

# Faculty Senate Proposed Structure for Overseeing Proposed Reorganizations at UMKC

Revised and Approved by the Faculty Senate, 6 March 2018

## Preamble

This is a general process, but it has been created in this instance to address the issues raised with respect to the following proposed moves and mergers.

### Moving Unit

Dept. of Theatre  
Dept. of Chemistry  
Ed. Psych & Counseling  
School of Social Work  
Dept. of Crim Justice & Crim'y

### Receiving Unit

Conservatory of Music and Dance  
School of Biological Sciences  
Department of Psychology\*  
School of Education  
School of Education

Merging Units: Pharmaceutical Sciences and Pharmacology and Toxicology in School of Pharmacy&

\* and & : See Step II.1-C

## Part I: Preliminary Decisions on Which Process to Choose: Expedited or Standard

I.A Expedited Reorganization Process: Any given unit may choose to engage in an expedited process for reorganization by completing the following steps:

Preliminary discussion and exploration of the reorganization on the basis of conceptual, philosophical, pedagogical, collaborative, and/or interdisciplinary issues leads to a consensus that the reorganization is desired/definitely not desired by the unit and the unit moves to engage in an official vote [Part II]. This vote is then mirrored by the receiving unit.

If the votes then proceed on the basis of the FSEC Process and Steps document, then the Implementation Committee will deal with logistical issues that will facilitate the move.

I.B Standard Reorganization Process: Any given unit may choose to engage in the standard reorganization process by completing the following steps:

Preliminary discussion and exploration of the reorganization on the basis of conceptual, philosophical, pedagogical, collaborative, and/or interdisciplinary issues leads to a consensus that more information is needed in order for the unit to effectively weigh the specific pros and cons of either moving or not moving.

If such information is desired before an official vote, then the full process of fielding a neutral investigative committee will proceed.

## **Part II: Process Steps After Initial Discussions—For BOTH Expedited and Standard Reorganization**

### Step II.1-A: Voting of Affected Faculty and Reporting of the Vote

- The designated “Moving Unit” and the designated “Receiving Unit” both vote. If BOTH the Moving Unit and the Receiving Unit vote NO (majority) then the proposed move STOPS. Both parties write a short report that details the rationale behind the vote of the units on the basis of the 8 criteria identified in the Provost’s memo. The report must address AT LEAST 4 of the 8 criteria. These reports are then sent to the Provost, who then submits report to the Chancellor (Step II.4).
- If the one unit votes YES and the other NO, the proposed move STOPS. Both parties write a short report that details the rationale behind the vote of the units on the basis of the 8 criteria identified in the Provost’s memo. The report must address AT LEAST 4 of the 8 criteria. These reports are then sent to the Provost. Provost may choose to override NO vote or retain the NO vote. If overriding NO vote, process proceeds to Step 2. If retaining NO vote, Provost submits report to the Chancellor (Step II.4).
- If BOTH the Moving Unit and the Receiving Unit vote YES, proposed reorganization proceeds to Step II.2.
- In cases of merging units already within a specific school [e.g. Pharmacy]: Both merging units vote. Both parties write a short report that details the rationale behind the vote of the unit on the basis of the 8 criteria identified in the Provost’s memo. The report must address AT LEAST 4 of the 8 criteria. These reports are then sent to the Provost.
  - If both units vote YES, merger continues to Step II.2.
  - If both units vote NO, then the proposed merger STOPS. The Provost submits report to the Chancellor (Step II.4).
  - If one unit votes NO, then proposed merger STOPS and Provost may choose to override the vote or retain the vote. If overriding NO vote, process proceeds to Step II.2. If retaining NO vote, Provost submits report to the Chancellor (Step II.4).

### Step II.1-B: Originating Units’ Comment Period

The leadership of faculty governance of the Originating Unit whence comes the Moving Unit may choose, after Moving and Receiving Units have voted and their votes have been published, to comment on the results of the vote of the Moving Unit, either in support of the vote or dissenting from the vote. This report must be framed based on the 8 stated criteria identified in the Provost’s memo and must address AT LEAST 4 of the 8 criteria. Comments are submitted to the Provost within two weeks of the published vote of the Moving and Receiving Units.

### Step II.1-C: Secondary Vote of [New] Home Unit

\* If the Moving Unit is moving into a Department within a specific College or School, the New Home Unit’s faculty governance committee may choose to conduct a vote, but this vote is NONBINDING with respect to the Provost’s Decisions and is intended for the purpose of transparency and faculty input. Vote must follow within 2 weeks of Moving and Receiving Units’ votes and is submitted to Provost.

& In the case of proposed merging of units within a single School, the entire School may choose to conduct a vote, but this vote is NONBINDING with respect to the Provost's Decisions and is intended for the purpose of transparency and faculty input. Vote must follow within 2 weeks of Merging Units' votes and is submitted to Provost.

**Step II.2: Provost Recommendations to the UMKC Faculty Senate**

Once the Provost receives the relevant reports from the Moving and Receiving Units, Comments from the Originating Unit(s), and relevant votes from Home Unit(s), the Provost prepares recommendations with respect to EACH proposed move or merger to present to the Faculty Senate. The Provost sends these recommendations IN WRITING, along with the reports prepared by all the relevant units, to the FSEC for distribution to the Senate.

**Step II.3: Faculty Senate Endorses / Fails to Endorse Recommendations of the Provost**

The Faculty Senate, in a regular meeting of the Senate, will vote to endorse EACH of the Provost's recommendations. If the Senate ENDORSES a specific recommendation, that recommendation and the affected units then proceed to Step II.4. If the Senate FAILS to endorse a specific recommendation, the process STOPS for that particular move/merger. The Provost may choose either to agree with the Senate's decision and cease to process the specific move or merger, or to continue on to Step II.4, despite the Senate vote.

**Step II.4: Provost Sends Recommendations to Chancellor**

- Provost will send written recommendations to Chancellor for all proposed moves and/or mergers. These reports will include all criteria-based reports, comments, and votes as listed in Steps II.1 through II.3.
- Chancellor will decide whether to proceed with proposed move or merger, or to end the process.
- If Chancellor decides to proceed with proposed move or merger, s/he makes a charge to proceed to Step II.5: Creation and populating of Implementation Committee

**Step II.5: Creation and Populating Implementation Committee by Charge of the Chancellor**

- If this step is reached because of YES votes of all parties directly involved, the Moving and Receiving Units or Merging Units will propose representatives to serve on an Implementation Committee. This committee will also include relevant colleagues from HR, Finance, and the Provost's Office in order to facilitate the proposed move or merger.
- If this step is reached because of the Provost overriding the decisions of the Moving Unit(s), the Receiving Unit(s), the Merging Unit(s), or the Faculty Senate, the Provost will be responsible for soliciting membership for the Implementation Committee.
- If this step is reached because of the Chancellor overriding Provost recommendations not to complete the proposed move or merger, the Chancellor will be responsible for soliciting membership for the Implementation Committee.