**UMKC Faculty Senate**

**Tuesday, 19 March 2019, 3:00–5:00 PM**

**Administration Center, Plaza Room**

**Draft Minutes**

**Present:** Linda E. Mitchell, Jacob Marszalek, Viviana Grieco, Amanda Grimes, Scott Curtis, Ceki Halmen, Jamila Jefferson, Sybil Wyatt, Michelle Maher, Nancy Murdock, Tara Allen, Jamie Hunt, Mardi Mahaffy, Hari Bhat, Erin Blocher, Erik Olsen, Anthony Shiu, Mark Patterson, JoDee Davis, Justice Horn, Greg Vonnahme, DeeAnna Hiett, Marilyn Taylor, Samuel Bouyain, Deb Chatterjee, Jack Nelson, Jim Wooten, Jenifer Allsworth, Sookhee Oh, Ellen Suni

**Also Present**: Barbara Bichelmeyer, C. Mauli Agrawal, Kimiko Black Gilmore, Susan Hankins, Joy Stevenson, Joy Swallow, Christine Popoola, Diane Filion, Kristi Holsinger, Kevin Truman

**Excused:** Stephen Dilks, Eduardo Abreu, Jen Salvo-Eaton, Da-Ming Zhu, Eric Gottman

**Absent:**

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

Meeting called to order at 3 pm. Chairperson Dilks will be returning after spring break. The election for Faculty Senate Executive Committee positions are underway. Senators are reminded to vote and to encourage their constituents to as well. Voting closes on Monday, March 25th.

1. **Approval of draft agenda**

The agenda for today’s meeting is approved with no abstentions.

1. **Approval of minutes from 5 March 2019**

The minutes from the last meeting are approved with no abstentions.

**II. Updates (60 minutes) [Chancellor Agrawal and Provost Bichelmeyer]**

**Topics requested by FSEC for update:**

1. **Reorganization of Chemistry/SBS and Theatre/Conservatory**

Provost Bichelmeyer recently shared two letters with the Chancellor recommending that we move forward with the reorganization process. In both of those letters, the Provost articulated amendments delineating procedural work in the process, unit concerns, voting outcomes, Implementation Committee reports, recommendations from the Faculty Senate, etc. The Implementation Committee sent its report to the Provost in November for the Theater/Conservatory and early January for the SBS/Chemistry with recommendations and concerns. During this time, Sharon Lidenbaum and her team worked to repackage accounts to fit the merger. There were about 20 questions/principles that needed to be addressed, such as F&A funding left over by retired professors. Members from the UBC and FSBC worked to address these concerns with other faculty members in order to develop a principles document. With these documents, the Provost met with the deans and faculty of the merged units to get insight and input.

Regarding the Theatre/Conservatory merge, it was agreed to hire a production manager, move a half-time staff member in advising to full-time, and the existing Theater deficit will be taken centrally and not merged with the Conservatory. Although faculty and deans have agreed with the Theatre/Conservatory merger, there are still concerns about ensuring that Theatre’s mission remains as an independent academic program, not ancillary to Conservatory departments. Merging Theater and Conservatory will make UMKC one of the largest performing arts centers nationally and will open more programming opportunities for recruitment. The Provost thanks the taskforce and Faculty Senate for their help in the process.

The Chancellor will be announcing the merger soon. The Chancellor’s announcement date will refer to the effective date of the merger. The official date is July 1, 2019, which is the beginning of the next fiscal/academic year. The Provost will have a meeting with the vice-Provosts to review the academic catalog and other processes. Students will be grandfathered into their respective programs but may also move to the degree requirements of their new home units.

The SBS/Chemistry merger document is like that of Theatre/Conservatory. Two hires have been approved, as well as the position of operations manager for equipment technical support. The increase of FTE for a staff member has been approved as well. There are concerns about funding GTA stipends and scholarships. SGS Dean Lundgren is working on improving the graduate student experience. The CAS budget will be more or less revenue neutral despite losing two units (Chemistry and Theatre). There is a mechanism to monitor in the implementation year the financial impact on the CAS and the merged units.

Because of reorganization and budget model changes over the years, there is some difficulty in calculating last year’s GRA allocations. Vice-Chancellor Lindenbaum will be presenting the financial data to the FSBC in the future.

1. **VSP and hiring**

There are 112 faculty who are eligible for the VSP and have until March 25th to declare their acceptance and May 2nd to rescind their declaration. Clear guidance has been sent out to all deans and chairs about the process. Weekly counting of declarations is happening, and as of this week, there are 29 total. The VSP promises a financial incentive, and UMKC must cover this. It will take 18-24 months for UMKC to recover from the VSP payout process, which could affect future hiring prospects. When a faculty member declares VSP, the faculty line goes away, the dollars move centrally, and strategic hiring decisions are made.

 Hiring retreats have been implemented for the past year to plan strategic hiring for the academic year. The next hiring retreat is April 1st. Deans have the right to institute searches within their budgets if the search is EOE compliant with appropriate vetting. The Provost has concerns about vetting appropriate hiring packages. The deans have approved a hiring policies and procedure document. There are units with too few tenure and tenure-track faculty compared to adjuncts, and this disproportion needs to be addressed. Moreover, based on recent VSP data, the Bloch School may lose at least 30% of tenured faculty before August, illustrating a great need for a more streamlined and guided hiring process. Senators express concerns about the mandated 2% merit pool. The Provost shares that 3.5% allocated this year to prepare conservatively for the state’s fiscal situation. There is a 2% merit pool increase, which will result in a corresponding 1.5% benefits increase (benefit costs are tied to salaries), suggesting that 3.5% needs to be allocated for costs. UMKC is also looking at outside funding sources for a more strategic financial plan. It is hoped that enrollment growth and retention improvement will occur in the upcoming fall semester.

 The Chancellor shares some state appropriation updates. Currently, we are revenue neutral. There may be an increase in tuition in the future, but this should be balanced by increased enrollment due to better scholarshipping options. It is important that we stay strategic in order to improve enrollment and retention. The Provost shares that having a data-improved model of VSP fund allocations can assist units in budgeting.

 Instructional enterprise can be revamped to allow for more strategic spending. 23% of courses have 0-9 students, and 29% have 10-19 students, suggesting UMKC’s massive skew to small size courses. Deans are reviewing their academic portfolio to address these findings.

1. **Student Success Model and new advising model**

The Student Success model can be accessed via UMKC login at: <https://www.umkc.edu/provost/initiatives/default.asp>. UMKC is looking at other sources of funds for growth. UMKC has a moral imperative to increase retention and completion rates. Unmet financial need and student support are main factors that affect retention. The Student Success model drives resources and investments to increase student outcomes. The model focuses on creating a culture of care. It will take up to two years to set the foundation of this model. UMKC is focusing on building student-faculty, student-student, and student-staff relationships to aid in student success.

1. **Strategic Priorities**

Priorities include increasing opportunities for research and enhancing academic programming. The Chancellor discusses Title IX changes on the state level. UMKC and other universities are coming together to address these legislative concerns. The Missouri Commission, the group that may be in control of Title IX cases if proposed legislation is passed, is not connected to education, but oversees licensures. Universities may be asked to provide attorneys, etc. Other priorities include student health and mental health awareness. There is a national search underway for the Vice-Chancellor of Research and UMKC Foundation President. Provost shares about having flexible class and finals scheduling that incorporates various course groupings. Past Chair Mitchell shares some results from a student survey, such as student preference for classes from 10am-7pm that meet two times a week. Strategies are being discussed to expand the final exam schedule to be more convenient for students. In our current grid, many courses are ten minutes apart, which influences how students schedule their courses. There is a need for at least 20 minutes between classes and a scheduled break for students.

**III. New Travel Authorization Policy Discussion (25 minutes) [Bichelmeyer]**

Sharon Lidenbaum will be distributing a document answering travel authorization questions and delineating procedures and policies. The Chancellor will review the document for approval. The travel authorization system should be more streamlined in the future. Senators share that there are inconsistencies in the current travel authorization process. UM System will impose another authorization process on top of UMKC’s.

**IV. International Student Affairs Presentation and Discussion (30 minutes) [Joy Stevenson & Kevin Truman]**

International students make up about 20% of the UMKC student population. International Affairs has two main sectors: International Student Affairs and Study Abroad and Global Engagement. There is a dedicated advisor for the SCE since there is a large percentage of international students in those programs. Missouri is ranked 12th for number of international students. The Study Missouri Consortium has over 40 colleges and universities working together. UMKC also has a strong international recruitment program. UMKC international enrollment is down about 8% due to various reasons, such as the political climate. International students pay non-resident tuition, which is more expensive compared to that of resident tuition rates. About 10,000 credit hours were generated by international students this past semester. The International Affairs office has over ten years of data analysis collected for various units. The office is looking at the application process and making it more accommodating and streamlined.

**V. Adjournment**

Meeting adjourned at 5pm.