**Minutes**

**UMKC Faculty Senate**

**Meeting of 20th October 2015 3:00 – 5:00 pm**

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

**Present:** Peggy Ward-Smith, Kathleen Kilway, Gerald Wyckoff, Eduardo Abreu, Mark Johnson, Sean O’Brien, Margaret Brommelsiek, Mark Johnson, Kathleen Schweitzberger, Susan Sykes Berry, David Van Horn, Laurie Ellinghausen, Ed Gogol, Nathan Oyler, Jacob Marszalek, De Anna Hiett, Michael Wacker, Carole McArthur, Ida Ayalew, Roger Pick, Della Damon, Leonard Dobens, David Van Horn, Linda Mitchell, Michelle Maher, Gregory King

**Also Present:** Beci Edmundson, Betsy Rodriguez, Chancellor Morton, Provost Bichelmeyer, Carol Hintz

**Excused**: Nancy Stancel, Virginia Blanton, Marilyn Taylor, Zachary Shemon, Jack Nelson, Mark Sawkin

**Absent:** Christopher Holman, Carolyn Barber, Tarak Srivastava, Bi-Biotti Youan, Deb Chatterjee

1. **Welcome and announcements (Peggy Ward-Smith, Chair)**
   1. **Nomination for the UM (1) Student Standard of Conduct and (2) Student Grievance Committee (nominated, 2-year term) Rhonda Manney.**

Rhonda Manney is in the School of Nursing and Health Sciences and works with Pathway. Since there are no other volunteers for the position, senators vote Rhonda Manney for the UM Student Standard of Conduct and Student Grievance Committee.

* 1. Della Damon is the new senator for the Staff Council.
  2. Dean evaluations will close Friday, October 23rd at 5 pm. The evaluation will continue to be open over the weekend and will not officially close until Monday, October 26th.
  3. Bookstore orders for the upcoming spring semester classes will be due soon. The bookstore sent a reminder email to faculty. The information is in today’s agenda and will be in the minutes for today’s meeting. Chairperson Ward-Smith will forward the email to those that have not received it.
  4. Chairperson Ward-Smith proposes to change the order of the agenda items for today’s meeting due to timing. Betsy Rodriguez’s HR presentation will be before the Hiring Committee update from Chancellor Morton. Senators voted in favor of this change in agenda order with no abstains.

1. **Approval of agenda / minutes**

Today’s agenda is approved with the recommended changes in agenda order. The minutes from the October 6th meeting are also approved.

1. **Benefit Update – Retiree Medical and Annual Enrollment (Betsy Rodriguez) (45 minutes)**

It is currently annual enrollment which ends Friday, October 30th. Betsy Rodriguez discusses the retiree medical study that was initiated this past January. The study was done to ensure that retirees get the most for their dollar because health insurance enrollment has drastically changed for those over the age of 65. There are currently better healthcare options in the marketplace that are more affordable than that offered by the UM system. Another reason for the study is to ensure that the university is in a position to offer the retiree medical benefit due to recent changes in accounting policies and procedures. The UM system has to book the liability for retiree benefits. The UM system does not put any money away for the retiree medical benefit for employees and therefore the university will owe this liability to employees upon retiring. Due to accounting policies, the liability now has to be placed on the books and the university has to partially fund this liability for retirees, which is a direct cost. This dilemma hit the private sector about 20 years ago and this sector has since eliminated the retiree medical benefit. The retiree medical benefit is greatly affecting higher education. Paying retiree medical comes from the same monies as the current benefits and salaries.

$808 million is the current unfunded retiree medical liability and this value is growing. If not addressed, by 2045, the liability will exceed assets and increase to $ 4.5 billion because of the number of retirees living longer and a varying medical trend of 6-8%. The project retiree medical initiated this past January and involved touring the UM system campuses and meeting with employee groups and current retirees. There are about 7500 current retirees and about 4000 of these retirees use UM system retiree medical benefits. The focus groups asked current retirees and employees about their current benefits in order to understand their expectations of the retiree medical benefit. Moreover, the focus groups posed three questions to both employees and retirees: what do they think of their current benefits, what they dislike about their benefits, and what are they worried/concerned about with respect to their benefits. The UM system seeks to improve the retiree medical benefit and address the liability issue without having a negative impact on both retirees and the university. Betsy Rodriguez notes that it will be difficult to address the liability curve without effecting a group-either current employees or retirees.

The university’s main focus is to determine what needs to be done and when to do it. Unfortunately both of these concerns are unanswered. Rodriguez further discusses that the Total Rewards Advisory Committee, which is comprised of faculty and staff have recently presented recommendations for the medical benefit to both her and the President of the UM system and soon, this committee will bring these recommendations to employees. Information about the retiree medical benefit is on the Total Rewards website which can be found under *Human Resources* on the UM system website.

Currently, an employee is eligible for retirement at the age of 55 years, but they must have at least 10 years of service. Furthermore, an employee can be 60 with at least 5 years of service. With the retirement plan, employees earn 2.2% for each year of credit. The university offers lifetime medical benefits with a subsidy to the retiree and his or her spouse/partner, which is generous because most higher education institutions do not offer this. Because the university is letting employees with very little years of service take advantage of the benefit, the liability increases. The employees and retirees that participated in the focus groups shared that longevity matters and individuals should be rewarded for service. Five years of service was not enough and agree that the definition for long service is about 20 years.

The current plans the university offers for those that are not yet 65 are the PPO and Healthy Savings Plans. For those that are post-Medicare age, the university offers myRetiree Health and Healthy Savings Plans. The myRetiree plan is not a “rich plan” and tends to pay for things Medicare does not. Retirees state that this plan does not help with small needs and procedures. There is also a higher deductible for those post- 65 years old on the myRetiree plan. Moreover, UM system plans are significantly higher in cost than other marketplace plans.

The university pays about 73% of a current employee’s medical benefit.

Contrastingly, the university’s payout for retirees is dependent on age and years of service and normally averages to about 50%. Those retirees with more years of service, get a higher subsidy. Only about 6 million of the 45 million Medicare retirees have coverage through an employer plan. Market plans for those Medicare-eligible are quite robust and these retirees often do not need university subsidy to supplement. The Medicare Advantage plans had restrictive networks about 10 years ago, but now, they resemble PPO plans with very broad networks. Those that take on Medicare Advantage plans, receive a subsidy from the government that can greatly reduce the price of the plan. The university does not offer Medicare Advantage plans and would like assist retirees in exploring other medical benefit options outside of that offered through the UM system. The reason why market plans are about 25-50% lower than that offered by the university is because the university covers about 4000 retirees and market plans cover 4.5 million and therefore the cost is spread out. Also, through the Affordable Care Act, by 2020, there will be an enhanced Medicare pharmacy benefit, which will reduce the cost of other market plans. Despite all of these current and upcoming positive changes to Medicare, there are not many market options for those that are pre-65 years old. The average age of retirement for UM system staff is 62 and the average age for faculty is 64. A coverage gap exists for these individuals who are not yet Medicare-eligible and poses an expense to the university to cover these individuals.

In order to reduce this liability and based on the proposed recommendations of the Total Rewards Advisory Committee, vested employees will receive the retiree medical benefit, but spouses will no longer be offered coverage. The UM system plans to explore a Medicare Advantage plan. Furthermore, the university is researching modes for cost sharing medical expenses (i.e. coinsurance, copays, etc.).

The recommendations for current retirees are expected to be approved, although they have not been officially presented to the Board of Curators. The recommendations are as follows: preserve the plans, continue the current UM subsidy of premiums, and take advantage of market options to increase value/lower cost. The university intends to make bids on Medicare Advantage plans and other more affordable marketplace plans and present 2 to 5 options to retirees to ensure that they are choosing the best plan for their health and financial needs. If the new plan exceeds what is offered through the university, the university keeps the excess subsidy. If a retiree chooses a more expensive plan, he or she would have to pay for the excess not covered by the UM subsidy.

The UM system will no longer offer the retiree medical benefit to new hires. This change should be implemented within the next year. The Total Rewards Advisory Committee also recommends that those not vested (less than 5 years) by a particular date, will not have access to the retiree medical benefit plan. For those that are vested, the committee suggests that the university offers either the medical benefit or a cash payment to employees that actually retire from the university. About 20% of UM system employees (both staff and faculty) stay until retirement. The cash payment will be offered at retirement and placed in a health savings account. This payment will be offered pre-tax and will be $100 for each year of service with a maximum of $2500 per year. Its intent is to mimic what one gets at the lower subsidy levels. The committee has defined what is considered “close” to retirement, which is within 5 years of full retirement eligibility. Moreover, based on the information provided from the focus groups with retirees and current employees, individuals prefer the UM system healthcare instead of receiving a subsidy to purchase within the market on their own because the private sector plans are also convoluted and confusing to understand. They believe that the university is a helpful resource in helping navigate various medical plans in the market. The Total Rewards Advisory Committee should be presenting their recommendations officially within the next few weeks. Betsy Rodriguez’s presentation is currently on the Faculty Senate website.

1. **Update from Chancellor Morton (Hiring Committee) (30 minutes)**

Chancellor Morton discusses the Hiring Review Committee. The committee started December 2013 for the hiring of individuals in 2015. The meetings are held monthly, but can occur more frequently. The committee has to start at least 6 months in advance to start the hiring process for the upcoming year. The data Chancellor Morton is presenting is from January to October 2015. Data illustrates that there were a total of 1870 positions offered with 1575 positions approved, one position denied, and 294 positions on hold for general information. The hiring data includes, GRAs, GTAs, adjunct professors, and staff. Data presented looks at the budget and actual money in variance between the years of 2013 and 2015 and is based on total compensation and benefits. There was a small variance in 2013 and 2014, but a significant variance of $7.4 million in 2015. The actual money as compared to 2014 and 2015 was about $2.4 million lower than compensation and benefits. Chancellor Morton’s presentation will be uploaded on the Faculty Senate website.

Compensation and benefits represent 80% of operating costs. In 2013, before the initiation of the Hiring Review Committee, all of the department chairs met to discuss the need for this committee and how UMKC can increase its cash on hand because, at the time, it was the lowest in the UM system. In 2009-2010 there was a Hiring Committee implemented and in that schoolyear, there was a $500,000 improvement as compared to the prior schoolyear. The Hiring Committee was prematurely disbanded by Chancellor Morton due to the improved financials in the 2009-2010 schoolyear. The following year, UMKC was $8 million over budget. This was due to many factors, such as a raise pool that accounted for about $3.5 million and ad-hoc adjustments.

The Hiring Review Committee has observed that there are clear distinctions between the role of GRAs and GTAs. GRAs are to be grant funded and their position aligns with funding. Also, GTAs need to be used when a specific class size is met. Likewise, there is a key distinction between graders and GTAs-GTAs teach, while graders do not. Graders also do not come with tuition reimbursement. Some units are able to offer stipends and book costs to their GTAs and senators call for a uniformity between the units on what is awarded to GTAs. Chancellor Morton mentions that often, with respect to GTAs and GRAs, grant funding runs out and the university has to be responsible to pay these individuals. This often happens when hiring contracts are not clear about start and end dates for employment. Provost Bichelmeyer suggests that baseline consistency amongst the units would help UMKC avoid such issues. Moreover, adjunct professors are not the desired approach, but it is the most cost effective. UMKC is attempting to ensure that adjuncts do not receive any last minute assignments and are compensated appropriately. Chancellor Morton brings up the possible consolidation of positions between departments. Chancellor Morton uses statistics courses as an example. A senator mentions that the math department is not sharing its new statistics hire with the School of Dentistry, which may affect the School of Dentistry’s accreditation in the future.

Furthermore, when there is a hold on funding, the academic department is notified within 24 hours, depending on if HR has a late meeting that day. The department will then receive a full list of approvals and the reasons for any holds placed. Provost Bichelmeyer states that the Hiring Review Committee is responsive to issues about timing, hiring authorization, and transparency about how decisions are made.

Chancellor Morton shares that, going forward, UMKC will have increased campus wide engagement which will be discussed at the next Faculty Senate meeting. Eventually, the Hiring Review Committee will be retired which will lead to staffing plans, compensation, budget alignment, and performance. Senators further discuss paying GTAs appropriately, which include tuition reimbursement. Some units list more GTAs than they actually have funding to support. Provost Bichelmeyer suggests that there should be a shift toward more teaching and research support costs in order to potentially grow the undergraduate population. Provost Bichelmeyer shares that strategic staffing plans may assist in increasing the number of undergraduate students. UMKC is very graduate student heavy. By increasing the undergraduate population, GTA and GRA pay may increase because of the increase in the undergraduate student body. The Provost believes that packaging programs by using keywords such as sustainability, analytics, etc. will be appealing to students and therefore, may increase student enrollment.

1. **Provost update**

Provost Bichelmeyer has had internal meetings with the College of Arts and Sciences department chairs and faculty and SBS faculty. She has hopes to meet with every academic unit on campus by the end of the semester. She has met with leaders of various constituent groups to discuss their experiences on campus, such as the African-American Leaders Council, LGBT Council, Diversity Council, and the Emeritus College. She has also met with various donors linked to scholarships and endowments.

Moreover, the Provost is involved in staff engagement. She is learning the intricacies of the UM system. She has met with the University of Missouri Academic Officers in Columbia. Furthermore, there are opportunities for UMKC to enhance its international relationships. On October 19th, there was a meeting with delegation from Indonesia to establish partnership with the University of Taumanagara.

Provost Bichelmeyer believes her role is to find common themes that can help faculty do their best work. With teaching, research, and service as main objectives, the Provost wants to ensure that UMKC works strategically to accomplish its goals. To go over how to integrate UMKC’s strategic plan, she will be holding a retreat with deans and senior staff in her office on December 16th. There are seven points in the UMKC strategic plan with four being of highest priority given the mission of UMKC in terms of academic success. Two of the points deal specifically with academic programs: health sciences and fine arts. One theme deals with embracing diversity. The other themes relate to teaching, research, and service and involve putting student success at the center, infrastructure for research, community engagement, and revenue generation.

1. **Follow up from SOP/ CIE and other committees**

The CIE met with Tony Luppino and had an organizational meeting to decide whether individual taskforces would report directly through the Faculty Senate or through the CIE. It was decided that reporting will come from the CIE. Faculty input can happen via senators asking the faculty of their academic unit. Faculty input can be sent via email to Tony Luppino and Senators Gogol and Wyckoff. Tony Luppino is setting up baseline information for each of the taskforces to help frame faculty questions. Provost Bichelmeyer further shares the importance of transparency of process. She asks that the CIE send her bullet point lists of the types of questions defined by and related to each taskforce.

There are no IFC updates. Senator Wyckoff asks that senators email or print out any SOP recommendations. The General Education Curriculum Committee met a week ago. Assessment reports were shared with the committee and these reports will be shared at the next Faculty Senate meeting. In order to make the General Education program more sustainable, the committee plans to move to a 1/3, 1/3, 1/3 assessment, assess artifacts from every student and have only a percentage assessed, and have a committee complete the overall assessment. Overall assessment reports are general and instructors can expect feedback.

1. **Bookstore information**

The Verba collection site has been updated to provide a more user friendly platform and now includes affordability update for each book selected.  Feel free to review the below links for details.

* + Faculty video : <https://verbasoftware.wistia.com/medias/2kzjtaq9kw>
  + Faculty help documents: <https://docs.google.com/document/u/1/d/194dSN3g54A0OC914lxcOxPJQCEeZ1YzuILMi4v0fZMU/pub>

If the start date is different than the start of the semester, please add a note to the comment box of the adoption

If there is to be a choice between the items adopted, please add a note to the comment box of the adoption

* + i.e. choose either the loose leaf with code or the code alone

When there is a choice, all of the items need to be entered as Required not Optional

If a course is combined/cross listed with a grad level course or a course in another department, please make a note in the comment box so that we can match up the adoptions

* + The enrollment number needs to be distributed across the courses
    - i.e. Hist 2500 has enrollment of 25 and Bl STU has an enrollment of 10.

If the sections of a course are merged together, the enrollment number PER section

is to be entered.

* + i.e. total enrollment = 100 and there are 4 sections, then an enrollment per section is to be 25

If the Lecture and Labs are merged together, take a moment to Split the Labs from the Lecture.  The textbook information is adopted under the Lecture section and the Labs are entered with No Text Required.

If you would like a custom course packet, those with copyrighted materials are due November 16th and those with non-copyrighted materials are due December 14th.

1. **Adjournment**

Meeting adjourned at 4:54 pm.