**UMKC Faculty Senate**

**Draft Minutes**

**Tuesday, 17 October 2017**

**Present:** Linda E. Mitchell, Gerald Wyckoff, Stephen Dilks, Viviana Grieco, Jacob Marszalek, Tom Mardikes, Ken Novak, Greg Vonnahme, Erik Olsen, JoDee Davis, Dale Morehouse, Roger Pick, Marilyn Taylor, Tara Allen, Ed Gogol, Deb Chatterjee, Melanie Simmer-Beck, Michelle Maher, Christopher Holman, Irma Russell, Jenifer Allsworth, Hari Bhat, Ed Abreu, Margaret Brommelsiek, Valerie Ruether, Jen Salvo-Eaton, Sybil Wyatt, Drew Rogers,

**Also Present:** Barbara Bichelmeyer, Sheri Gromley, Tony Luppino, Sullivan Read, Kenneth Ferguson, Carla Wilson, Mark Johnson, Susan Hawkins, Chris Popoola, Carol Hintz

**Excused:** Eric Gottman, Sandy Rodriguez

**Absent:** Da-Ming Zhu, Ceki Halmen, Nancy Murdoch

1. **Opening Business [5 minutes] (Mitchell)**
2. **Call to Order**

Chairperson Mitchell calls meeting to order at 3 pm.

1. **Approval of Draft Agenda**

The agenda for today’s meeting is approved.

1. **Approval of Minutes**

The minutes from the last meeting are approved with one abstention.

1. **Reports and Updates, Part the First**
2. **Oak Place Apartments Update [5 minutes] (Mitchell)**

Chairperson Mitchell says that there was a Facilities Advisory Committee meeting to discuss the situation at the Oak Place Apartments. There will be fixes to the vertical pipes for washers, dryers, and sinks. There is mold in the units and this is being addressed. The press reports are not entirely accurate. This past Monday, students started being moved temporarily for four hours at a time so immediate repairs could be completed. We are doing everything we can to protect the safety and health of residents. Overall, repairs will be very expensive and will take time; it is not yet clear at what level repairs will be covered by insurance. Currently, there are conversations with contractors about the most effective and efficient ways to correct the pipes that distribute water through the building.

1. **Search for Director for Government Relations [5 minutes] (Grieco)**

IFC representative Grieco gives an update about the search for Executive Director for Government Relations. The search has been cancelled, but Dustin Schnieders, Chief of Staff for the Missouri State Senate Pro Tem Ron Richard, has been appointed as the new Director of Government Relations for the UM System. The decision was made on October 16th and Schnieders will begin on November 1st, 2017; he will be responsible for day-to-day operations of government relations.

1. **Provost’s Update [10 minutes] (Bichelmeyer)**

Provost Bichelmeyer shares that redesigning the resource allocation model is ongoing and that we are moving forward. We are developing a resource investment model that ties funding to innovation which is empowering to deans and is transparent. We are looking to see which programs can grow and how to target resources. The first draft will be available by early December and we should have the proof of concept feedback by the end of January 2018. All of these goals should coincide with funding for FY 19, so planning can be more efficient and strategic. Moreover, we are actively developing a different costing model. The budget rules are ready, but we need to coordinate them with the resource allocation model. Also, the next wave of academic portfolio review will begin in December. Currently, questions are being filtered down from the deans to the chairs. The budget committee is also analyzing the report so that we can verify the data and make it work for UMKC programing from an investment perspective. The administrative services review group is composed of 25 representatives of constituent groups. Our consulting group will interview organizational constituents to determine ways moving forward.

In regard to Phase II of moving of Student Affairs into the Provost’s Office, we now have student academic success programing, academic mentoring, and career services. These items will be brought into the Deputy Provost’s Office. We will be hiring a Dean of Students and Vice-Provost to represent students.

In the context of auxiliaries, Information Services should perhaps move to the Chancellor’s Office. The provost also discusses interdisciplinary programming. Gen. Ed. 2.0 implementation is still being processed in response to feedback, especially from the College of Arts & Sciences. The Gen. Ed. 2.00 committee is making sure the curriculum works in terms of academic curriculum and the departments that are delivering.

Applications from international students are down 30% which is not good, but it is better than the 70% being experienced by other institutions. A new international strategic plan is being developed to consolidate International Student Affairs and Graduate Studies and bringing that into the Provost’s Office. Coordination of international services needs to be as effective and safe as possible, creating opportunities for students and faculty while also ensuring the highest and safest standards of education and research.

The provost also discusses the downtown arts campus and SICE, and Athletics (Mike Alden and his group is going to be assessing the athletics program and providing a report sometime in early 2018), noting that we need to be creative in developing and growing funding sources to support what we value; in sum, we need to be firing on all cylinders in terms of fundraising and other revenue sources. Recruitment and retention are crucial to our future. We also need to determine how best to organize informal education and non-credit courses to meet needs of the city and generate revenue. A group has studied this by focusing on undergraduate and graduate students and a final recommendation will be available soon and we will act quickly before summer. We are moving as deliberately and mindfully as we can towards self-dependence and self-determination as an institution that has a major role to play in Missouri and in the University of Missouri system. The Provost underscores that this is a positive opportunity for UMKC.

Senators ask questions about Curator Steelman’s position, which seems to be to create central control through the Columbia campus, and what that means. The provost is doing what she can to protect the unique mission of UMKC. We need to keep asking this question because we need to protect our autonomy and make sure our relationship with MU and UM System is productive and mutual. We need to keep asking about support from UM System, including tech platforms and other kinds of support. 160/90 branding campaign is ongoing and we need to express our concerns in ways that foreground our strengths, but the Provost expresses a note of caution: if the word "System" disappears and if 160/90 brands MU--Columbia as THE Missouri university, we lose 55% of the system. We need to be clear about how the Curators are going to name us because we need to remain visible. We need to know what the relationship is between President and MU Chancellor so we know where we are. Chancellors and the UM System President need to organize so we can help each other as we elevate the pedagogical and research enterprise for ALL MU campuses. UM System should coordinate a strategy campaign for our recruitment; we need to know who the UM System is going after and how they are leveraging scholarships.

 The governor is articulating a new role for Higher Ed. Five out of nine Curators are his appointees, which means his vision has a lot of traction. Our task is to focus on students, the support of faculty and staff at UMKC, and ways in which we can extend our profile across the entire region. We need to coordinate our efforts. Going independent is not viable financially, so we need to make ourselves heard and ensure President Choi and Curators know our strengths in terms of research, teaching, students, and faculty. We need to emphasize our greatness and our uniqueness by branding ourselves and showcasing what we offer in terms of critical thinking, community service, research, and what we add to the state in terms of revenue. These issues will be raised at the next IFC meeting. The Provost sees a great relationship between Faculty Senate, deans, faculty, and the Provost’s office. We are getting on the same page and are ready to re-invigorate the institution.

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1. **Athletic Task Force Report [40 minutes] (Luppino/Mitchell/Wyckoff)**

The report is currently on the Faculty Senate website. The task force was composed of 13 voting and 3 ex officio members, with 12 voting and one abstaining. The task force was a collaborative effort and the information was freely provided by all administrators concerned. From the beginning, the task force stated that they will give an independent report. Mike Alden was out of the country for an extended period of time, but the external review committee has formed and will take up issues the task force deferred. There is consensus on many points, but there was dissent and that is recognized. Additional thoughts are in appendices. The majority view was to limit the investment from general revenue allocations to between $3 and $4 million; the minority view was to cap between about $4 and $5.5 million.

If we can afford to stay in Division 1, within the limits as recommended above and a longterm strategic plan, we should stay. However, the committee decided against making a recommendation until receipt of the external study results. In any event, UMKC needs to limit the cash investment and increase revenue. Senators ask what are the benefits of the Athletics program and what are the actual consequences of an athletics program for the life-long fitness of students. The Task Force recommended that a more robust intramural athletics program be implemented no matter what decision on intercollegiate athletics is made. Senators also asked if the task force had looked at research on sports economics. Identifying the fixed economic value is very difficult, but the issue is addressed in Appendix D. Senators also had questions about how to create a strategic plan that aligns athletics with rest of the university as well as the validity of the "Flutie Factor" [Note added by chair-elect: the "Flutie Factor" describes the potential impact of intercollegiate athletics on the recruitment of students, not just student-athletes. The phrase was coined in 1984 to describe the 30 percent increase in applicants to Boston College after the BC quarterback Doug Flutie won the Heisman Trophy].

As a whole, we need better alignment of strategic goals of UMKC and the Athletics program. The Athletics program needs to connect with student life and community needs. The basic problem is revenue and how we can leverage our institutional investment to close the gap between the costs of the athletics program and income. Any changes are not going to be immediate because we need to honor all existing contracts and scholarships. In regards to how much students are invested in Athletics, the current athletics fee is relatively low when compared with other Division I programs with no football team. At this point, we have 16 teams; 14 teams is the minimum needed to retain Division I eligibility. A senator suggests that the connection between student athletics and fitness is tenuous based on national obesity rates.

The SGA is evaluating the fees to see where changes might be made. We need a place for students to express their voice; collaboration between faculty, students, and administration is essential to the development of an effective strategy that works for UMKC. Having this collaboration is the best way to address (for example) the question of whether or not students care about Athletics. Senators recommend that the SGA works with Alden. Athletes should be asked what the importance of being Division I is to them. An Athletics representative suggested that a high proportion of students who live on campus attend soccer especially when the match is local/regional. Also court-warming was very well attended. See the UMKC drop-box for additional information. Moreover, post-season CBI tournament against University of Wisconsin-Green Bay was packed.

It was posed that the athletics fee be connected to student housing. Also, because students do not pay for tickets, the “value” might be raised if they were charged. If the report is approved, it will go to the Chancellor. Athletics needs to demonstrate sustainability over a long-term and because Athletics is in Chancellor’s Office, our interest is not to micromanage Athletics. It is worth noting that MU spends a fraction of what we spend out of general revenue because they have a robust program already. Our Athletics Program is 25 years away from that. There is definitely a gap that needs to be filled from external funding. The task force has suggested Alden’s team look at marketing and developing a strategic marketing campaign that involves athletics and other programs.

Furthermore, Appendix C gives median values of costs of Division I schools that do not have a football team. Only 25 schools have a profitable athletics program out of 240 schools and all these schools have a football team. 100% of schools without a football team, do not make a profit. A guest who was on the committee noted that their task was to focus on ways to develop athletics so it can benefit UMKC (see Appendix D). He also noted that the move from NCAI to Division I was a drastic move. Mainly, we need to connect athletics with the academic success of the institution by being more strategic and collaborative.

The Faculty Senate voted to approve sending the report to the Provost/Interim Chancellor for consideration, with 20 senators approved, 2 opposed, and 1 abstention. Emphasis on sustainability of the Athletics program is a condition of Faculty Senate approval.

1. **Chancellor Search Update [20 minutes] (Mitchell/Wyckoff/Salvo-Eaton)**

The advertisement for the Chancellor Search launched today. Senators are encouraged to circulate the ad widely. Any potential candidates should be contacted before their name is put forward. Applications need to be submitted within two weeks. The first review will be mid-November.

1. **New Business**
2. **Sabbatical Leave Policy [10 minutes] (Mitchell)**

Chairperson Mitchell discusses the Sabbatical Leave Policy. The PowerPoint presentation is currently on the Faculty Senate website. Definitions for research, development, and sabbatical are not in the current CR&Rs. Leave definitions and policies are not defined in UMKC or unit bylaws. Unfortunately, there is no consistent policy regarding leaves across units. Sabbatical and other leaves need to be articulated and communicated in a standardized way with a clear process for application, approval, denial, and appeal. We need all UMKC faculty to have access to leaves. There are many benefits to leaves, such as: improved morale, productivity, creative engagement, relations between faculty and administration, improved collaboration, and collegiality. The challenges with having sabbatical leaves are: cost and personnel re-allocation (if necessary). Presently, we pay around one-quarter in research support than comparable institutions do from general revenues. The urgency of this issue is that we need to embed a coherent, standard, insitutution-wide process for leaves into the new budget model. The sabbatical policy should not be dependent on external funding or a specific research project. The proposed ad hoc committee would include the Provost’s and Deans’ offices, a representative from the FSEC, and a faculty member from every unit. Furthermore, research needs to be added to both the strategic plan and budget model. Senators unanimously vote to form a committee to work on a UMKC-wide leave policy. Chairperson Mitchell will constitute the committee.

1. **Adjournment**

Meeting adjourned at 4:57 pm.