

## **UMKC General Faculty Meeting October 28, 2005**

The Chair of the UMKC Faculty Senate welcomed all faculty in attendance and gave a brief explanation of the requirement for General Faculty Meetings as stated in the Collected Rules and Regulations. Pat Brodsky, President of the campus AAUP chapter reminded faculty that there will be a chapter meeting immediately following this meeting.

A presentation from the Committee on Organizational Structure and Community Outreach (COSCO) was given. The members of this committee are: Ed Hood- School of Law, Karen Bame- School of Biological Sciences, Phillip Crossland- Bloch School of B&PA, Steven Driever-College of Arts and Sciences, Randy Gardner-Bloch School of B&PA, Gary Ebersole-College of Arts and Sciences, Alfred Esser-School of Biological Sciences, Jerry Knopp- School of Computing and Engineering, Tom Mardikes-College of Arts and Sciences.

Ed Hood, the Chair of COSCO began the committee's report with a Powerpoint presentation in which he explained the origin of COSCO, and its purposes. He introduced the members of the committee and explained that the committee was formed the first of March, and has had at least 30 meetings over the last few months, including meetings with the Chancellor, the Provost, and many others. The committee also sent questionnaires to many individuals in the effort to gather as much information as possible. Each of the divisions of the administration was investigated carefully by two of the committee members.

A flow chart of the current administrative structure was shown and explained. COSCO found problems in the current administrative structure especially in the equal status of the officers at the Vice-Chancellor level. The committee believes that it is essential that academic affairs drive all other functions of the university. The committee also observed that there has been a serious increase in the practice of elevating job titles and salaries for many individuals in central administration over the last five years. The committee also found some duplication of effort in major lines of the central administration in areas like diversity and public relations. IN addition, there have been several administrative appointments made without appropriate searches. Following this presentation, each sub group gave an update on their investigation and indicated what would be in their final reports.

Alfred Esser reported on the investigation of the Provost's Office. The sub-committee found continuously shifting administrative structures in this office. The budget for this office was shared as was a list of centers and projects on campus which the Provost's Office administers. The sub-committee focused on a few also of these centers and projects and found that some of them, in particular the Kansas City Repertory Theater are taking a lot of dollars.

Gary Ebersole reported on the Division of Student Affairs. This division is very large and has about 200 full time employees plus 122 student employees not including

communications personnel . There has been a lot of title inflation in this division in the last few years accompanied by salary increases. Student Affairs is an important area but these are concerns. There has also been quite a lot of “responsibility creep” in this division, with student affairs taking on so many other areas of the administration. There also appears to be a lack of transparency and accountability in use of student funds. Other concerns are the issue of providing permanent jobs for students, and excessive and unwise expenditures especially on Twin Oaks. The final report on this division will have both positive and negative points.

Steven Driever reported on the Office of Administration and Finance. This division includes accounting function, the Cashier’s Office and the budget office as well as the Human Resources Office. In this division, the total number of employees has gone down in recent years, but expenses have gone up, including administrative salaries. Tracking budgeting has been complicated by the conversion to Peoplesoft. Other observations about this division include; the generation of revenue by university owned real estate and the use of that revenue, and the increases in the personnel budget for this division are high because of additions to budget office staff. The Parking Control Office and the Bookstore also are a part of this division and bring in some revenues.

Ed Hood reported on the investigation of the Office of Advancement. The Senate has seen the full report on this division. The point was made that we must work for the most efficient operations in this era of tight finances while maintaining service to our students. As in the other divisions, the Office of Advancement also has had some title and salary inflation in recent years. The campaign for building funds haven’t done nearly as well as hoped. The Alumni Center, Student Center, and library expansion have not come about. However, the Health Sciences building is currently under construction. This division has some serious management problems and poor accountability standards, as well as poor record keeping, out of date databases, and many inefficiencies in operations. Chair Hood closed his report by thanking the Chancellor, the Provost and President Floyd for providing so much information.

COSCO recommended five changes which were given on a handout.

The Senate has supported the first Recommendation on a Strong Provost model.

Chair Hood showed the organization model which COSCO proposes, which includes a new position of comptroller and new reporting lines. The COSCO Committee then moved that the UMKC faculty support the adoption of Recommendation # 1 favoring a strong provost model for our campus. The vote count was: 39 yes votes, 2 no votes, with 3 abstentions.

The Chair asked if anyone had any issues to raise from the floor. There were none.

Adjournment