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Faculty Senate Minutes
Tuesday 3rd February, 2009
Plaza room, Administration Center, 3-5pm

Present: Ebersole, McArthur, Stancel, Holsinger, Downs, Price, Honigberg, Taylor, Hopkins, Ziskin, Beard, Davies, Beard, Whitt, Gardner, Butner, George, Luppino, Sykes-Berry, Alleman, Yang, Stanley, Ward-Smith, Gutheil, Schubert, Humrichouser, Gonzalez, Foxworth, Madison-Cannon, Williams.

Visitors: Cindy Pemberton, Vice Provost for Academic Affairs.

Excused: Fieldman, Potts, Whitt,
Absent: Knopp,

Welcome-3.05pm call to order, Chair Ebersole.

Information items:

- a) BOC meet this Thursday 5th Feb, 09 to review President's financial plan to address the budget crisis. We expect to incorporate more hard numbers.
- b) Chair Ebersole will attend the MAFS Legislative Day in Jeff City & meet with legislators regarding the budget and impact on Higher Education.

Agenda: accepted with no additions and passed unanimously.

Previous Minutes: January 20, 09 Senate meeting minutes were accepted and passed unanimously. (Jeff Price remarked that he had received a copy with "tracked" edits).

Chancellor Morton report:

Chancellor Morton provided an update following the general UM administrative officers meeting and summarized the approach used by President Forsee and team to evaluate how the operating expenses are being utilized across the system. A five-page document was provided showing operating fund expenditures FY 2009 at UMKC, within the academic units, academic and administrative support units, and campus wide. Chancellor Morton felt this was a useful way to analyze how we are managing from a budgetary perspective. These data demonstrated that we are spending, with few exceptions (School of Education), ahead of last year, and will incur undeniable challenges on the present trajectory. He further remarked that we are lucky to have the support of Governor Nixon and must do all we can to support the Governor in his efforts to get his plan supporting Higher Education through the Missouri State Legislature. At this stage in spite of the "freeze" on hiring, we are still hiring more than we lose so that the impact of our current measures has not been impressive thus far. Generally, academic hires have accrued at a level equal to a year ago, but staff hires are down.

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Provost Hackett commented that about 70 positions had not even been sent from the units to the Hiring Exemption Committee for review. She felt that it was not optimal for the most difficult of these decisions to be made in the Exemption Committee, as opposed to the units where the personnel would be located. She distinguished between actual budget cuts and the need to reduce expenses to preserve cash.

Chancellor Morton said he would like to be in a position to increase salaries and that it is prudent to restructure to be less vulnerable.

Chair Ebersole added that the Hancock Amendment requires that the Governor balance the budget and that Education is one of the few areas of discretionary spending available for him to cut. The specifics of the State budget would not be known until approximately May. Moreover, because we are already halfway through the fiscal year, a reduced spending 5% requirement would mean that we need to cut 10% to meet the target. At this point there was a clarification to one Senator that any rescission is based on a promise of funds we have not even received yet.

There was discussion regarding how we might increase enrollment and Provost Hackett remarked that we must investigate this especially with respect to marketing UMKC summer school which has been very successful in the College of A&S, but also directing our attention towards the Fall. Senator Schubert noted that we do not have a co-ordinated marketing strategy with continuing education programs. Senator Lupino added that the new budget model has incentives built into it that are relevant. This was followed by Provost Hackett's statement that we need to get Summer School moving, as well as implement the new budget model. Senator Marken wondered if it was time to look at prioritizing programs and possible program cuts. The basic message is to all at UMKC is to cut expenses to avoid cutting jobs!

Chair Ebersole reported briefly on a Conference call yesterday between IFC members here, President Forsee, and Betsy Rodriguez in Columbia. There was mention of a potential use of staff furloughs in an extreme emergency and a shift in the benefit plan. There was a brief reference within this context of the power to furlough being vested, in the case of a budget emergency, with President Forsee. This, if it occurred, would be time-limited, for example 12-18 months. Senator Price felt the announcement, which was released today by President Forsee, was premature and should have been broadly vetted beforehand. Another Senator noted that changing the benefit plan was in fact a pay cut. UMKC faculty have received among the lowest in the nation for many years and been sold a bill of goods based on the attractive retirement plan. Disagreement with the proposed plan without prior discussion was of general concern to the Senate and the Executive Committee. Chancellor Morton responded that the email from President Forsee today was prompted by a leak to the news media in Columbia. Another Senator made the point

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that these suggestions should have been discussed with faculty/staff first before the BOC addressed any such proposal. Staff was also very concerned and time was necessary for all to prepare. There is a need for information and numbers attached to the changes and rationale underlying the pension plan suggested changes. Chair Ebersole suggested inviting Betsy Roderiguez here to present to the Senate and discuss this matter ASAP. These comments were followed by several senators noting again UMKCs very low US ranking in regards to salaries and the need to increase these.

Senator Honigberg raised the issue of the recent name change of the foundation from “KC Foundation for Higher Education” to “UMKC Foundation”. This foundation is closely aligned with the UMKC Board of Trustees and is separate but affiliated with UMKC. The senator inquired as to what policies were in place to keep this foundation and the UMKC Office of Advancement from “competing” for the same contributions. Morton replied that one advantage of the new status of the UMKC foundation was that it would bring the many separate foundations supporting different academic units and missions of the university under one umbrella—we don’t want the same donors “hit” by multiple uncoordinated UMKC donation requests. Morton described the UMKC Foundation and the Office of Advancement as acting “in parallel” and stated that the UMKC Foundation would follow the direction of the Chancellor’s office.

Chancellor Morton reminded that faculty must use prudent judgment in order to be productive in the face of the potential cuts and that we should not be giving money back. Provost Hackett added that each unit is different and the best decisions are local.

Provost Hackett’s report

Provost Hackett will be starting to meet with groups of faculty on a regular basis, in addition to inaugurating her blog, in order to enhance communication with faculty and staff and will invite feedback within certain themes. She hoped to begin these new meetings over the coming 2 weeks.

Cindy Pemberton, Vice-Provost for Academic Affairs.

The revised proposal provided by Dr Pemberton to establish an Undergraduate Council was discussed briefly as to when it would launch and how the process would be developed before it was approved by the Senate unanimously. A representative would be needed from each school ASAP

Committee for Committees

The recurring need to fill campus wide committees was discussed briefly and it was agreed upon that the Executive Committee would bring a proposal for this to the Senate.

UMKC Web-site

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A report on up-grading what appears to be an unmanageable and dysfunctional Senate web site was made by Senator Stancel. Good progress has been made and several suggestions have been vetted by IT and between departments. Sarah Morris is ready to present some ideas to the Senate to improve this.

Senate budget report

The financial report was provided and the Secretary summarized this by stating this was in good shape and that we had only spent about \$1200 this fiscal year of the \$25,000 available. Expenses pertained to office supplies, university-related travel, and an institutional membership fee.

Summary of Sustainability Project

Senator Davies reported on the Parking & Transportation Task Force and said she would be reporting regularly. She noted that it would be good to have a link to the Senate web site.

There was a short discussion on how UMKC could save energy by reducing the heating by 2 degrees, for example.

Chair Ebersole adjourned the meeting at 4.55pm.