**Minutes**

**UMKC Faculty Senate**

**Meeting of 2 February 2016 3:00 – 5:00 pm**

**Plaza Room, Administrative Center (Volker Campus)**

**Present:** Peggy Ward-Smith, Gregory Wyckoff, Margaret Brommelsiek, Susan Sykes Berry, Laurie Ellinghausen, Jack Nelson, Della Damon, Kathleen Kilway, Kathleen Schweitzberger, Mark Johnson, Nancy Stancel, Michelle Maher, David Van Horn, Roger Pick, Bi-Biotti Youan, Zach Shemon, Michael Wacker, Kathy Krause, Marilyn Taylor, Linda Mitchell, Nathan Oyler, Sean O’Brian, Deb Chatterjeee, Ed Abreu, Mark Sawkin, Christopher Holman

**Also Present**: Provost Bichlemeyer, Tony Luppino, Brent Never, Jennifer Coldrion, Karen Vorst, Johnathan Pryor

**Excused:**

**Absent**: Carole McArthur, Dee Anna Hiett, Jacob Marszalek, Tarak Srivastava, Leonard Dobens, Ed Gogol, Gregory King

1. **Welcome (Peggy Ward-Smith, Chair)**

Chairperson Peggy Ward-Smith welcomes the senators.

1. **Approval of agenda / minutes**

Senators approve today’s agenda and the minutes from the last Faculty Senate meeting. The minutes from the last meeting had a few edits and is currently updated and posted on the Faculty Senate website.

1. **Announcements**

Chairperson Ward-Smith shares the following announcements which are posted on the Faculty Senate website:

-The NSSE summary from 2008 is posted. Starting February 16th, first semester freshmen and last semester seniors will be surveyed. Gentle reminders to complete the survey will be sent February 24th, March 3rd, and March 9th. Students have until the end of May to complete the survey.

-This year faculty will be asked to participate in the FSSE survey in order to compare results and data with those of the students in the NSSE survey. Anyone who taught an undergraduate class last semester will be invited to participate in the FSSE survey, including those professors who co-taught an undergraduate course. Invitations to participate in the survey will happen mid-April. The NSSE and FSSE will allow the undergraduate curriculum to be evaluated from both a student and faculty viewpoint.

-The MU Faculty Council’s resolution to uncouple the UM system is posted on the Faculty Senate Website. The Faculty Council believes that this is a good resolution because there are openings for both the president of the UM system and chancellor for MU.

-The Senate Bill 583 is from the Board of Curators. The new information is added in bold print. The Board of Curators will determine who gets an instructional waiver among tenured faculty. Regular teaching faculty will be assigned a teaching load that is either fewer than 12 section credits or less than 180 students. The Curator will determine who gets a waiver and will establish an Instructional Waiver Review Board. 31% of UMKC tenured faculty have institutional waivers. According to the senate bill, the Board of Curators want to cap the waivers at 30%. Provost Bichelmeyer shares that there is a UM system taskforce in place, in which Chairperson Ward-Smith and Dean Medeiros are members of. The taskforce will analyze the language of the bill. Many professors that receive institutional waivers are on course relief for administrative work, department chairs, etc. Instead of faculty receiving pay increases as they assume multiple roles on campus, they receive instructional waivers.

1. **Provost Update**

Provost Bichelmeyer highlights the activities and events she has been engaged in since the last Faculty Senate meeting. UMKC plans to do a campus climate survey. The last survey was conducted 8 years ago. Rankin & Associates consulting group have been contracted to do the survey. They are located at Penn State and have worked with UMSL, S&T, the University of California system, and 150 additional universities. The provost appreciates the fact that the survey will be an informed research and evaluation experience. The Campus Climate Working Group had a meeting with Rankin & Assoc. last week. This group will help design the survey based on a number of items that have been vetted at other institutions and previous surveys. The survey is customized for UMKC. The survey will be created this spring and administered in the fall (late September/early October). The analysis will be given to the campus early spring 2017.

The 4th listening session took place last week. A committee of students, faculty, and administration will look at the commentary and data from the listening sessions and map that against campus activities, groups, and offices that focus on diversity, equity, and inclusion. The report created will then be presented to both the Volker and Hospital Hill campuses before spring break (around March 15th). The committee has already started to analyze this data. The committee had a meeting this week and had an honest conversation about over-engaging in activities. Four themes were discussed in relation to what campus climate should be: better communication, a clear sense of value and appreciation of all the individuals on campus, civility, and respect.

Moreover, the provost, chancellor, and vice-chancellor met with the Black Graduate Student Organization earlier this week. At the last Dean’s Council meeting, it was agreed to constitute a taskforce of deans and school representatives to look at the needs of graduate students, such as the variability of benefits provided to graduate students (i.e. salaries) and social engagement. Based on listening sessions and other meetings, it was determined that graduates would like to find a greater UMKC collective, have more social opportunities, and international student healthcare options. Also, a team of school and administrative representatives have worked together to customize the COACH survey for UMKC. The provost met with this team a week ago and the team shared that there are four themes used to interpret data. One theme is about promotion and mid-career experiences of faculty. In the survey there was commentary about interdisciplinary activities, communication, and appreciation and recognition for faculty. Furthermore, the provost thanks the senators that are on the Strategic Funding Planning Committee. There will be another call for proposals for the upcoming year that will be announced shortly in order to have a less condensed proposal review process and have opportunities to vet.

The provost went to K State-Olathe to meet with the CEO and Dean Richardson to discuss the value of UMKC to other institutions, as well as strategic initiatives. The Research Advisory Council met yesterday afternoon to discuss financials, strategy, and operations. The provost also attended a meeting with department chairs and directors in which opportunities at UMKC for students and faculty were discussed.

1. **Retirement update (Brent Never, 30 minutes)**

Brent Never and Johnathan Pryor discuss retirement benefits. Their presentation is uploaded on the Faculty Senate website. The changes that are being proposed relate to retiree health insurance only. Guiding principles for the Total Rewards Committee include maintaining pay and benefits for active employees, improving cost predictability for overall pay and benefits packages, and making retiree insurance available to as many employees as possible, especially with those with long service or nearing retirement. The changes are not about insurance provided during active employment. There are 4 Access Categories that are based on age and years of service. The recommendations will be presented to the Board of Curators in April. Senators share concerns about new hires that were offered the total rewards package that will eventually be inaccessible to those that have less than 5 years of service. Senators also discuss budget and funding for the retiree benefits

1. **Resolution for senate leadership (executive committee, 20 minutes)**

Senator Mark Johnson discusses changes on how the Faculty Senate conducts its business. He presents the first reading of proposed changes in the bylaws, such as the designation of senate officers. At the second reading, there will be a motion to vote on these changes. The elected Faculty Senate officers are the chair, chair-elect, and past-chair. The chair elect will be elected for a 3-year term and on the election, each position will advance. The previous chair-elect becomes chair and the previous chair assumes the past-chair role. The chair is the presiding officer of the senate. The chair will serve on the Faculty Senate Executive Committee and the IFC during his/her term. The past-chair will preside in the absence of the chair, serve as parliamentarian of the Senate, and serve on a committee to validate faculty votes. The chair-elect will serve as secretary and record the minutes. Should a chair resign, that office will be assumed by the chair-elect and a new election for chair-elect will be held. If the chair-elect resigns, there will be a special election to fill the vacancy. Should the past-chair resign, the senate will elect a parliamentarian to fulfill the role for the remainder of the past-chair’s term. Faculty Senate Executive Committee members should not serve more than two consecutive terms (2 three year terms).

1. **Diversity and Inclusion (Jennifer Coldiron, 15 minute)**

Flyers for upcoming events are on the Faculty Senate website. The Diversity and Inclusion website has been revamped and can be found here: [**http://info.umkc.edu/diversity/**](http://info.umkc.edu/diversity/)

1. **Parking Committee update (Karen Vorst, 15 minutes)**

Karen Vorst gives a presentation about parking. Her presentation is on the Faculty Senate website. Senators share concerns about lack of parking availability and the parking expense for faculty and staff.

1. **Committee updates (IFC, SOP, CIE) (20 minutes)**

There are no committee updates.

1. **Adjournment**

Meeting adjourned at 5:00pm.