**UMKC Faculty Senate Meeting Agenda (MINUTES)**

**Tuesday, September 5, 2017, 3:00–5:00 PM**

**Administration Center, Plaza Room**

**Present:** Linda Mitchell, Gerald Wyckoff, Stephen Dilks, Sandy Rodriguez, Jen Salvo-Eaton, Eduardo Abreu, Ed Gogol, Marilyn Taylor, Margaret Brommelsiek, Roger Pick, Tara Allen, Michele Maher, Valerie Ruehter, Drew Rogers, Ken Novak, Greg Vonnahme, JoDee Davis, Melanie Simmer-Beck, Jeniffer Allsworth, Sybil Wyatt, Da-Ming Zhu, Tom Mardikes

**Also Present:** President Choi, Provost Bichelmeyer, Nancy Stancel, Lawrence Dreyfus, Mark Johnson, Anthony Caruso, Anne Spenner, Sheri Gormley, Ken Ferguson, Tony Luppino, Anne Spenner,

**Absent:** Erik Olsen, Christopher Holman, Irma Russell

**Excused:** Viviana Grieco, Jake Marszalek, Deb Chatterjee, Ceki Halmen, Erik Gottman, Dale Morehouse

**Part I [15 minutes] [Mitchell]**

1. **Call to Order**

Meeting called to order at 3:03 pm.

1. **Approval of Agenda and Minutes**

Senators approve today’s agenda. The minutes from the May 16th, 2017 meeting are approved with two abstentions.

1. **Welcome and Introduction of New Senators**

Senators introduce themselves. IFC representatives Jake Marszalek and Viviana Grieco are at the IFC meeting and not in attendance at today’s meeting.

1. **Commemoration of Kathleen Kilway and Nancy Stancel’s Service**

Chairperson Mitchell thanks former Past-Chair Kilway and IFC representative Nancy Stancel for their service on the Faculty Senate. Unfortunately, Dr. Kilway could not attend today’s meeting due to other pertinent obligations. For her 7 years of service, Stancel was presented a gift. Stancel thanks the senators and shares that she is very proud to have served, especially as being an advocate for the Libraries and being the only NTT faculty serving on the IFC.

**Part II [45 minutes]**

1. **Provost’s Report [Provost Bichelmeyer] (20min)**

Provost Bichelmeyer shares that the total budget is $300 million with a $24 million cut over the next two years; this cut is about 10% of the budget. This year, we will be solving a $10 million deficit and the remaining will be for next year. Cuts will include:

1. About 80% for expenditures which is the budget for people. This past spring semester, there were targeted layoffs. There is currently a hiring freeze - about $4-8 million sits in open positions. Positions dealing with life and safety, compliance, immediate revenue, and endowed-chairs are not involved in budget cuts.
2. $24 million in the other/misc. account will be investigated as a place for savings
3. Expenditures need to be examined so we can see where cuts can be made that do not interfere with UMKC’s overall goals.

The fiscal year ended on June 30th. Budgeted expenditures increased by $1.5 million in the past year. As a campus, we need to make well-informed budget strategies and remove unnecessary superstructure. Moreover, the governor vetoed downtown arts campus. The provost is working with donors to find alternative funds. The provost will be reporting to the Curators in December. The CIE is working on a recommendation to determine appropriate spending from the academic core toward Athletics. A strategy study by Mike Alden will help determine what financial options we have for Athletics.

There are two proof concept teams dealing with the academic experience. The recruitment team will figure out a clear strategy for ways to respond to student needs. They will be presenting to the Dean’s Council in the upcoming weeks. Also, there is a workforce ready team to develop a comprehensive plan for career development and internships. Furthermore, the provost will respond to the Gen Ed 2.0 implementation plan by October 1st. On September 14th, there will be a campus-wide administrative review done by the RPK group.

UMKC is in the process of creating new budget rules dealing with appropriate shared governance, transparency, and incentives for Deans and Chairs to be empowered with the budget. A resource investment model is being developed based on focus groups. With assistance from Nickie Kraut, a new model should be developed by the end of the calendar year, as well as a new resource investment model and budget system by 2018. Due to the recent retirements/moves, the Provost’s office is in a reorganization process. We are in the process of aligning staff for these positions. The interim staff will help determine the duties of the positions. Also, the Student Affairs and Provost’s offices will be merging. The first phase began with the integration of Student Support Services and Academic Affairs in June 1st and will be complete by the end of October/early November. In the spring and summer, student affairs, facilities and auxiliaries will be the focus. This reorganization will create a more seamless experience of co-curricular support.

This past summer, there was a system-wide retreat of general officers in response to President Choi’s request for a review of administrative functions. There are five new curators (out of nine), all appointed by Governor Greitens. Information systems need to be reviewed: we can reorganize Peoplesoft to save $20 million if we equalize and centralize definitions of first-time student and, for example, visa processing.

Chancellor Morton stepped down early August. The provost will serve as chancellor. Morton will have an Emeritus function in raising funds. The provost is working diligently to coordinate and to clarify expectations. The overall goal is to turn UMKC into a performance and feedback driven organization. Moreover, President Choi wants each campus in the UM System to review the strategic plan and provide feedback by October 1st. The provost will further discuss this matter at the next Faculty Senate meeting. The Campus Climate Survey results will be available September 11th. There will also be an updated scholarship and tuition process. The provost hopes to build clear guidance around enrollment management, including recruitment and retention. CRR 330.110 has the new Values Statement.

The provost adds that in the next two weeks there will be a budget draft; the provost will present it in the next few weeks. She recommends that the senators identify key strategies in order to move forward with the previously approved priorities. September 14th, there will be a presentation on the academic portfolio review.

1. **FSBC Update [Mark Johnson]**

Mark Johnson is the chair of the Faculty Senate Budget Committee and the Secretary for the University Budget Council. Analysis of the academic portfolio review has commenced. Currently, data from the April report is being reviewed. Johnson wants the deans and budget committees from each academic unit to respond; he strongly encourages feedback from the units. Chairperson Mitchell shares that the model being developed is crucial and that the RPK report must be modified by unit input. The report will be posted on the Faculty Senate website with questions. The Faculty Senate Budget Committee will produce a white paper collecting all RPK data and will make recommendations for the new resource investment model in order to optimize student success, research, and service. Mark Johnson has added faculty perspective via the Faculty Senate Budget Committee in order to complement the objective approach taken by RPK.

Senators ask questions about grant processing. The administrative review will check on grant writing efficiency at the administrative level. Faculty and administration need to work together to optimize efficiency. Data gathering has been a challenge due to four different systems, which include a dynamic process that we need to continue as we go forward using an internal data set that is UMKC based and fits the campus.

There will be a meeting of the FSBC members with RPK in Pierson Auditorium 1:00-2:00 pm. At 9:45 am on the same day there will be a general overview of the report.

1. **CIE Task Force on Athletics Report and Discussion [Past-Chair Wyckoff]**

Senator Wyckoff shares details about the CIE Athletics taskforce. Analysis for Athletics expenditures is ongoing and raises big concerns. Athletics runs an average $1 million deficit per year and is currently down by $13 million. Although the shortfall has dropped in the last two years, the program is still in deficit spending. The CIE taskforce is trying to determine what a sustainable level of funding would be. Although the report may not be unanimous, it will still be issued with minority positions explained. A strategic plan for Athletics needs to be both sustainable and tied to the goals of UMKC in terms of recruitment, retention, scholarships, etc. The provost gave the CIE Task Force permission to move forward with consensus, not unanimity, with hopes of an October 1st deadline. Mike Alden, the outside consultant, is looking at the most appropriate funding level that is sustainable, but the report’s deadline has not been set. Athletics cost is on par with other similar programs, but it does not bring in revenue. Moreover, an increase in student fees for Athletics is not feasible. Chairperson Mitchell states that the Athletics Director has worked to reduce the budget by identifying some programs/sports that might be removed. Currently, UMKC has 16 sports, but we only need 14. Scholarships need to be honored and moving to a lower division from Division I could be both expensive and time-consuming.

**Part III [30 minutes]**

1. **President Choi—Chancellor’s Search**

President Choi shares that changes are necessary. The chancellor’s resignation was a surprise, but is an opportunity for growth here at UMKC. Choi is here to report on the leadership transition, UM System changes, as well as to dispel conspiracy theories. Choi plans to do a three-month short national search for the chancellor. He plans to use staff in the UM System to launch the search instead of paying $150,000 to a search group. Because Kansas City is the selling point, he plans on using the stature of the city to attract applications, but this can be modified if there are few applications. The same search committee structure from prior searches will be used, which could include another system unit’s chancellor as co-chair, a Curator’s or endowed professor, corporate/civic partners, all together being 20-22 members. Recommendations will be presented in a meeting with each candidate reviewed by each member of committee. This meeting will be closed due to protection of candidates. We will do diligent referencing in order to make sure we call off-list references. When a list of four recommendations has been vetted by President Choi, he will then go to Curators and ask for approval. He would like to launch the search in October and hopefully will have a complete list of four names by February 2018. The chancellor’s search is a collaborative process and this includes the process for selection of the search team.

President Choi sees unused potential here at UMKC and thinks it could become a great urban public university in the future. UMKC has all the elements, but we need to put resources where our strengths are. Moreover, as a campus, we need to attract more socioeconomically disadvantaged students, increase Pell grant graduation rate, pay GTAs more, and have more fellowship opportunities. UMKC needs to be promoted more successfully in the community. Also, faculty pay is significantly below the median.

UMKC has about a $300 million budget. In order to reduce costs, catering, admin travel, cell phones, brochures and catalogs, and memberships will be cut. Savings will go to faculty and staff salaries because we need to give merit increases to faculty and staff. On the UM System level, there is no conspiracy to make the UM System more powerful. President Choi sent a message saying he had heard the HR department was using a culture of intimidation. The head of HR resigned and therefore Choi decided to reorganize. This change gave opportunities for cost saving via the collapse of UM System HR with MU HR, further streamlining HR.

Senators asked President Choi for further elaboration on the reorganization of HR. The UM System needs to work towards coordination of HR so hiring processes can be more streamlined. Also, H1 visa paperwork needs to be streamlined. Furthermore, President Choi states that formulating a job description for the chancellor search should be a collaborative effort. Choi will start with a template and then move quickly to a final format. Job descriptions need to be broad and accessible without “word-smithing.” We need to explicitly search for people, not positions. Ideally, we should have applications from 30 qualified people. Student groups will also nominate 1 to 2 members for the search committee. We need to write the description to highlight that it is an attractive position and make sure we are sensitive to being an inclusive search committee. There are benefits to outside candidates, but inside candidates are also welcomed. Advertising will include standard academic news organs, such as the Chronicle of HE and Inside Higher Ed, and Tim McIntosh will coordinate. Advertising should also be sent to colleagues as well.

Choi further discusses the Climate Survey. The Rankin group will release findings starting on Monday, September 11th. Because other campuses had only six to eight weeks to complete the survey, the response rates are low. Some results are challenging and may be uncomfortable for some but they are included in the report. Choi expresses his intentions to redact any anonymous inflammatory comments that are inappropriate. The timing of the Climate Survey was inopportune due to the inflammatory period for all campuses. There will be a town hall meeting at 2pm on September 11th on the Climate Survey.

**Part IV [15 minutes]**

1. **CIE Task Force on ORS Report and RAC Reconfiguration [VCR Dreyfus and G. Wyckoff/M. Johnson]**

VICE- Chancellor Dreyfus presents the ORS response to the CIE Task Force report. There are eight recommendations:

1. Reconfigure Research Advisory Council:
2. Develop new research strategic plan
3. Implement a better strategy for communication between ORS and the academic units (faculty and staff)
4. Launch a user-friendly ORS web page to assist faculty/staff users
5. Develop additional pre-award services including, but not limited to, a grant writer position and additional faculty/staff training
6. Implement a new budget model for the ORS that would include GRA support for staff compensation thus freeing F&A allocation for strategic expenditures
7. Provide more core facility support; more financial support for ORS
8. External fund-raising activity with UMKC foundation.

Senator Wyckoff shares that there had been a productive FSEC meeting with ORS to discuss moving forward. ORS officers meet bi-weekly. We need a scorecard to show progress. The new budget model is in line with new Resource Investment model. Faculty Senate representation needs to be sorted.

**Part V [15 minutes]**

1. **Announcements**

Senators show their appreciation to Anne Spenner for her help with the Hurricane Harvey relief effort. All constituencies are encouraged to contribute. Senators are encouraged to make recommendations because the SGA is in the process of staffing its positions.

**Adjournment**

Meeting adjourned at 5pm.