

**The  
U.M.K.C.  
Faculty  
Senate**

# Report

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

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December 14, 1999

*Secretary's note: The Chancellor and Provost threw a party for the Senate, Deans and Vice Chancellors, and after the party the Senate met with the Interim Provost.*

### Post-Tenure Review

The Senate appointed the following people to the Committee. Since they were all Senators it would be easy for them to Report to the Senate, and via this Report, to the faculty.

Ed Mills (Education, and Senate Chair)  
Linda Voights (English)  
Steve Krantz (Nursing)

*When the Provost spoke with the Senate she reported on the Life Sciences Initiative, which raises crucial issues for the future of UMKC. She also talked about the meetings on core values, and*

*seemed to believe that the discussions were important. Some faculty, on the contrary, think of them as a diversion from more central issues. It is certainly evident that the core values have been extensively discussed in forums sponsored by the administration, while issues like budgetary reallocations have not been.*

*After the value presentation the Provost said she didn't have the time or information necessary to talk about reallocations and some other issues raised by Senators. Perhaps we'll have the discussion in the future, but at this point it seems as necessary to indicate the absence of discussion as it is to record the contents of the discussions that did take place.*

## MEETING WITH INTERIM PROVOST SMELSTOR

### Life Sciences Initiative

The Interim Provost has been working hard in this area. She said there was a commitment of the city

and urban area to become a center for the Life Sciences. This initiative would involve the new Stowers Cancer Center, KU, area hospitals and UMKC. There was a great deal of

**Salary increases:** A study of UM salary says we are fairly well off, full profs better off. Story on p. 4  
**Twin Oaks** discussed by Vice Chancellor Dietz. Story on p. 3

money being invested, powerful elite groups were involved, and the Provost thought it was crucial that the University be a part of the project.

The Provost said that when UMKC came of age in the 1960s we, like all universities at the time, followed the Harvard model. We emphasized departmental research, and separated research from practical affairs. But times are different. We need to bring disciplines and research areas together, and should assume a leadership role in the city.

UMKC is sponsoring a series of Life Science Seminars by outstanding lecturers. These will take place over the next 5 months. One Senator commented that we needed an emphasis on interdisciplinary programs involving the impact of science on society. The University could play a unique role by bringing in the “humanities to humanize technology.” The Provost seemed to agree. She also emphasized the proposed new building for Pharmacy and Nursing. Planning money had been allocated, and she hoped the buildings would be built in the near future.

The Interim Provost briefly discussed the Urban Initiative. She said this group, chaired by Bill Eddy, was studying ways in which UMKC can have a greater impact on Kansas City. Subcommittees are being formed to look at various aspects of the issue.

Provost Smelstor thought these two projects were central to the future of the university. She hoped that faculty would support them and explore ways of implementing them.

## **Core Values**

The Interim Provost reported on the Core Values discussions. She said they were started because the administration felt that, though the Curators had approved a Strategic Plan, there had not been enough discussion of the values underlying the Plan. She thought it was important that we had an examination and statement of these values, both for the internal audience at the University and for the larger community.

Provost Smelstor said that all the discussions emphasized quality. Groups also argued that in a “learner-centered” environment everybody, not only students, were learners. Participants objected to the idea that we should “stimulate” research, since they wanted to emphasize that a great deal of research was already taking place. There was discussion in all the groups about the types of partnerships that were needed. Finally there was agreement that we should embrace diversity in staff, in students and in ideas. The Provost said that she thought these were useful and interesting ideas. She also said the new Chancellor wanted to be a part of the discussion on values.

## **Discussion with the Provost**

Senators thought the life sciences initiatives were interesting and were generally supportive. On the other hand, some feared that the whole university would be tilted in this direction. The money from early retirement and other vacated positions would return to the Chancellor's office. How much of this money would be deflected into the Life Sciences Initiatives, and would all reallocations need to be justified in terms of these? There were other important needs, and many programs were only marginally staffed. There were several situations in which retirements threatened a discipline. The Provost said that other considerations than Life Science's needs would be considered in reallocations, but then said she couldn't talk about how the money would be redistributed until she knew how much money there would be to distribute.

A second question involved the cost of higher education. A recent report said costs were too high, and there was too much emphasis on loans. Scholarships needed to be used to offset some of the price increases, but the UM system seemed to be decreasing scholarship aid. The Provost didn't disagree with the statement, but said a recent survey showed that most people thought higher education was more expensive than it was. She also said that students look at cost, academic programs and subsidy - in that order - when deciding where to go. [Note: After the Interim Provost had left we had a report on the IFC (Intercampus Faculty Council) meeting. A reduction in student scholarship aid (the administrative phrases are "student subsidies" and "discounts") is being considered as a means of generating funds.]

## **LARRY DIETZ ON TWIN OAKS**

Vice Chancellor Dietz reported on the Twin Oaks project. He said the buildings were run down, since the former management had deferred maintenance in anticipation of the university taking over the property. It will take the University 3 to 4 years to complete a total renovation, though it would do partial renovations during that period so that the building could be opened to students.

When the university moved in it had to do emergency repairs to the building's boilers. It had replaced the windows and elevators, installed new sprinklers, and was updating the heating and air conditioning. More washing machines were going to be installed. A common atrium and security area was being built between the two buildings. A bond package would be used to update the wiring, install a food court, classrooms, a fitness center and a computer lab. The bond package would be for \$24 million, and the facility cost about \$7.3 million. Dietz said that he didn't think that the University had overpaid, since it would have cost the school over \$60 million to create a new facility. The location was ideal and there was a great deal of student interest.

At this point rents were 30% under market, and a studio apartment rented for about \$300. There were plans to gradually raise the amount so that we were at market price. Relations with the people who live in Twin Oaks are good. Dietz and others had many meetings with the residents, and they didn't intend to kick them out. Many of the residents were taking courses in the University, and Dietz thought that they would interact well with students and would participate with them in learning communities. The learning community idea was an exciting one and a great deal of attention was being given to it. It certainly went along with the idea of a learner-centered university.

## IFC

Randy Pembroke gave an IFC report. A number of important issues had come up:

- **Academic calendar:** The issue was under study. One possibility was using the Monday and Tuesday of the first week for orientation and testing. If we did that we would lose a class. The holiday on the Wednesday before Thanksgiving was put into the calendar. The wrap-around finals week, tried on this campus this term, was considered a colossal failure. The back to school day was established as August 21.
- **Peer institutions:** Here is the list of comparator institutions for UMKC developed by the system. Randy did not know details of the formula used. The institutions with an \* by their name were approved at UMKC for the final list.

*1. University of Louisville	*8. Virginia Commonwealth University
*2. Temple University	*9. Wayne State University
*3. University of Wisconsin-Milwaukee	10. University of Nevada-Reno
*4. University of Alabama at Birmingham	11. Wright State University-Main Campus
*5. University of Houston-University Park	12. University of Cincinnati-Main Campus
*6. University of Illinois at Chicago	*13. Indiana Univ.-Purdue Univ.-Indianapolis
7. SUNY at Buffalo	14. Univ. of Pittsburgh-Main Campus

- **Salary increases:** There were several points.
  - ✍ Salary increases are mandated to be 4% for the next 4 years. Only 2% of this money will come from the central administration. The rest of the increase will need to come from funds reallocated on the campus.

✍ Some of the money might come from reducing student discounts (scholarships). Several Senators thought that this was a mistake, especially in light of the discussion on the affordability of higher education.

✍ 95% to 100% of the faculty at UMC, UMSL and UMKC got salary increases in the 1% range, while 25% of the faculty at UMR got bigger increases. The President thinks his salary directive was evaded ☺ and is looking into the issue.

✍ According to a study done by the UM Office of Planning and Budget “faculty have fared very well indeed and are near 25-year inflation adjusted highpoints.” The national and UM trends are similar. “It is also apparent that recent history has produced much higher salaries for University faculty and that UM faculty currently enjoy salaries well above those of any of the previous 25 years. Of course, there will be some loss of relative position associated with the meager 1999-2000 increases, but not enough loss to alter the general observations.”<sup>1</sup>

✍ The salaries of full professors have increased more than the salaries of associate and assistant professors. The data shows that “the inflation adjusted salaries of ... full professors have typically increased more rapidly than the salaries of faculty at other ranks. Therefore, faculty salary expansion, not compression, has been the prevalent trend, especially in recent years.”<sup>2</sup>

✍ The mean salary of males has increased more than the mean for females in the same rank at the same campus. The difference was greatest at UMC and UMKC.

<b>Rank</b>	<b>UMKC</b>	<b>UMC</b>	<b>UMR</b>	<b>UMSL</b>
Asst. Prof.	45.1 (47.6/m 42/f)	48.5	49.6	43.8
Assoc. Prof.	55.5 (63.4/m 58.6/f)	58.8	63.0	54.5
Full Prof.	74.7 (75.8/m 68.7/f)	78.4	83.4	72.4

The *Report* of the Nov. 30<sup>th</sup> meeting was approved.

Respectfully submitted,

Harris Mirkin, Faculty Secretary

<sup>1</sup> The full report can be found at [http://www.system.missouri.edu/planning/Issue\\_Brief/IB99-9/ib99-9.html](http://www.system.missouri.edu/planning/Issue_Brief/IB99-9/ib99-9.html). If you don't want to type all that just go to <http://www.system.missouri.edu/planning/> and press the “Faculty salary condition and compression” button.

<sup>2</sup> These figures might be thrown off by endowed chairs. From the IFC Minutes: “One of the issues ... pertained to the possibility of salary compression (i.e., are full, associate, and assistant professor salary averages growing closer together). Steve Chatman reported that the opposite was taking place with salary expansion occurring. However, the data on full professors included all of the recent hires at the endowed levels. The Council asked for additional analysis with salary data from the endowed positions removed.”