

# Faculty Senate Report

September 21, 2004

## Major Topics:

IFC Election  
Budget Issues  
Task Force on Roles and Rewards

## Information Items:

- New or Re-elected Senators seated: Sue Thompson from Education, Jim Durig, Tom Mardikes, and Steven Driever from the College, Ken Mitchell and Jerry Stach from Computing and Engineering, Steven Neau from Pharmacy.
- Suggestions of items for the UCLA survey are still needed. Please submit within the next 10 days.
- The carry over on TIF funds of \$885,000 from fiscal year 2003 was the result of delayed contracts payout, and salary and wages for Blackboard support.
- There is a vacant seat on the System Committee on Tenure which UMKC must fill since Bill Morgan's term has expired. The Chair asked for nominations. If there is more than one candidate the Senate will vote to select the representative for UMKC. The representative must be a full, tenured professor.
- A system-wide academic calendar will be in effect starting in the academic year 2005-2006. Spring break will occur in the 8<sup>th</sup> week of the winter/spring semester in the new calendar.

## IFC Election

The electronic voting for the IFC representative ended at mid-night, Tuesday, September 21, 2004. Chair Waterborg, met this morning with Kathy Loncar and Tom Stein to verify the vote totals. There were 253 votes total, 250 valid votes, with 3 duplicate votes not counted. Because of the challenge to the voting process, Chair Waterborg asked the Senate to consider the election and the results as fair and valid. A motion was made to judge the election to be fair and the results accepted. There was a lengthy discussion of this motion which included the following points:

- The average senate elections get 40-50% vote return, this election had approximately 40% return.
- The election should have been administered by the Administrative Issues Committee not as a result of a decision by the Executive Committee.
- One candidate did not have a statement printed on the ballot and felt that there was not a fair representation of intent to run.
- The security of the electronic voting procedure was questioned extensively.
- The Senate was not allowed to discuss and vote on the use of an electronic voting process.

Following the discussion the Senate voted on the motion with 2 yes votes, 11 no votes, and 3 abstentions. The election was declared null and void, and the Administrative Issues Committee will oversee the election of the IFC representative.

### **Chancellor's Report**

Chancellor Gilliland reported to the Senate that an additional 9 million dollars was allocated to the UM system at the end of the legislative session last May. President Floyd determined that the monies would be available to the four campuses under the following guidelines:

- 4 million to be used for student access defined as an endowment for need- based scholarships (campuses must match from private donors in \$15,000 increments, means 266 scholarships for UMKC, must raise matching monies for 50 this year)
- 1 million to be used to match endowments for faculty positions, 2 per campus
- 4 million to be used for strategic initiatives (UMKC built on premier programs and submitted 5 proposals. The UM libraries also submitted a joint proposal.)

This money will be a permanent increase in the budget, but may or may not continue to be used in the programs President Floyd specified this year. The Chancellor indicated that we will continue to see an increase in the leveraging of state dollars and private dollars.

The Chancellor also reported that the Curators have approved the budget to be submitted to the legislature this session and it includes an increase in core funding of the UM system, earmarked for salaries and E&E funds. There is also a request for general funds for endowed chairs program to be leveraged with private dollars. There is likely to be a health professionals initiative because of the shortage of health professionals across the state.

As regards capital funding the Chancellor reported that President Floyd will re-introduce the selling of bonds for life sciences development.

The Chancellor reminded the Senate of the Chancellor's Fund for Innovation and requested four representatives from the Senate to serve on the selection committee(?).

The Chancellor has received good feedback from faculty across campus on the compensation plan. She indicated that the development of a plan for staff compensation will be more challenging because of the greater variety in types of jobs and performance criteria.

In response to a question about the 2% salary raises for this year the Chancellor indicated that each academic unit got 2% from the administration but average raise was 4.8% for all personnel in academic unit who didn't change positions.

The Chancellor closed her remarks by reporting that following her request to meet with faculty with connection in China she was able to meet with about 40 faculty and now has a good sense of what to address during the upcoming Edgar Snow Symposium, including working toward getting greater opportunities for our faculty to work in China.

### **Vice Provost's Report**

Jeffery Thomas, Vice Provost for Faculty Development reported to the Senate on the final Report of the Roles and Rewards Task Force. The full report is posted on the Senate's website. Vice Provost Thomas began his report by giving a brief summary of the history and development of the Roles and Rewards Task Force beginning with the PRIDE Breakthrough Project to the organization and planning of the R& R Task Force.

This Task Force was charged with looking at tenure regulations and the roles rewards system at UMKC and in particular at the Chancellor's Memoranda 35 and 77. This group has had many meeting over the last year. The most controversial topic for the group was the criteria for tenure in particular in the area of scholarship. Vice Provost Thomas noted that not all members of the committee agree with all aspects of the report, but indicated that there was some consensus and some compromise represented in the final document. The task force used focus groups to gather input from faculty across campus but turn out for the focus groups was low, raising a question about adequate faculty input. Issues the group addressed included how much weight to give teaching, giving recognition to interdisciplinary work, the definition of research, the relationship between the units and the campus, and contradictions that exist between the CRR and the memoranda 35 and 77.

Vice Provost Thomas summarized the report including these primary recommendations for change:

- To justify tenure there must be evidence of excellence in all three areas

- Address the problem of basing tenure on past performance as predictive of future performance
- Increasing the emphasis on teaching
- Creating a broader definition of scholarship
- Including community engagement as service activity
- Encouraging integration of the three performance areas.

There was also discussion of the need to have the tenure process be more open with more opportunity for applicants to respond to evaluations in the tenure process. In addition the report recommends that dean's not be allowed to stop the tenure process, that lower ranking faculty cannot vote on the promotion of higher ranking faculty, and that the campus promotion and tenure committee should provide a statement of justification of its decisions to the Provost. Other areas discussed in the report are the investments made in tenure track and non-tenure track faculties, the need for more communication about faculty awards, the creation of more awards and the aligning of awards with our mission.

The discussion on faculty roles and rewards closed with some comments that the recommendations are seen by some as eating away at the status of the university as a research institution, and the potential problems with the higher expectations for community service. Vice Provost Thomas reminded the Senate that they should read the report with the understanding that not all aspects of it have to be accepted. He requested that the Senate study the document carefully and respond to it over this academic year.

### **Budget Committee**

A budget report was distributed and a brief report given.

### **Adjournment**

**Senators Present:** J. Waterborg, D. Murphy, K. Loncar, S. McAninch, L.G. Green, S. Driever, S. Thompson, J. Snell, T. Stein, E. Gogol, C. Jones, J. Ragsdale, K. Vorst, R. Gardner, K. Bame, S. Joy, S. Dilks, J. Durig, K. Schweitzberger, O. Ukpokodu.

**Excused:** T. Luppino, K. Mitchell, S. Neau, C. Rice

**Submitted by**  
**Kathryn Loncar, Senate Secretary**