**UMKC Faculty Senate**

**Draft Minutes**

**Tuesday, 15 May 2018**

**Administration Center, Plaza Room, 3:00-5:00pm**

**Present:** Linda Mitchell, Gerald Wyckoff, Stephen Dilks, Viviana Grieco, Jacob Marszalek, Tom Mardikes, Ken Novak, Greg Vonnahme, Da-Ming Zhu, JoDee Davis, Dale Morehouse, Marilyn Taylor, Tara Allen, Ed Gogol, Deb Chatterjee, Ceki Halmen, Michelle Maher, Nancy Murdock, Jenifer Allsworth, Hari Bhat, Valerie Ruehter, Sandy Rodriguez, Jen Salvo-Eaton, Sybil Wyatt

**Also Present:** Barbara Bichelmeyer, Sheri Gormley, Jess Magana, John Herron, Sungyop Kim, Anne Spenner, Chris Popoola, Susan Wilson, Kathleen Kilway

**Excused:** Erik Olsen, Roger Pick, Melanie Simmer-Beck, Eric Gottman, Eduardo Abreu, Margaret Brommelsiek

**Absent:** Christopher Holman, Irma Russel, Drew Rogers

1. **Opening Business [5 minutes—Mitchell]**

Meeting called to order at 3pm. The agenda for today’s meeting and the minutes from the last meeting are approved. Gifts of appreciation were distributed to the senators.

1. **Report on PWC/Activity Analysis Survey [5 minutes]—Jerry Wyckoff]:**

The report analyzes the following: HR, IT, Physical Operations, and Purchasing. The Activity Analysis Survey was very time consuming, but there was a 96% response rate from staff. The Summary of the report is currently posted on the Faculty Senate website.

Last week, the Deans, Provost, etc. from all four campuses met in Columbia to use the PWC report to begin conversations about system-wide services overseen by PWC. UM System is beginning to centralize services. This centralization should help re-design reporting lines and increase efficiency. At the meeting in Columbia, no decisions were made. Ryan Rapp will file a report for the IFC. At this stage, there are no plans for eliminating jobs. But sharing should allow people to do functions other than HR and Finance, for example. Sharing services can potentially change the structure of the UM System.

1. **Provost/Interim Chancellor Update and Discussion [40 minutes—Bichelmeyer]**

Senators thank Provost Bichelmeyer. The provost discusses the strategic plan in terms of its Mission and Vision Statements. HLC accreditation is coming up and we at UMKC are striving to position ourselves in the market. We will be using Bernstein-Rein to define our brand, distinctive value, and story. Anne Spenner has been piecing together an understanding of who we are; 300 members of the UMKC community have been interviewed.

The Senate engages in a brainstorming activity. Anne Spenner distributes sticky notes that state: “We defy limitations; we transcend boundaries; changing the world starts here”. Senators performed an exercise in which they put sticky notes on clauses taken from the draft UMKC vision statement. Most popular note among senators is: “Changing the World Starts Here”. Other notes include: “Research-infused learning, discovery and service”, “And encourage the development of others to promote equity, diversity, and inclusion”, and “Catalysts for excellence and change”. According to senators, the highest value is the defense of truth.

The provost thanks senators for their level of engagement and work. There are tremendous people at UMKC. There are many things to be done, but we have made positive moves. We have begun to change the university by increasing our emphasis on focus and discipline. Our main prospect for growth is in our hands through retention and increased completion rates. The main reason why students do not complete is that they tend to drop out when they have debt above $12,500 dollars. Students need early writing experiences. Studies have shown that SI leaders have double the impact on retention. Civitas has taught us a great deal about high-impact learning, how to engage more effectively with students, and how to engage in faculty development.

With regards to recruitment, enrollment management needs to be renovated.

We have reshaped what students see through messaging, the campus tour, and convocation. We must prepare faculty, as well as adjuncts for success.

We are currently carving out a budget for marketing. We have developed various strategies to organize non-credit bearing offerings. The provost further discusses workforce development and certifications. UMKC is currently clarifying the role of the Foundation as we prepare for the centenary campaign. Moreover, the provost discusses the need to address the CIE report on ORS and the need to take advantage of resources available through the UM System. There has been a general lack of growth in state appropriations over two decades, but we are showing higher education is a public good. We have started to tell the story of UMKC far and wide. We are good stewards and we are a good team.

1. **Diversity and Inclusion [40 minutes—Susan Wilson]**

Susan Wilson discusses the Climate Survey Follow-Up focus groups. Focus groups were conducted on February 26, 2018 by Rankin and Associates. Three focus groups were invited to meet: staff, faculty of color, and students of color. The purpose of the groups was to gather more specific information about issues identified in the previous climate survey and how to address them. The presentation is currently on the Faculty Senate website. Some concerns from faculty of color include: fear of speaking out, perception that research is undervalued because it is not “traditional” in topic and method, discomfort, isolation, and bias in the promotion and tenure process. Staff want professional development and support, and more evident displays of respect from their supervisors. It was recommended that staff have access to professional development opportunities from supervisors, learn concrete job skills (ex. Computer programs), and job security. Students feel that student groups lack identity but many expressed a sense that UMKC works hard to support minority populations.

Overall, Susan Wilson discusses how UMKC needs a plan going forward to address these concerns. Staff can connect with CE programing as we develop and coordinate. We can create a culture/policy that allows staff to engage in staff development via benchmarks and evaluations and training for supervisors. A range of development options need to be established, as well as the development of CR&Rs and bylaws. UMKC needs more representation at all levels in terms of governance.

Faculty Senate needs to decide what can be done about this. CIE taskforce on faculty and staff of color will make recommendations for steps that are pragmatic actual changes. We need to address differences in the kinds of research we value (community) and address invisible bias in the UMKC community. We will be building a more inclusive and welcoming environment. It is time to act and implement the recommendations of the survey. Recommendations include: make multicultural student affairs into a truly multicultural organization, start a student group for Asian students, reduce wait-times for counseling services, better student support services at Health Science campus, and more promotion of diversity and inclusion, including incorporation of protections for under-served and under-represented faculty in CRR’s and Promotion and Tenure policies and procedures.

1. **Title IX Report [15 minutes—Wyatt]**

This report has been postponed until Fall 2018.

1. **Faculty Senate Financial Report**

The report will be on the Faculty Senate website in the future.

The Board of Curators will be on campus Thursday-Friday, September 20-21. The Senate breakfast for the Board will be on Friday 9/21.

1. **Endorsement of Reorganization Reports [10 minutes—Mitchell]**

Reorganization documents are currently on the Faculty Senate website. Documents include emails sent to Faculty from Chovost Bichelmeyer on May 12th, 2018 about the merger of the Department of Chemistry with the School of Biology, as well as the email about the merger of Department of Theatre into the Conservatory of Music and Dance.

\*\*\* Faculty Senate motion to endorse the merger of Chemistry and Biology: approved with one abstention.

\*\*\* Faculty senate motion to endorse the merger of Theater and the Conservatory of Music & Dance: approved with no abstentions.

1. **The following statement was read in to minutes:**

Concerns about Implementation Plans for Gen Ed 2.0 May 15, 2018

To: UMKC Faculty Senate

From: UMKC School of Computing and Engineering Faculty Leadership and Advisors

In Spring 2017, the General Education 2.0 Academic Program was distributed for comments to the UMKC faculty, endorsed by the Faculty Senate, and approved by the Provost. On August 15, 2017, the General Education 2.0 Implementation Team submitted their recommendations in a 31-page report plus appendices. On page 2 of that report, a short but potentially profound statement is made that, “Courses in the GE2.0 program do not count for major degree requirements, with the exception of the Math Pathways course.”

As faculty leadership and advisors from all degree programs in the School of Computing and Engineering, we are very supportive of Gen Ed 2.0. We are excited by its opportunities to strengthen UMKC’s connection to the Kansas City community and to provide an outstanding experience for all students. However, we believe such a statement, sometimes called a “no double-dipping policy”, creates unnecessarily high additional costs to the students in our degree programs.

According to a report from the UMKC Advising Leadership Team, this policy will result in 6 to 15 additional credit hours added to degree programs in the schools of Education, Dentistry, Nursing, Management, and the Conservatory. Such increases would surely leave UMKC’s students at a grave disadvantage. We are not sure faculty in those units are even aware of this predicament. In the School of Computing and Engineering, all of our degrees would then require at least 6 credit hours more than any of our five closest competitors. In an environment where students are dissatisfied with the cost of education, asking them to take Gen Ed courses that don’t also satisfy degree requirements is likely to have a serious impact on our enrollment.

Our concerns, along with possible alternative solutions and suggestions for inclusion of faculty and our community college partners, were originally communicated in a letter to Provost and Interim Chancellor Bichelmeyer on September 1, 2017. On April 18, 2018, she announced that Gen Ed 2.0 will be implemented in Fall 2019. Prior to this, it was announced during the April 13, 2018 meeting of UMKC’s Undergraduate Curriculum Committee that Gen Ed 2.0 would not allow “double-dipping”.

As faculty groups begin development of Critical Thinking courses over the summer, we ask for creative solutions throughout the campus that enable so-called “double-dipping” to the tremendous benefit of our students. We can pursue creativity and partnerships to address the Ged Ed 2.0 essential questions learning outcomes while also meeting curricular and accreditation requirements for physics, ethics, and community engagement. We are experts at accomplishing multiple sets of learning outcomes at the same time. We ask the Faculty Senate to be intimately involved in the process and carefully review the results.

We endorsed Gen Ed 2.0, but we are not in charge of it.

1. **Thanks from the Chairperson Linda E. Mitchell**

Chairperson Mitchell stated that it has been a difficult year and thanks the senators for their patience. She also thanks Past-Chair Wyckoff for his ten years of Faculty Senate service.

1. **Adjournment**

Meeting adjourned at 4:50 pm.