

UMKC Faculty Senate

Minutes

Tuesday, February 19, 2019

Administration Center, Plaza Room 3:00-5:00PM

Present: Linda Mitchell, Viviana Grieco, Jacob Marszalek, Anthony Shiu, Greg Vonnahme, Sookhee Oh, Jen Salvo-Eaton, Erik Olsen, JoDee Davis, Marilyn Taylor, Tara Allen, Samuel Bouyain, Ceki Halmen, Eric Gottman, Nancy Murdock, Ellen Suni, Jamie Hunt, Mark Patterson, Hari Bhat, Mardi Mahaffy, Sharon Simmons, Sybil Wyatt, Deb Chatterjee, Justice Horn

Also Present: KC Atchinson, Ken Novak, Scott Curtis, Chris Popoola, Susan Hankins, Brandon Martin, Jacob Wagner, Sheri Gromley, Dani Wellemeyer

Excused: Jamila Jefferson, Jenifer Allsworth, Jack Nelson, DeeAnna Hiett

Absent: Da-Ming Zhu, Michelle Maher, Eduardo Abreu

I. Opening Business (10 minutes) [Interim Chair Mitchell]

A. Call to Order

Meeting called to order at 3:01pm. Chairperson Mitchell introduces Senator Jamie Hunt from Nursing and the SGA representative Justice Horn.

B. Approval of Draft

Agenda for today's meeting is approved with no abstentions.

C. Approval of Minutes

Minutes from the last meeting are approved with one abstention.

II. Athletics Director Dr. Brandon Martin (30 minutes)

Dr. Brandon Martin, the new Director of Athletics gives a presentation delineating plans for the Athletics Department. His presentation is currently on the Faculty Senate website. He has a very expansive background in athletics, as a student athlete, professional basketball player, and athletics director. His first 100-day vision and goals include:

- Establishment of priorities to be in alignment with, and support of, the educational mission of the University.
- Build an External Relations staff that is focused on increased ticket sales, marketing, sponsorships, and fundraising. He has hired three staff members as of today.
- Develop a master plan for facilities, related to a specific focus on Swinney Recreation Center and Durwood Stadium. Renovations will help with branding and enhance recruitment. He has secured two gifts of \$250,000 and \$800,000 for facility advancement. Renovations will start this upcoming fall semester.
- Create focus on organizational structure and professional planning. This relates to defining the roles of the Athletic Leadership Team; creation of a proper reporting system for all operational units; development of departmental priorities and goals for 2019.

- Provide proper education and training for coaches as it relates to student-athlete communication, Title IX, team rules and policies. He has met with head coaches to discuss future expectations. Head coaches have various expectations that align with the mission and core values of the department. Martin has charged the head coaches with the responsibility of fundraising at least \$100,000 in their respective sport accounts by the end of this fiscal year.

Regarding academic excellence in Fall 2018, the cumulative GPA for all student athletes was 3.35 with 15/16 teams being at or above a GPA of 3.0. UMKC Athletics has a 91% graduate success rate for African-American students, putting UMKC in the top 10% nationally. Moreover, operational priorities of 2019 include:

- Student-Athlete Welfare/Academic Excellence
- Departmental Planning and Processes -Strategic Planning for Fall 2019
- Compliance and Risk Management
- Fiscal Responsibility
- Athletics Development/Annual Giving and Major Gifts
- Sport Program Administration

A. Introduction and Q and A

Senators ask Martin about his fundraising plans since in the past, Athletics has posed a huge financial commitment on the institution. Fundraising is a major focus for Martin in order to remove the financial strain from the institution of UMKC at large. Martin has met with several donors, and Athletics has received over \$1 million in commitments in the past 78 days. He is using data from similar schools, such as Grand Canyon University and Wichita State, to help map/guide budget and fundraising goals. Athletics is about 17 scholarships away from being underfunded (about \$700,000 annually), and that puts UMKC at a competitive disadvantage. He hopes to establish a UMKC Athletics Annual Giving Program with levels from \$50 to \$10,000. Senators also express concerns about potential student fee increases since a portion of student fees are used for Athletics. According to Martin's data analysis, UMKC students are paying $\frac{1}{4}$ of what other students are paying at other WAC institutions, therefore indicating that student fees can increase to support Athletics for scholarships and other advancements.

Men's basketball is the flagship sport. Martin is looking at current personnel to help increase Roo spirit and energize the Athletics program and UMKC overall. Moreover, senators share that there may need to be a conference change from the WAC in order to increase student and faculty participation at games. Geographically and logistically, belonging to the WAC is not the best decision for UMKC. Travelling to games expends much of the budget. Becoming part of the Summit League is a "quick fix", but Martin has a future goal of joining the Missouri Valley Conference. This can be done not only with hard work, dedication, facility renovations from athletes and Athletics staff, but by establishing a rivalry with a Missouri Valley Conference college, such as Missouri State, since UMKC does not have a natural rival.

Ticket sales and UMKC and the community's attendance at games will increase if the conference is more local. Moving the men's basketball games back to Swinney instead of at the downtown location has also increased student attendance at games. The last men's basketball game had 1420 people in attendance (with a capacity of

1600). Athletics in the past three weeks has started the Pouch Vouch card for student incentives and a hospitality space at the Student Success Center with free food, a DJ, and TVs in order to further increase student involvement. Also, potentially increasing the facility capacity to 5000 can help enhance operational monies through increased ticket sales.

Furthermore, Martin emphasizes the need for alumni involvement since 68% of alumni are in the Kansas City area. But UMKC Athletics must give alumni a reason to get involved. Using social media can help engage the community as well. A kid's club was started with free membership which has increased ticket sales through parents. Martin also wants faculty mentors for student athletes. Martin wants to meet with faculty to develop strategies to increase involvement and recruitment.

III. Title IX and VPR Offices Annual Report (30 minutes) [Sybil Wyatt]

The presentation is currently on the Faculty Senate website. Senator Sybil Wyatt gives an update on the annual and mid-year Title IX reports. The annual report was from August 1, 2017 - July 31, 2018 and the mid-year report was from August 1, 2018 - December 31, 2018. The reports include information about sex discrimination issues, such as discrimination against pregnant women, sexual misconduct, and harassment/bullying based on sex. The full report is available at <https://info.umkc.edu/title9/>. Based other data from the annual and mid-year reports, 121 and 86 jurisdictional reports were made, respectively. The data comes from UMKC students, faculty, and staff, as well as visitors on the UMKC campus. Cases of stalking often involve social media and texting. Based on the data from the mid-year report, reports may show a year-to-year increase by the end of this academic year. Faculty and staff are reporting more in response to student complaints. The zero cases of false reporting relate to no admissions of retaliation or lack of interaction with a person. There are also annual and mid-year violence prevention and response (VPR) reports. VPR includes programming/outreach and crisis management.

The reports do not reflect investigations, but reports from students to faculty/staff for class accommodation purposes. Faculty are encouraged to keep records of interactions with students, especially if there are concerns with retaliation. Most of the sex-based discrimination reports are between students, and students and others in the Kansas City community. Consensual relationships: if a faculty has a supervisory role with students or staff, consensual relationships of that nature must be declared.

Legislative/regulatory updates include Federal: Proposed Change to 34 CFR 106 and State: House Bill 573/Senate Bill 259. Significant changes include:

- Federal: mandatory reporting
 - Only those “legally responsible to respond” or those with the ability to “remedy the situation” would have to report
 - Implications: Students may be less inclined to report directly to OAA, preventing the University from providing assistance or taking action
- State: definition of consent
 - “The institution of higher education shall define consent as a freely given agreement to the conduct at issue by a competent person through words or overt actions.”

- Implications: Disputed meaning of terms, does not address incapacitation or other aspects of consent
- State: due process hearing
 - Appeals allowed to external Administrative Hearing Commission (AHC)
 - Implications: Expenses to UMKC including defense of process, civil action in court, possible fines of \$250,000 if found in violation; chilling effect to reports as entire case would be heard by AHC
- Federal/State: live hearing
 - Policy must provide live hearing (may require as only option without choice of administrative resolution)
 - Implications: Chilling effect as complaint dismissed if complainant refuses to attend or does not want to repeat allegations in front of faculty/staff panel
- Federal/State: direct cross-examination
 - Federal: Hearing must allow direct questioning of parties by each party's advisor of choice (may be attorney) without technology to separate parties by request; if party will not submit to direct questioning, the decision-maker cannot consider any testimony provided by that party (even in Investigation Report)
 - State: Hearing must guarantee parties the right to cross-examine, either directly or indirectly
 - Implications: Chilling effect on complaints; inability to rely on prior testimony (federal); may be required to provide parties with legal counsel; process much more "court-like"
- Federal/State: standard of evidence
 - Federal: choice of preponderance or clear and convincing
 - State: clear and convincing
 - Implications: much higher threshold without ability to subpoena/require witness participation or submission of evidence
- Federal/State: impartiality and bias
 - Federal: TIX coordinators, investigators, and decision-makers must be unbiased
 - State: investigators and decision-makers must certify no bias
 - Implications: may require anyone with exposure to sexual harassment/misconduct to disclose if involved in process

IV. HLC Update (20 minutes) [Ken Novak]

The presentation is currently on the Faculty Senate website. The HLC has a 10-year accreditation cycle and verifies that institutions meet standards established by peers, evaluated by peers. The HLC also promotes institutional self-knowledge and advancement, provides assurance to the public about quality, and builds and maintains confidence in higher Education. Criteria includes:

1. Mission
2. Integrity: Ethical and Responsible Conduct

3. Teaching and Learning: Quality, Resources & Support
4. Teaching and Learning: Evaluation and Improvement
5. Resources, Planning, & Institutional Effectiveness

In August 2017 the process was initiated. From Fall 2017-Spring 2018, the assurance argument was drafted, and evidence was collected and identified. Summer 2018, the assurance argument was revised. In Fall 2018, the argument was reviewed by a third party and in December 2018, reviewer comments were received. On March 1st, criterion committees will submit new evidence. The First HLC Town Hall meeting will be March 6th from 2-3:30pm in Pierson Auditorium. April 1st, the criterion committees will submit a revised assurance argument with another HLC Town Hall meeting on May 2nd from 10-11:30am in HSB 4301. The assurance argument and financial compliance is due in the HLC system by September 1st. A student survey will be available in mid-September before the HLC site visit on December 2nd and 3rd. The HLC Executive Committee can be contacted for additional information. Faculty are asked to help disseminate these important dates.

Q&A: a. A senator asked, "How is the former accreditation body (North Central) related to HLC?" Novak answered, that it's a rebranding of the body. Another senator remarked that the university web site conflicts with the catalog and needs to be cleaned up.

V. Presentation on Proposed Library Fee for Students (15 minutes) [Dani Wellemeyer]

Supporting documents are currently on the Faculty Senate website. Currently, there is no student fee, but it will be placed on the ballot at this year's SGA election ballot March 18-22. The library fee will be charged for all degree-seeking students. The fee will be applied to improvements that contribute to the success of all UMKC students (undergraduate, graduate, professional), who use any campus library in person or online, no matter their personal socioeconomic status or access to technology. Based on extensive information gathering and research over many years, UMKC students and the UMKC Libraries indicated that the most needed improvements should include:

- Longer hours at Miller Nichols Library and Health Sciences Library
- 24/7 online chat help for all students (implemented as early as Fall 2019)
- Renovations at all library locations for safe late-night study space
- Making textbooks free or more affordable
- More subscription resources including e-books, scholarly journals, streaming film and media
- Building updates for more power outlets, more individual and group study rooms, new furniture, and better facility maintenance
- More iPads and wifi hotspots, updated computers, printers, scanners
- Specialized technologies like GIS, media production, 3-D printing, and data visualization

The library fee will increase in an incremental structure with \$3 per credit hour (capped at 12 hours per semester) fee implemented in Fall 2019, increasing every two years to \$5, then \$7, and concluding at \$10 in Fall 2025. The student library leadership group will act as an advisory board. The fee increase will be voted in with a simple majority and afterwards will go to campus administration and then the Board of Curators as a student initiative/approved fee. Because of

interaction with campus administration, the Provost, and the Vice-Vhancellor of Finance, Libraries is confident that if voted in, the Board of Curators will approve of the fee increase.

Q&A: A senator asked, "Who initiated this move?" Wellemeyer answered SGA did, which is united behind the initiative.

VI. Last Ten Minutes

- Senators share concerns about the new travel requests forms/procedures. Faculty were blindsided, and previously-submitted and unit approved requests had to be resubmitted under the new procedure. The procedure/forms are somewhat confusing and not efficient because it does not connect to PeopleSoft, leading to more manual labor. The Chancellor and Provost have approved these new procedures to have consistency among the units.
- An online student survey for sexual assault will be available in April. This issue will be discussed with the Chancellor and Provost in the future.
- On April 19th at the Bloch School, the Bloch undergraduate graduating class will be competing using 3D printing.
- Nominations for IFC and Faculty Senate Executive Committee positions are encouraged.
- The Vagina Monologues will have a show on Thursday at 7:30pm at the Student Union and Friday at the Spencer Theaters. Tickets are \$5, but on Friday, tickets for faculty and student groups of 5+ are \$5.

VII. Adjournment

Meeting adjourned at 4:58pm.