

**UMKC Faculty Senate
Meeting 1 May 2018
Minutes Annual All-Faculty Meeting
Administration Center, Plaza Room, 3:00–5:00 PM**

Present: Linda Mitchell, Gerald Wyckoff, Stephen Dilks, Viviana Grieco, Jacob Marszalek, Tom Mardikes, Ken Novak, Greg Vonnahme, Da-Ming Zhu, Erik Olsen, JoDee Davis, Roger Pick, Tara Allen, Deb Chatterjee, Ceki Halmen, Melanie Simmer-Beck, Eric Gottman, Michele Maher, Nancy Murdock, Jennifer Allsworth, Margaret Brommelsiek, Hari Bhat, Valerie Ruehter, Sandy Rodriguez, Jen Salvo-Eaton, Sybil Wyatt

Also Present: Barbara Bichelmeyer, Sheri Gormley, John Herron, Mark Johnson, Jennifer Waddell, Jamika Jefferson-James, Jess Magana, Sullivan Read, Anil Kumar, John Morrissey, Karen Wilkerson, Sadie DeSantis, Sheila Honig, Brenda Dingley, Wendy Sistrunk, Brandon Weiss, Mark Patterson, Cory Beard, Chris Popoola, Susan Hankins, Nathan Oyler, Ceki Halmen, Rhiannon Dickerson, Diane Fillion, Scott Curtis, Jennifer Frangos, Lindsey Schettler, Kathleen Kilway, Abdulmajeed Baba-Ahmed, Cynthia Jones, Krista Steigerwall, Karen Bame, Amanda Grimes, Crystal Doss, Sungyop Kim, Sharon Lindenbaum.

Absent: Christopher Holman, Eduardo Abreu, Drew Rogers

Excused: Dale Morehouse, Marilyn Taylor, Irma Russel

I. First Business [5 minutes]

a. Call to Order Approval of Draft Agenda

Agenda for today's Faculty Senate meeting is approved.

b. Approval of Minutes of 20 April 2018 Senate Meeting

The minutes from the last meeting are approved.

II. RIM Model and Budget [50 minutes]—Lindenbaum, Johnson, Delaware

The RIM team has been working since September 2017 with input from the FSBC. The process began with document analysis to identify guiding principles that are comfortable for all, such as academic responsibility (teaching/service/research), self-sustaining auxiliary units, and other support units. The RIM Model will conform to CR&Rs dealing with budget roles and responsibilities. The document is currently on the Faculty Senate website. The RIM model and budget will be reviewed and modified as analysis continues. We currently have a working operating structure that is feasible and that is accountable in terms of implementation. Moreover, the RIM model is an all-fund model that incorporates all credit-bearing activities into the tuition calculation, plus state appropriation and F&A. The model is broken down into two categories: restricted and non-restricted. Undergraduate tuition will be allocated based on SCH at one rate for all undergraduate activity. The model adjusts for scholarship. The budget model reflects credit data from Summer 2017, Fall 2017, and Spring 2018. There will be an 0.5% allocation to a strategic investment fund (\$356,040 based on the current data). This allocation may rise as high as 2% in subsequent budget cycles. The two undergraduate rates are: Dual HSCP rate \$92 and non-dual \$265. Graduate program scholarship is very different than that of undergraduates and needs a different calculation. The formulas for these calculations will be

transparent as we go forward. The intention is to develop an average in which each unit will be assessed in terms of its costs and scholarships in balance with the amount of revenue from students. This calculation will be run every year and will adjust as we go forward. A unit will receive 100% of funds if student is in the unit, 80% earned if the student is from a different school, and 20% to the home school. Endowments are considered restricted and the RIM model is for the unrestricted dollars. Currently the RIM team is working through the process for allocating interdisciplinary funds and costs.

Furthermore, "Professional" is defined very specifically in UM system model. We need to refine as we encounter issues with, for example, double majors. We are working towards having 90 days minimum on reserve, but ideally the goal is 120 days. The RIM team works on formulas and principles and Sharon Lindenbaum's team is working on specifics of the budget. We are putting a budget back together piece by piece, solving for a \$20 million deficit, carving out a viable strategic plan, while solving for cuts. As part of this process we asked financial officers across UMKC to develop models for 10, 15, and 20% reductions in core activities, expendable activities, and items that could be shared. UMKC has an opportunity to establish base-line shared services. Now the RIM team is figuring out academic revenues generated per unit relative to expenses: this allows us to identify where units are being subsidized and where others are net providers. By moving staff to central administration, there will be a reduction in operating expenses and there will be opportunity for new and enhanced revenue generation. Once we have developed financial discipline, we can work more effectively to grow.

Reduction of shared services on the academic side means that administrative services will grow so we will therefore need to establish metrics and a new baseline for administrative services. The challenge with the old RIM model is that there was no clarity in relationship between academic services and revenue. We can now see what is earned and there is now incentive towards growth. The goal is to reduce subvention as much as possible.

Senators motion to discuss the RIM model for an additional ten minutes: approved unanimously.

The budget rules will be known as we begin each year and financial officers will be held accountable for their budget commitments.

Senator asked where is the incentive to collaborate between units? We need to develop a model for interdisciplinarity to incentivize inter-department courses.

The 80/20 model sets up incentive for units to keep students. We need an academic planning council to manage academic portfolios strategically and to figure out baseline outlines. Senators ask questions about how non-academic units are paid and whether they have an expense model. Overall, UMKC needs to establish a baseline in this costing model. To deal with the deficit, we must become as un-deficit as possible. Also, we are working to improve student experience using Civitas, Climate, Academic Portfolio, and Scholarshipping because we need to help students stay. We are increasing recruitment with two new rates for 17 states; this should help with growth.

III. IFC Meeting Update [15 minutes]—Grieco, Marszalek, Mitchell

There is pressure to move the NTT contract proposal forward to the Board of Curators. This process will be for ranked NTT. The document is currently on the Faculty Senate website.

Concerns include:

- 1) Move notice from 3 months to 1 year.
- 2) This is based on MU faculty and needs to reflect complexities of all four campuses.
- 3) Rolling contracts proposal might limit hiring of higher ranked NTT's (such as SBS).
- 4) This is attempting to make changes without changing CR&Rs. This is problematic because all the language in CR&Rs is tenure-centered.
- 5) Probationary period is problematic.
- 6) Nothing here about how to move from unranked to ranked.
- 7) There are flags that could lead to end of tenure.

The proposal excludes soft-money contracts. We need a way to terminate in cases of malfeasance. We need feedback by Thursday, May 3rd. CR&Rs should address both ranked and unranked NTT faculty. The Board of Curators are looking at all the CR&Rs. The most crucial aspect to determine is how to protect NTT faculty without changing the CR&Rs. One proposal is to change the language of the contracts to make them more equitable and fair.

IV. Open Discussion [40 minutes]

UMKC library faculty are ranked NTT. Library faculty are different from others in the system and need policy to not be so MU centric. Also, libraries do not have tuition revenue. UMKC libraries are happy to support academic programs, but it comes out of the library budget, so it is important that revenue exists to support library programs. The library offers many services that are not compensated. For example, open education resource textbooks use access as an effort to reduce costs for students for textbooks. Students can get an electronic copy at reduced cost. We need strategies in the new RIM to grow the library budget. FSBC and UBC should focus on this issue by allowing UMKC libraries to have a F&A.

Regarding Gen Ed 2.0, curricular courses cannot be applied to Gen Ed. Clarification is needed for engineering credits matching with gen ed requirements, as well as the 42-credit hour system.

V. Adjournment

Meeting adjourned at 4:58 pm.