**UMKC Faculty Senate Meeting**

**5 December 2017**

**Draft Minutes**

**Present:** Linda E. Mitchell, Gerald Wyckoff, Stephen Dilks, Viviana Grieco, Jacob Marszalek, Ken Novak, Greg Vonnahme, Erik Olsen, JoDee Davis, Roger Pick, Marilyn Taylor, Tara Allen, Ed Gogol, Deb Chatterjee, Ceki Halmen, Melanie Simmer-Beck, Erik Gottman, Michelle Maher, Nancy Murdock, Christopher Holman, Jennifer Allsworth, Eduardo Abreu, Margaret Brommelsiek, Hari Bhat, Valerie Ruehter, Jen Salvo-Eaton, Sybil Wyatt, Drew Rogers

**Also Present:** Barbara Bichelmeyer, Sheri Gormley, Mark L. Johnson, Sharon Lindenbaum, Chris Popoola, John Herron

**Excused:** Dale Morehouse, Sandy Rodriguez,

**Absent:** Tom Mardikes, Da-Ming Zhu, Irma Russell

1. **Call to Order**-Mitchell [5 minutes]

Meeting called to order at 3:03 pm. Today’s agenda and the Minutes from the last meeting are approved.

1. **Report from IFC and discussion**-Grieco, Marszalek, Mitchell [30 minutes]

IFC discusses changes to the CR&Rs:

1. 1-year probation to get tuition reduction for dependents and spouses; this probation period has been reduced from 5 years. Dependents and spouses will now be permitted to complete degree at reduced rate in the event of death or divorce.
2. Salaried employees get paid between Dec 26th-Dec 31st. UMKC will be closed, but all staff will be paid. Anyone who must be on campus will get 4 personal days to use after Jan 2nd, which will be effective immediately (subject to approval by Curators).
3. A third change to the CR&R is in process: this involves mandatory medical leave of absence for students who are deemed a danger to selves or others. This CR&R is complicated and needs careful review as it goes through the approval process. The language will be worked out in the Spring: we need a definite and professional policy that protects our students and our entire community. Implementation will be both campus by campus and unit by unit. There will be legal support from UM System to allow us to do what is necessary. Student organization input is necessary and is part of the drafting process.
4. Currently, a law professor at UMSL is suing for right to carry a gun on campus. This sparked conversations about ways to develop a policy that meets the requirements of state law at a public institution. As a campus, UMKC remains opposed to weapons on campus, but we need to address the challenge because Missouri law gives the right to carry in public places. Currently, UMKC bans them on campus, but this is against Missouri Constitution because we are a public institution that is state-funded. The proposed compromise is to allow faculty and staff to have a firearm in their locked car that is concealed and is inaccessible with the ammunition separate from weapon and also not accessible. The reality is that there are guns in vehicles already. We are being proactive here in setting a policy we can live with. We need to clarify where the line is drawn in terms of who can keep a weapon out of sight in their locked vehicle; perhaps for benefits eligible faculty and staff.

Senators voted on a motion by the IFC to continue discussion of the issue. 27 voted in favor; one abstention.

1. **Report from FS Budget Committee and UBC**-Johnson and Lindenbaum [20 minutes]

Mark Johnson gives updates on the budget and resource investment models, as well as RPK group data. There have been intensive meetings to develop a resource investment model that aligns with the strategic plan, is viable and operable, and widely understandable. Discussions with deans and faculty have taken place to gather input about the model. We have been developing guiding principles to evaluate models. The resource investment model is hybridized. The FS Budget Committee and UBC are discussing Interdisciplinarity and other issues of concern to research and teaching faculty.

There needs to be a central strategic investment fund so the Chancellor can fund ideas that have no other support. The strategic plan needs to connect in an organized way; this will be addressed by setting up a council to hold focus group meetings with those who are served by specific parts of the administration. Service-level agreements are necessary: these would have metrics built into them so we can gauge the quality of services provided by Academic, Auxiliary, and Administrative programs. Next steps in Fall 2019: run the model, align budget rules, develop budget flow process, communicate with stakeholders, and make recommendations.

The RPK group was on campus on Nov 30th and Dec 1st to discuss the academic portfolio review. Each unit has received the data specific to that unit. This has gone to deans and they now need to discuss the data and give feedback. The data is broken down to the level of the academic program. The data should help units visualize the financial situation of specific courses, programs in terms of enrolment, costs, income. The central working principle is that this data will drive the questions that might allow efficiency-based decisions that are pedagogically and strategically beneficial.

The data clean-up will focus on 2016 to get as accurate a baseline as we can. We need to correct for specific faculty who are teaching specific courses. The essential point is that this data is important as we go forward with dwindling resources and making decisions that are as cost-effective as possible. This data raises questions about which courses need to be limited in size and which can be expanded, but the key is that we make good economic decisions that enhance teaching and learning and support our long-term strategic goals.

Senators express sincere thanks to Mark Johnson for his hard work, courage, quality.

1. **Provost/Interim Chancellor Update on Strategic** **Plan** [10 minutes]

The provost states that we are positioning ourselves to ensure a positive future for UMKC.

The budget model is being reviewed in light of the findings from the Academic Portfolio Review. The data from the Review give us material to take into account as we ask questions about recruitment, retention, hiring practices, use of adjuncts, cost of operations, etc. We need to customize according to specific units. There is no size that fits all, but this data allows us to review and evaluate at a granular level to ensure we are all being good stewards. The data also helps us identify ways to budget in terms of personnel planning. The budget will be submitted up front and deans will be able to argue the details until it is accepted; once it has been approved they will be held accountable for spending.

The key: we need to be intentional rather than reactionary and we need a tool to develop personnel management plans.

The resource investment model is being developed and evaluated. We also are aligning the hiring strategy with the budget model in order to be transparent and logical. The operative word is “planfulness.” We need to be deliberate in planning how we connect decisions about personnel, budget, and strategic plan. We are trying to reward programs that grow and to anticipate areas of growth and opportunity.

President Choi has told us we need a new strategic plan by end of FY 17/18. We have surveys that tell us what we need to do (NSSE, COACHE, Climate Survey, etc.): these surveys give us bases for building human capacity, human knowledge, human capability, and human connections with community. The first commitment is to our people and this can be exemplified with diversity and inclusion, becoming a great place to work, and a great learning environment: we need to be a people-centered institution.

The Athletics report should be available late December.

The Law School will be hiring a dean and UMKC is looking for a Vice President of Student Affairs/Dean of students.

We need to work on developing attractive/engaging activities for students. We will begin planning for the centennial soon. We have had a busy but productive semester getting ready to do the hard work. We are on the cusp of being able to go full steam ahead. Academic re-organization will be on the agenda at the first meeting in January. Other goals deal with funding for interdisciplinarity.

HR will need to help us as we do re-allocation and re-organization, but we have a professional team to help us make this transition. Client Experience Councils will help to ensure that the administration is serving the needs of those they need to serve. We need to do what we can to re-position existing personnel in ways that improve the institution in terms of efficiency and campus climate..

The RPK data is going to help us sort out what courses are needed to serve students. We are currently figuring out what we need in terms of a two-year cycle and are using the data to make plans so we can deliver the curriculum. We also need to determine what is needed for academic hiring to stay innovative and to grow the programs that students need. We will consider how to develop such programs while using instructors (including scholarships, graduate students, etc,) as effectively as possible. Clinical assignments and field work will be a challenge. At the department level, the “strategic planning” is personnel management planning. Civitas data paired with academic portfolio: three visits to the Writing Center have a big impact on retention: 13%. Enrolment deadline needs to be moved so students cannot enroll up to day of class. We need to track Undergraduate Research (SEARCH program, etc.) to see if it should be expanded.

1. **Adjourn to Closed Session** [15 minutes]
2. The Senate paid tribute to Dr Michelle Boisseau, who died on November 15, 2017. Dr Boisseau taught at Virginia Intermont College (1985-87) and Morehead State University (1987-1995) before she joined the faculty at the University of Missouri-Kansas City in 1995. A Professor of English and editor for BkMk Press, Michelle was central to the creation of UMKC’s nationally renowned MFA program in Creative Writing. While in Kansas City, she was a vital contributor to the Kansas City Literary and Arts community. Michelle was a widely renowned poet, editor, and writer, publishing five full-length collections of poems, along with smaller chapbooks, short stories, essays, works of literary scholarship, and memoir. Her work earned many prestigious awards, which included a Guggenheim Foundation Fellowship in 2017 and two fellowships from the National Endowment for the Arts (1989 and 2010). A number of her poems can be found on the website at the Poetry Foundation: [poetryfoundation.org](http://poetryfoundation.org/). Beginning in 1993, she co-authored the best-selling textbook *Writing Poems*, the most popular text of its kind and used in colleges and universities across the US, the UK, Canada, Australia, and New Zealand.
3. **Adjournment**

Meeting adjourned at 5 pm.