

University of Missouri – Kansas City
STATEMENT of VALUES
[LSWG Final 9/26/2016]

We, the community members of UMKC, are proud to contribute to a student-centered urban university that fosters a culture inspired by *principles of equity, inclusion, and respectful interaction*, where we are committed to a mission of *learning, discovery, and service*.

We Are Individuals -

- Each accountable for the decisions we make and the actions we take in both performance and conduct.
- Each unique, multitalented, and valuable to our communities, families, and each other.
- Each possessing an inherent dignity and deserving of respect.
- Each reflecting diverse social and cultural groups throughout all levels of our organization, and its commitment to the principles of inclusion and equity.
- With the right to voice our own views and also the obligation to listen empathetically to the views of others.

We Are Committed to Each Other –

- To act with integrity and honesty in our own spheres of influence to create and maintain a culture of caring, service, contribution, stewardship, and cooperation.
- And strive not to judge others or assume negative motives.
- To work together collaboratively and in partnership to create equity on our campus and in the greater community.

We Are Continuously Learning –

- Through our commitment to scholarly integrity, understanding, and personal growth.
- That our education also includes learning from our mistakes and valuing feedback from others, regardless of position or status.
- Acknowledging our prejudices and biases, so we may explore the ways in which our experiences have shaped us as individuals and, through this exploration, begin to heal ourselves and our communities.
- With the goal of building and sustaining a climate that is supportive of anyone who seeks to engage in learning, discovery, and service.

We Are Working to Create a Great University, a Vibrant Community, and a Better World –

- To engage in respectful dialogue, and strategies that create a multicultural organization that is safe for everyone, encourages full participation, and expects everyone to interrupt and eradicate all forms of oppression.
- Focusing on critical inquiry and factual and data-driven discourse, and high levels of performance and professional conduct, fostering the principles of community, creativity, collaboration, and continuous improvement.
- To accept and value change as inevitable and constant, providing us with ongoing opportunities to engage in research, learning, teaching, and service that foster a brighter future for each and for all.

***OUR KEY VALUES:
ACCOUNTABILITY, COLLABORATION, DIVERSITY, INTEGRITY, LEARNING, and RESPECT***

Proposed Process for Restructuring Biological Sciences, Chemistry, Geosciences and Physics

Presentation to Faculty Senate

October 4, 2016

Provost Bichelmeyer

Action:

The planned action is to consider a reorganization including the School of Biological Sciences Divisions of a) Cell Biology and Biophysics, and b) Molecular Biology and Biochemistry, as well as the College of Arts and Sciences Departments of c) Chemistry, d) Geosciences and e) Physics.

The reorganization plan must take into consideration standard policies and procedures dealing with Faculty governance, Promotion and Tenure, Curriculum, Research, Teaching, Service, Facilities, and Outreach to alumni and community. In addition, curricular issues, degree requirements, advising structures, etc. must be considered.

Justification:

There are several reasons for this planned action, including the following:

- a) The five units can work together to increase excellence in research and teaching through synergy, building a quality research “ecosystem”.
- b) Reorganization increases the possibility of recruitment of interdisciplinary faculty, with increased access to resources and possible joint appointments.
- c) Better ability to address space and equipment requirements of all natural sciences researchers.
- d) There will be increased possibilities for research interactions, potentially leading to joint publications and grants.
- e) The five units have similar functions and challenges within UMKC.
 - a. Each unit is part of the STEM curriculum.
 - b. The five units can attract STEM funding from grants or gifts from foundations and private donors.
 - c. Each unit has teaching laboratories that must be maintained, equipped and supplied.
 - d. Each unit charges a course or laboratory fee to offset the cost of usage of the teaching laboratories.
 - e. Recruitment within each unit requires a significant startup package for research.
 - f. Improves abilities in community and alumni outreach.
 - g. Improves attention that can be focused on Natural Sciences.
 - h. Students preparing for professional schools in the health sciences, as well as students in the 6-year UMKC medical school would be united in one unit.
 - i. Advisors in many STEM fields would be coordinated, providing better counseling for STEM students

Possible Outcomes:

Possible options for reorganization are: ~~a) No Change b) A New Department within Arts and Sciences, c) A stand-alone school of Natural Sciences, d) A school of Natural Sciences within the College of Arts and Sciences.~~

Process for Restructuring Biological Sciences, Chemistry, Geosciences and Physics

	Due Date	Person responsible
1. Plan of Action and Feedback	Summer 16	Bichelmeyer, Vaught, White
a. Presentation of Plan of Action and Justification		
b. Opportunity to provide feedback regarding reorganization		
2. Sense of the Units		
a. Discussion within five units	Aug-Sept	5 unit heads
i. Benefits and opportunities		
ii. Concerns		
iii. Other considerations		
iv. Who attends these meetings– two Deans and Provost?		
b. Vote by units to determine if they support moving forward with the process.	Oct 1	5 unit heads
c. Vote and comments forwarded to Provost	Oct 1	5 unit heads
3. Lay out structure of new unit	Nov 1	Bichelmeyer, Vaught, White
a. Assign responsibilities for committee		
b. Membership		
i. Provost Office representative (convenor/facilitator)		
ii. SBS Dean		
iii. CAS Dean		
iv. CBB representative (Division Head Yoder / elected)		
v. MBB representative (Division Head Yu / elected)		
vi. Chemistry representative (Department Chair Kilway / elected)		
vii. Geosciences representative (Department Chair Ji / elected)		
viii. Physics representative (Department Chair Wrobel / elected)		
ix. Finance and administration representative (ex officio) (Sharon Lindenbaum / appointed)		
c. Task		
i. Define governance principles guiding restructure process		
ii. Review survey results		
iii. Develop charter and mission of School		
iv. Define structure of divisions/departments – either independent School or School within CAS		
v. Define relationship of school to University, to CAS and to other Schools		
vi. Develop charge and charter for school committees (see below)		
4. Communication of Reorganization Proposal and receive comments from:	Jan 1 2017	
a. Faculty senate		Bichelmeyer
b. College of Arts and Sciences Steering Committee		Vaught
c. School of Biological Sciences Faculty Advisory Committee		White
d. Graduate Council		Bichelmeyer
e. Dean's Council		Vaught and White
f. Administrative Council		Vaught and White
g. Student Government Association		Bichelmeyer
h. Graduate Student Council		Bichelmeyer
i. Biological Sciences Student Government		White
j. Arts and Sciences Student Council		Vaught
k. ORS advisory Board		White and Vaught
5. VC-CFO to work with UBC to study financial plans for restructure in conjunction with Finance Restructuring process	Feb 1	Lindenbaum
6. Review and final vote of faculty in five units	Mar 1, 2017	
7. Provost and Chancellor make a decision	Apr 1, 2017	
8. Charter School committees to develop policies and procedures	Spring/Summer 2017	
a. Faculty governance		
i. VC for Academic Affairs (ex officio)(Dean Medeiros)		
ii. Faculty senate representative (ex officio)		

- b. Curriculum Committees
 - i. Representative from Campus wide P and T committee (ex officio)(TBD)
 - c. Research Committee
 - i. ORS representative (ex officio) (Tony Caruso)
 - d. Teaching assignments
 - e. Graduate programs
 - i. VC for Academic Affairs (ex officio)(Dean Medeiros)
 - f. Service
 - g. Advising
 - i. School Advisors
 - h. Promotion and Tenure
 - i. VC for Academic Affairs (ex officio)(Dean Medeiros)
 - i. Facilities
 - j. Outreach (alumni and community)
 - k. Voting rights
 - i. Faculty senate representative (ex officio)
 - l. Others?
9. UMKC approvals as warranted **Summer, 2017**
10. Implementation of Reorganized School **Fall 2017**
11. Catalog Information Updated **Fall 2017**
12. First New Class **Fall 2018**

DRAFT

10-4-2016

