

**UMKC Faculty Senate
All-Faculty Meeting Draft Minutes
Thursday, April 18th, 2019
Royall Hall rm111, 3pm - 5pm**

I. Opening Business and Announcements [5 minutes] – Stephen Dilks

A. Call to Order

Meeting called to order by Chairperson Dilks. Please note that the meeting was streamed via Zoom. During the course of the meeting 87 faculty members engaged via streaming. There were 95 faculty in the room

B. Approval of Draft Agenda

The agenda for today's meeting is approved.

II. Reports and Updates.

A. President Choi on Budget and other updates [20 mins including questions]

President Choi shares that the budget is stable compared to last year which had several detrimental cuts. The Missouri Senate will approve the budget as long as it is similar to the core budget proposed by the House of Representatives. The budget will be finalized in May. We are hopeful that we will have flat funding for the core budget and a \$3 to \$10 million for the Translational Precision Medicine Center (TPMC). The final budget will be signed in May. Currently, the state is in the negative of about \$150 million for tax revenues, which may influence the final budget.

Funding has decreased from \$434 million for fiscal year 2016 to an expected \$405 million for the upcoming year. UMKC's allocation is currently \$74 million, a decrease from \$79 million from fiscal year 2016. For fiscal years 2017 and 2018, there were withholds of \$30 and \$19 million, respectively. Research proposals and submissions have decreased for all UM System universities, except Columbia. UMKC enrollment for Fall 2018 is 768 which is lower than that of 1197 from the previous year.

Senators and faculty share that the total grant proposal is not a good indicator of success and other success indicators would be better for analysis. President Choi shares that other factors are used as measures, such as student success, federal awards, and stipends. Moreover, community collaboration research is not currently counted. President Choi encourages those participating in community-based research who received community funding to ask if the work can be sub-contracted with the university or have a provision so there can be a record for the work. Focusing on retention is as important as enrollment. President Choi shares that the 4-year graduation rate for African-American males is 8%. Therefore, improving retention is extremely important for student success. A faculty member shares that Latinx students represent about 7% of the UMKC community. The Avanzado program on campus provides academic support, mentoring, etc. to Latinx students. Unfortunately, the program has changed negatively leading to a failure to retain Latinx students. President Choi reassures that the UM System will be focusing to improve the Avanzado program. Senators

also question why the VSP was implemented without consultation. President Choi was unaware that the IFC representatives were not informed of the VSP prior to implementation. He apologizes and assures that the UM System will do better in relaying information. Senators express concerns about the lack of lobbying efforts to reduce student loan interest payments. President Choi adds that the UM System may not be directly involved in lobbying on this issue, but other organizations, such as the ACLU can assist in those efforts. The UM System is involved in efforts to aid in a better university experience for students, such as lowering textbook costs with a Cengage partnership.

B. Higher Learning Commission accreditation visit [10 mins including questions] – Cindy Pemberton and Ken Novak

The presentation is currently on the Faculty Senate website. The accrediting process is voluntary, but not participating does have consequences, such as lack of federal grant funding and federal financial aid for students. Some examples of the criteria UMKC is encouraged to respond to in the accreditation process are: ensuring qualified instructors, resources that align with the UMKC mission, institutional governance, collaborative efforts, and the strength of the general education program. In Summer 2018, the criteria committee submitted its reports. The revised draft was due this April 2019. The final submission is due September 1st and the site visit will be December 2nd and 3rd. The results should be available by January 2020.

C. Enrollment [10 mins including questions] -- Doug Swink and Alice Arredondo

UMKC's goal is to increase enrollment from 1297 for first time freshmen to 1800 in 5 years. Enrollment can increase with collaborative efforts with other organizations and focus on increasing enrollment for underrepresented communities. Moreover, having a more streamlined application process can be a factor for increasing enrollment. Future goals are stronger engagement, comprehensive interaction with K12 schools, and a more streamlined process from application and acceptance through enrollment in courses. UMKC's Enrollment Management is understaffed compared to our peers (1 staff for transfers and 5 for newer students). Expanding where we recruit will help with showcasing UMKC and increasing enrollment. Faculty and Senators question the estimated cost of recruiting new Freshmen. Swink shares that it costs about \$30,000 for better recruitment efforts. Every 100 students brings a revenue of roughly \$1 million over four years. In Fall 2019, there will be training sessions offered for faculty and staff to aid in recruitment.

III. Discussion Items. [45 minutes] Chancellor Agrawal and Provost Bichelmeyer

A. Travel Authorization form/policy [15 minutes]. Why the changes? What problems are being addressed? How do the changes facilitate faculty research? What are the direct consequences of this change in policy on faculty productivity? What are the next steps and how can faculty participate in the decision-making process?

Provost Bichelmeyer shares that in times of budget constraints, it is important to determine how to spend discretionary dollars and work on operations. 90% of UMKC's budget goes to personnel, such as Tenure and NTT faculty. Last year, UMKC cut various jobs but discretionary budget is still an issue and therefore we need to be as frugal and responsible as possible when dealing with travel. The provost encourages planning ahead for travel. UMKC is looking at the "least onerous" processes for organizing travel: at this point there is a one-form application process for travel authorization. For faculty, travelling is related to personal discretionary money so that issue will be addressed. There is a UM System level initiative to review discretionary funds.

B. Faculty Compensation and Benefits [15 minutes]. How does the administration plan to address the clear disparities between UMKC salary and salary at comparable institutions? What specific plans are there to use budget to improve minority hiring, faculty/student retention, and the campus climate? How do budget decisions about compensation and benefits facilitate our mission in terms of teaching, research, and service? What role do faculty have, or might faculty have, in the decision-making process?

The Chancellor suggested that any improvement in compensation is entirely dependent on growth in enrollments and completion rates. We can only depend on the State to reduce allocations and thus must increase efforts to recruit students across the KC metro and beyond, while also working to retain students. We need to develop a plan for revenue building to support and reward all successful teaching faculty including NTT and adjunct faculty.

C. Student Success Model [15 minutes]. What does the report on the Student Success Model tell us? What specific practices are being proposed?

The Provost point out that, while we have a low student/faculty ratio, we do not have the rate of success such a ratio should produce. Among other factors, our current model is "box-like" in the sense that the number graduate students is very similar to the number of undergraduate students. We need to recruit and retain students who succeed at all levels, but we also need to increase the ratio of undergraduates closer to 60/40 or even a 70/30. The model suggests that we need to improve the sense of belonging, to meet students where they are, to reduce debt burden while increasing financial literacy, to develop new academic programs that attract students. One place we can develop is through Supplemental Instruction: we need a budget model that supports SI because it is extremely effective in terms of student retention and success.

D. Other questions [20 mins]: these questions were tabled for future discussion

- 1. What have we gained from the outside consultant reports commissioned since 2014?**

2. **Where are we in terms of diversity and inclusion? What improvements have been made since 2015? How are we doing in terms of the proportion of recruitment and retention of under-served faculty and students?**
3. **How does the Chancellor and Provost's statement on free speech [April 8, 2019] address the problem of hate speech? Where are we with the YAF presentation and protests?**

IV. Last Ten Minutes.

Chairperson Dilks shares that the Faculty Survey for Student Involvement is in process. A reminder will be sent out next Tuesday. The response rate is at about 29%, but the goal is 40%. Faculty are encouraged to participate in the survey. Undergraduate students completed a self-assessment survey about engagement in the fall, so the faculty survey can aid in finding the gaps between student and faculty perception. The survey is only for undergraduate teaching faculty.

V. Adjournment

Adjourned at 5pm.