed.

Extended Cabinet

The Extended Cabinet will be re-established but with some changes in form and function. Applications will be available on-line on Monday, August 30th. The Chancellor asked the senators to consider joining to create a strong link with faculty governance.

The Chancellor ended her comments by sharing copies of book the newly published book, *University Leadership in Urban School Renewal*, edited by Nancy Zimpher and Kenneth Howey, ACE Praeger Publishers, 2004. Chancellor Gilliland's chapter is titled, **“Many Voices, One Future: Creating New Standards-The Gold Line Future at UMKC.”**

Provost's Report

Vice Provost Thomas gave an update on the compensation plan that was developed in response to reactions in recent years to the processes of determining raises for faculty. Chancellor Gilliland initiated the development of a plan that took into consideration the following: 1) market comparisons, 2) promotion in rank 3) research incentives, and 4) one time performance awards. The first two components have been put into effect this academic year, the last two components will be put into effect in the next academic year. Implementation of components 3 and 4 of the plan was delayed until the next academic year because of language in the Missouri Constitution relating to the use of bonuses. Vice Provost Thomas distributed the memo that was sent to deans outlining the guidelines to compensation planning. The deans were asked to follow the guidelines and their salary recommendations were evaluated by the Provost's Office. The Executive Cabinet authorized the use of \$750,000 for extra salary adjustments and about 150 faculty members received adjustments. Some academic units have a three-year plan to complete the salary adjustments and some made the adjustments in one year.

In response to questions from senators Vice Provost Thomas indicated that market comparison was used to determine salary adjustments, but it is less clear how salary compression is defined and addressed in the compensation plan.

The compensation plan will not be used annually. It was done because we are behind in comparison to the national market but if we get up to market then the budgeting process should take over and maintain the correct position in the market. If we do sensible budgeting and if units keep the revenue they generate through SCH (student credit hour)

production then the academic units should be able to meet greater salary needs with greater resources.

There was discussion about the salaries of part time faculty. A suggestion was made that the Provost office needs to provide money for deans to compensate part time faculty. It was suggested that we establish a minimum wage for part timers. The issue was raised that a previously established arrangement in the College with part-time faculty who teach both in summer and fall semesters, i.e. that the salary would be distributed in such a way that an August paycheck would be received, was not followed. Thus unexpectedly, some part-time faculty will not receive a paycheck in August. Vice Provost Thomas asked for a copy of the memo that Provost Ballard had sent agreeing to pay part time faculty over 5 months rather than 4 months. He also asked for a short report on the issue with comparison data from area institutions. He promised to explore implications of the report. The Vice Provost asked for the senate to report on the effects of the compensation plan.

There was a brief discussion of the process for activating the extended leave policy that was approved by the Senate in April. Vice Provost Thomas indicated that the policy would need to be presented to and adopted by the Executive Cabinet.

The Vice Provost reminded the senate that we will have a presentation later in the fall regarding Budgeting for Excellence.

Senate Organization for 2004-2005

Senate chair, Jakob Waterborg welcomed new senators and thanked the past officers for their service.

The following announcements and organizational items were presented:

Senate Vacancies - Senator vacancies which require unit level elections – 2 in the College of Arts and Sciences, 2 in the School of Computing and Engineering, 1 in the Bloch School, 1 in the School of Education, and 1 in the School of Pharmacy.

The chancellor will host a reception for the Senate on Sept. 14th.

General Faculty Meeting – August 26th 3:00PM to 4:00PM in Royall Hall 111.

The purpose of the meeting is to present a brief history of the discussions on reorganization and to begin the conversations about generating a structure for proceeding with the campus wide extended discussion of reorganization. Senators from each unit will be asked to speak briefly about their unit's initial response to reorganization. There will also be time for faculty to bring up any other serious issues they feel should be addressed.

IFC Election - will be held in the near future. There are two nominees. The nomination period closes Sept. 7th 5:00PM.

Senate Standing Committees - The standing committees of the senate will be chaired by the executive officers. All senators are asked to consider serving on one of these committees and to invite other faculty in their units to serve. A listing of the issues to be addressed by the committees is given for each committee.

Academic Affairs Committee – Richard Murphy, chair - no issues yet

Administrative Issues Committee –Kathy Loncar, chair – by-laws revision, the Chancellor’s mandated 5-year evaluation, IFC position election, and deans’ evaluations.

Welfare Committee – Stuart McAninch, chair- part time faculty concerns

Budget Committee – Jim Durig, chair - budgeting for building maintenance is managed – taxing of units, cost of phones to units. Vice Provost Hines will be asked for information on this. This committee has had meeting with Vice Chancellor Gates recently and he is providing information about general revenue allocations year by year, and ending balances. The committee is working on getting better and more consistent information and participation in budgeting.

Senate committees and the full senate need to make yearly reports.

Campus Standing Committees - The senate as the representative body of the faculty is responsible for seeing that faculty positions on the following committees are filled: The Advisory Committee on Promotion and Tenure, the Grievance Panel, the Committee on Tenure, and the Standing Committee on Research Dishonesty. The executive committee needs to determine who is serving on each of these committees and provide current lists on the senate webpage.

The Senate agreed to the procedure for the approval of minutes that has been used in previous years.

Miller Nichols Task Force and the Instructional Technology Committee- Senate representatives are needed need to replace Joan Dean and Jerry Place. A description of the duties for each position will be distributed before next meeting.

Peoplesoft Assessment – The chair summarized a report by Strider and Cline Inc. on the assessment of the University System’s use of Peoplesoft management software. It will be

discussed by General Officers at their next meeting. The full report is available in the Senate's webpage.

Modem Pool Discontinuance - The Chair shared data on modem pool use and there was brief discussion on the decision to end the service on Sept. 1, 2004.

Teaching Center

Following up on a report he gave to the Senate in September 2003, Senator Stephen Dilks gave a brief review of the ongoing efforts to develop a faculty controlled teaching and learning center at UMKC. An interim coordinating faculty committee is developing plans to create preliminary by-laws and an elected coordinating committee. The Provost's Office has provided space for the center in the library and is committed to the center so long as it remains focused on teaching strategies and student learning.

Adjournment

Senators Present: J. Waterborg, R. Murphy, K. Loncar, S. McAninch, K. Bame, E. Gogol, S. Dilks, J. Durig, K. Vorst, J. Snell, T. Stein, C. Rice, O. Ukpokodu, T. Luppino, L. Green, K. Schweitzberger, T. Cole, K. Ballou, S. Krantz, O. Igwe, C. Jones, S. Joy.