

## **Faculty Senate Agenda**

**22 January 2008**

**Plaza Room, Administrative Center, 3-5pm**

1. Welcome
2. Interim Provost Drees (3pm)
  - a. Market pool use was done by Provost and Chancellor
  - b. Drees expects there will be another 1% off the top market pool again this year, in the neighborhood of \$1.4-1.5 million. Thinks we'll be in a better position to address market this year for faculty. Nearly finished reviewing the faculty compensation survey.
    - i. Need to look at revenue issues and how they can affect (positively) faculty salaries going forward.
    - ii. Market issues are not the same across units.
    - iii. Have to prepare a report for Board of Curators due in July about how to address faculty compensation going forward.
  - c. Dean searches going forward.
    - i. Search firm hired for Conservatory Dean search.
    - ii. School of Computing and Engineering search restarted
  - d. New Provost Gail Hackett has been to campus, met with a number of people, started reviewing data. After official start in February, will be meeting with faculty and staff in each academic unit.
  - e. Budget Committee continues to meet. Nearing completion of budget model.
    - i. Finalized version will be posted to web to allow for review by everyone.
    - ii. Implementation plan will be over a 3-4 year period.
    - iii. Intent is to make success factors clear for all units.
  - f. Summer School
    - i. Working on finalization of how summer school will be run.
  - g. Drees understands there is a need to reactivate the Information Technology Council; need consistently voiced from all units for information, way to provide consistent input on various processes. Needs to be reestablished by next academic year.
  - h. Question from a senator regarding 2007/2008 market pool process. Will the provost's office provide guidance about identifying compression and trying to alleviate compression (one faculty member at a time, or how?).
    - i. Provost's response: units must look at performance measures as well as market; her sense is the compression is the biggest salary issue for faculty.

- i. Question from another senator: when a student is caught plagiarizing, the faculty member should have the prerogative to fail the student for the course. When the student appeals, the ruling has been to fail the student for the assignment, not the course. The question is: who made that policy and when was it made? How did we get to the point where that policy is made and applied? If this is so, there is no real consequence for plagiarizing! Drees replies that she must do some research, but this is also a good issue for an Undergraduate Council. Also, some units have their own honor codes.
  - j. Another question for Drees about the installation of new phones across campus. To his knowledge, no inquiry was made about dissatisfaction with the existing phones. These are apparently very expensive phones -- \$400+ retail, and it took an IT person 20 minutes to program the phone in his office. Drees does not know, but is willing to ask for more information.
    - i. Schubert notes the IP phones should save money in the long run because the calls go through the internet, rather than through the phone company.
  - k. Question from a senator regarding the budget model and possible reallocations. Drees responds that there will be some reallocations, but in the long run, units will be able to address any funding gaps with increasing student credit hours – modest increase in enrollments are needed according to projections. A transition plan to pay off some debts we have will eventually put more funds into the general funds (e.g., Twin Oaks debt retirement). Outsourcing some things has helped save some support costs (such as the bus service).
  - l. Question about increasing student credit hours; students have a difficult time finding one hour courses to fill out their credit hour needs for graduation. Drees responds that we need to make it easier for students to enroll, get the courses they need – all business processes support our core mission. Need a permanent infrastructure to resolve issues as they arise and develop a good solution.
  - m. Drees wants to express thanks to Senate for their work on the budget model, for their work on the P&T process, and for the opportunity to get to know them.
3. Additions or corrections to the agenda—Ebersole
  4. Information items
    - a. Raj Arora has resigned as Senator from the Bloch school because of teaching conflicts.
      - i. Care should be taken by deans to ensure Faculty Senators are allowed to avoid class scheduling conflicts with Senate meeting times in order to participate in faculty governance.

- b. Ebersole reports he met with incoming Provost Hackett before the holiday break at her invitation. She will be attending Senate as much as possible and will meet with Senate Executive Committee.
    - i. A senator asked about the Chancellor meeting with Senate. Ebersole notes that the Chancellor has competition for his time.
  - c. Ebersole reports that incoming UM President Forsee requested a meeting with Ebersole. The meeting was productive; Forsee does not intend to micromanage or insert himself in academic issues. He does want to be an advocate for the university with alumni, the governor, the legislature and others.
  - d. Tom Mardikes and COSCO are examining the grievance process. COSCO has received a report from MacQuarrie; of the 18 cases reported, 8 were concluded by “grievant left the university.” Is there a problem with the process if the grievant leaves the university?
  - e. Local AAUP chapter will provide a promotion and tenure workshop on Friday, 15 February. Information is available from the local chapter.
  - f. Plagiarism, etc. issues related to grading
5. Approval of minutes (move to next meeting)
6. Registrar questions – Doug Swink, Karen Schlabach (4pm)—moved to 5 Feb. meeting.
- a. Grade due dates at end of semester
7. Administrative Issues Committee – report on standard operating procedures – Waterborg for Stein
- a. Document distributed separating the standard operating procedures from actual bylaws to allow for ease of changing procedures as compared to changing bylaws (more levels of review and approval needed for bylaws because they become part of the Collected Rules and Regulations).
  - b. Ebersole suggests senators review document, revisit for discussion at 5 February 2008 meeting.
  - c. Legal affairs has reviewed and suggested a few minor changes.
  - d. A senator asked about the use of “regular faculty” instead of tenure-track faculty. Waterborg responded that current voting faculty on this campus need to determine possible inclusion of non-tenure track faculty.
  - e. Another senator asked about the inclusion of a nominations committee as proposed by Ebersole in 06/07. This committee recommendation does not recommend having a separate committee, but keeping the nominations aspect within the Administrative Issues committee.
8. Academic Freedom statement –Hopkins

- a. Statement developed by Hopkins, Hali Fieldman, Stuart McAninch.
  - b. Vigorous discussion within committee regarding what should be included, how to frame interdisciplinary work.
  - c. A senator asked “who is the audience?” The committee discussed this very issue and in a sense, this was meant to be a document from the faculty as a collective body to all of its constituencies. The committee wanted to make sure it did not represent only a faculty position. Committee members also wanted this to be accessible to a lay audience. The senator noted that a concern that this might not be understood by all audiences; concern is not about the content but the readability. Another senator noted he sees the audience as the members of the academy at large.
  - d. A committee member noted that this document lays out the rights and responsibilities. She would like to preserve the language with its eloquence and elegance. Another person suggested having bold headings for various sections.
  - e. A committee member notes this should be posted visibly and possibly each unit has its own version appropriate for its discipline.
  - f. A senator likes the document and would not like to see it become diluted and “PowerPointed.”
  - g. A suggestion was made by a senator to post to the UMKC web site with a note “for questions, contact XXXX.” Of course, who would be the contact person?
  - h. The Staff Council representative suggested adding staff to the last sentence at the end of the first paragraph. A committee member suggested that she would like to see staff included in a more holistic manner in the document.
  - i. Another senator noted that he sees the paragraph relating to student rights and responsibilities as needing to be noted that this applies to faculty as well.
9. Committee reports
- a. Faculty Senate Budget Committee - Luppino.
    - i. no report
  - b. COSCO – Mardikes
    - i. No report
  - c. IFC – Stancel
    - i. See her distributed report.
    - ii. Revised leave policy is on Board of Curators agenda for the end of January.
10. A senator noted the disappearance of the printed class schedule has caused a number of problems. Would like to bring this up with the registrar at next Senate meeting.

Adjourned at 4:53pm.

Attending: Ebersole, Driever, Green, Stancel, Holsinger, Price, Honigberg, Hopkins, Durig, Potts, Mardikes, Beard, Fieldman, Rice, Whitt, Carbone, Mullaly-Quijas, Johnson, Yang, Foxworth, Stanley, Marken, Gutheil, Schubert

Guests: Jakob Waterborg, faculty; Derek Simons, *U-News*

Excused: Kathy Krause