

Report

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

November 2, 1999

Note: Usually I write the Senate Report on the night of the Senate meeting. Luckily this one was delayed. In the interim one of the stories covered had a happy ending.

The Senate focused on two issues. The first was a visit from representatives of the AAUP (American Association of University Professors). They discussed what the AAUP did, and talked about the value of reviving the AAUP chapter on this campus. They also thought the AAUP network could help in evaluating the candidates for the Chancellor's office. A local chapter is currently being organized. If you want membership forms or more information on the AAUP contact the Senate at 1027 or visit the AAUP website <http://www.aaup.org>.

The second part of the meeting focused on the discovery that the Faculty Senate was not scheduled for a separate time to interview the Chancellor candidates, and the faculty had been given an inadequate amount of time. We were told that the schedule could not be changed. At the time we thought that President Pacheco had made the schedules but Kathy Loncar, Chair of the Search Committee and former Chair of the Senate, apparently did them. The schedule prompted a heated discussion that resulted in a plan we hoped it would be unnecessary to invoke.

After the meeting Ed Mills, the new Senate Chair, discussed the Senate resolutions with Interim Chancellor Lamb and Interim Provost Smelstor. He expressed the hope that Lamb could intervene to prevent an awkward confrontation. Though Lamb had earlier indicated that he was not, and should not, be directly involved in the Chancellor search process he did intervene quickly and effectively. Your secretary does not know all the details, but the Interim Chancellor did speak to the Chair of the Search Committee and time was found for the Senate to meet with the candidates.

AAUP

Steven Finner, from the national AAUP, and David Gruber from Truman State and President of the Missouri Conference of the AAUP, spent about an hour with the Senate. Before the meeting they also met with the Senate officers and with interested faculty. Finner did most of the talking. He said that the AAUP was an organization that

had always been concerned with issues of faculty governance. The faculty was not just another group on campus. It was central, and its role in selecting top academic officers is crucial. He also said that the AAUP could assist in analyzing college and university budgets, an area in which the Senate desperately needs help. He commended the Faculty Senate for taking a more active role over the past couple of years, but thought that Senators needed to consult with their faculty more. They were representatives of the faculty and should act accordingly. He said it was important that when faculty served on committees to represent faculty they should be elected by faculty and not simply appointed by administrators.

Finner noted that currently the battle for faculty governance was a tough one. While corporations have been setting up governance models that collapse management structure and move in a direction in which employees at all levels participate in management, universities have moved towards a more hierarchical model. Distance education was often an outgrowth of this model. It was often not used for the benefit of students or faculty, and courses were designed without adequate faculty participation. Also the increasing number of part-time faculty increased administrative power.

The AAUP did not replace the Faculty Senate. Finner said it supplemented it and could supply a political dimension to the Senate's work. The AAUP had contacts with legislators, legislative committees and in the Governor's office. AAUP chapters throughout the state could cooperate, and that gave them a fair amount of political clout. He also suggested that there should be a faculty member on the Board of Curators.

Chancellor search and interviews

The Senate was upset, no doubt about it. The announcement of the Chancellor candidates appeared in the newspaper before faculty members were told. Kathy Loncar said it was standard to do that since confidentiality was required and people should not hear the candidate's names before the official release. The Senate did not find the statement terribly convincing.

Worse, information on the candidates, and the interview schedules, had still not been released. We did know that the meeting time for all faculty was absurdly small and that the Senate was not scheduled for a special meeting with the candidates. Since the Senate is charged with being a liaison between the faculty and the Chancellor this seemed like a deliberate slap. The candidate visits were close. We needed to gather information, organize a reasonable way of questioning the candidates and insist that the Senate have adequate time. After some discussion we instructed the Chair to write President Pacheco and Kathy Loncar, saying that the Senate thought it imperative that we be scheduled for "a separate and substantial amount of time to meet with each of the three candidates for

the Chancellor's position." In light of the tight time frame we needed an answer within 24 hours. If time wasn't arranged the chair was to contact each of the candidates, inform them of the Senate's concerns and ask that they request to be scheduled for a separate amount of time to meet with the Faculty Senate. The Senate strongly supported these resolutions (with only 2 abstentions), but was concerned that it made UMKC look like a terrible place. It certainly put candidates in an awkward position. Still, Senators felt they had no choice.

Happily the letter was never sent.¹ Before sending the letter Chair Mills arranged a meeting with the Interim Provost and Chancellor. Mills was told that the President was out of town, but the Interim Chancellor promised to try and ease the situation. Apparently it was not the President that was responsible for the schedule. Lamb contacted Kathy Loncar and the schedule was changed.

Other issues

The **ballot** had been held up in printing, so that it arrived after the date it was due. Also, it had gone to all recipients of the Report and only regular faculty was allowed to vote. We decided to void the election and redo it.... It seems that in Rolla some **faculty raises were over \$1,000**. It was not known how this was done.... An **early retirement plan** is being discussed at the system level, and a decision is expected in the next 6 months.... The **Senate Budget Committee** was in contact with the Interim Provost and they arranged to meet with the people working on the budget.... The Physical Facilities

¹ The text of the letter was:

The U.M.K.C. Faculty Senate is concerned that it was not scheduled for a separate meeting with the Chancellor candidates. We hope that this was simply an oversight. Since the Faculty Bylaws of the University of Missouri — Kansas City specify that the "Senate shall serve as a liaison between the Faculty and the Chancellor" such a meeting would only be appropriate.

At the regular Senate meeting of November 2, 1999 the Senate overwhelmingly passed the following resolutions:

Resolution 1: The U.M.K.C. Faculty Senate deems it imperative that the Senate be scheduled for a separate and substantial amount of time to meet with each of the three candidates for the Chancellor's position.

We instruct the Senate Chair to contact President Pacheco and Kathy Loncar regarding this matter. In view of the short time before the first candidate visit is scheduled, we need an answer within 24 hours.

Resolution 2: We hope that there is an affirmative response to the first resolution. If not, after 24 hours the Senate Chair shall contact each of the three candidates and inform them of the Senate's concerns. The Chair will ask the candidates to request they be scheduled for a separate and substantial amount of time to meet with the Faculty Senate.

I can be contacted at my U.M.K.C. office number (816-235-2441) or by e-mail(millse@umkc.edu). It is my hope that you can respond positively to Resolution 1.

Thank you for your consideration.

Committee will have a **tour of the Chancellor's residence** to see the amount of work that needs to be done.... Senator Jakob Waterborg will meet with Vice Chancellor French to discuss whether **enhancement money** has inappropriately gone to Endowed Chairs.... The **Dean of the Education School** was precipitously relieved of the position and Joan Gallos was given a 3-year appointment as dean in his place. Though the appointment itself does not seem to be unpopular with faculty, there was no consultation beforehand. As of the Senate meeting Gallos had not yet accepted the position. The reason for the quick replacement is not known. The Interim Provost was apparently fairly high handed at the beginning of the meeting with faculty when the appointment was announced, but by the end there was a better atmosphere.... **The formula for distribution of mission enhancement money** will change. In the first two years every unit got some, but in the future units would have to apply for money and decisions would be made by the council of Deans and Directors on the basis of the Strategic Plan. Some expressed concern that interdisciplinary programs were not represented in that body.... The Chancellor will host a reception for the Faculty Senate and some of the administration prior to the Senate's Dec. 14th meeting.... Valerie Johnson volunteered to serve on the **Campus Safety and Security Committee** for Hospital Hill. We still need a volunteer for the Volker campus. You do not need to be a Senator to serve. Call chair Mills or the Senate office at 1027.... The Senate Reports of the previous two meetings were approved.

Respectfully submitted,

Harris Mirkin
Faculty Secretary