**UMKC Faculty Senate**

**Draft Minutes**

**Tuesday, October 2nd, 2018**

**Administration Center, Plaza Room, 3:00-5:00pm**

**Present**: Stephen Dilks, Linda E. Mitchell, Anil Kumar, Jacob Marszalek, Michelle Maher, Mardi Mahaffy, Jen Salvo-Eaton, Margaret Brommelsiek, Tara Allen, Samuel Bouyain, DeeAnna Hiett, Jenifer Allsworth, Anthony Shiu, Eduardo Abreu, Mark Patterson, Deb Chatterjee, Sookhee Oh, Shannon Jackson, Hari Bhat, JoDee Davis, Da-Ming Zhu, Ceki Halmen, Eric Gottman, Jack Nelson, Nancy Murdock, Jamila Jefferson, Erik Olsen, Ken Novak, Sharon Simmons, Ellen Suni, Jim Wooten

**Also Present**: Barbara Bichelmeyer, Sheri Gormley, Tammy Weichert, Deborah Smith, Ruth Cain, Scott Curtis, John Herron, Kristi Holsinger, Susan Hankins.

**Excused:** Viviana Grieco, Marilyn Taylor, Sybil Wyatt

**Absent:** Abdulmajeed Baba Ahmed

1. **Opening Business and Announcements [10 minutes] – Stephen Dilks.**
2. **Call to Order**

Chairperson Dilks calls meeting to order at 3:01pm.

1. **Approval of Draft Agenda**

The agenda for today’s meeting is approved with no abstentions. The student petition for a change in Latin honor status will be discussed at the next Faculty Senate meeting. **Approval of Minutes**

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

1. **Announcements (Executive Session; Service Day; Diversity Gurus; EOA conference; NTT situation; Division of Pharmacology and Pharmaceutical Sciences)**

There will be an Executive session after the “Last 10 Minutes” of today’s meeting to discuss and vote on the honorary degree proposal from the SCE. Also, Service Day was last weekend and participants helped in beautifying the campus by planting, weeding, cleaning, etc. Moreover, the Regalia Run/Walk took place this weekend. This event is an alumni organized event for UMKC Scholarships coordinated by Madison Loeb and Laura Scluzachek. With regards to the Faculty Diversity Dialogues, each unit needs a representative (Diversity Liaison) who will advocate for diversity, bringing back the information discussed in the dialogues to respective units while also reporting on Diversity and Inclusion initiatives and activities in each unit.. The aim is to make sure issues being discussed at future Faculty Diversity Dialogues are responsive to the entire faculty. Those who want to volunteer and represent their unit can contact Chairperson Dilks.

The Educate-Organize-Advocate Conference, organized by Rhiannon Dickerson, will take place October 12th from 8am to 4pm in Pierson Auditorium.

Contracts were not issued to many NTT faculty until after faculty had already begun teaching. This was a serious mistake and this issue needs to be addressed. Before any final decisions can take place here on campus, NTT protocol needs to be checked at both the IFC and UM System levels. The Chair is discussing NTT contracts with HR, the Provost’s Office, and NTT faculty and will establish a faculty committee once we have clarity on the current situation with contracts and can identify a specific charge for the committee.

The SOP division name has changed to the Division of Pharmacology and Pharmaceutical Sciences. The second division of the SOP is the Division of Pharmacy Practice and Administration.

Senator Linda E. Mitchell shares that this weekend the Williams/Henry Contemporary Dance Company will have a performance at White Recital Hall.

1. **Reports and Updates**
2. **Report from Board of Curators’ meeting at UMKC including Research Summit and SCE Virtual Groundbreaking videos [15 minutes] -- Stephen Dilks**

All videos and documents are currently on the Faculty Senate website. The Board of Curators (BoC) meeting rotates between the different campuses of the UM System. The agenda and report from the meetings on the September 20 and 21, 2018 at UMKC can be downloaded on the BoC website. The document is 564 pages long. Chairperson Dilks summarizes the basic business that was discussed at the last BoC meeting.

Healthcare revisions on the University Physicians Medical Practice Plan were discussed and those revisions include changing “chairmen” to “chair”, as well as “his” to “they”. The Verus company has been paid $450,000/year to handle investments and develop investment strategies at the UM System level. The company has reduced their fee to $400,000. Detailed information on Verus is on the document on the BoC website. UM Columbia Medical School has bought a clinical research management system for $1.9 million over five years to handle the management of their internal system. The campus has also brought consulting services from Huron for $1.7835 million.

The President has put forth $260 million to support the strategic plans of the four universities of the UM System. The UM System level strategic plan is excellent in terms of student success, research, creative works, engagement, outreach, inclusive excellence, planning operations, and stewardship. Moreover, the use of the term “MU” refers to all four universities. The BoC have approved a resolution approving the general goals and strategies offered by each university for fulfilling the compacts reflected in each university’s strategic plan documents. The general contours of the strategic plan documents of each of the universities have been approved. The BoC have allowed the universities to edit, change, etc. their strategic plan documents.

The BoC approved UM Columbia’s new degrees: a B.S. in Microbiology and a PhD in Health & Rehabilitation Sciences.

Chancellor Agrawal gave a report on the state of UMKC. UMKC has seen an increase in student pride, such as Roo Fridays and using the Athletics program to boost activities and engagement on campus. The Chancellor plans to double research funds over the next five years. The Conservatory building will be within 2.5 miles from the Volker campus: the bidding is still taking place. The Chancellor hopes to continue the process of streamlining UMKC in terms of structure, operations, and shared services (HR, IT, Finances). The strategic enrollment system will be run by Provost Bichelmeyer. A taskforce has been implemented to raise funds for the renovations of the Epperson House and a committee has been formed to recommend potential uses of the renovated building. The renovations have been estimated to be $15 million+, therefore external fundraising is needed. The Chancellor is also focusing on affordable student housing. The streetcar will arrive soon and will have wonderful effects for the campus and community, but also will increase neighboring real estate prices. Options for housing include, remote housing with shuttle systems to and from campus. All options and ideas are welcome and there is a student housing taskforce being developed that will explore these options. Chairperson Dilks recommends Joy Swallow from Urban Planning to join the taskforce.

Verus is trying to do a risk balance approach with regards to UM System finances. According to Verus, the ten-year bull market will not be sustained and there will be a downturn, therefore they are doing risk management to offset the potential damage that may occur when the bull market comes to an end. In two-three years, UM System may not do as well financially as our peers, but we will survive when the market downturn happens and, potentially, will do better than our peers in the long run. UM System Finance discussed a revenue growth model for all four universities. According to VP Ryan Rapp, the universities are moving away from the cutting based model. The four universities will move toward data driven revenue-based models and will focus on growth rather than cutting.

There was approval of a Student Classroom Learning Center at MS&T worth $7.657 million. The Translational Precision Medical Complex at UM Columbia was also approved, costing $220,800,000 with funding to be determined.

Chairperson Dilks discusses the resolution the BoC passed reaffirming commitment to excellence in research. The document is currently on the Faculty Senate website. Senators bring up issues with MU meaning all four universities versus just the Columbia campus due to discrepancies in the resolution document and the name change of the Columbia campus. The IFC will further investigate this matter.

The virtual groundbreaking video for the SCE research center is currently on the Faculty Senate website. Also, Dr. Kun Cheng of SOP received a $3.53 million NIH grant for prostate cancer and liver fibrosis research.

Senators share that both large and small grants earned by faculty should be celebrated because many faculty across the university, especially in Arts, Humanities, and Social Sciences do research that is funded with relatively small grants but with relatively major impacts on teaching and community service. Every 120 students brought to campus, brings $1 million/year and therefore any UMKC exposure, whether large or small, can attract students and increase enrollment. Chairperson Dilks will be meeting with Anne Spenner to discuss increased publicity of faculty accomplishments (citations, research, book publications, etc.). The more that the faculty is engaged with the campus, the more attractive UMKC can look in terms of recruitment and engagement with the community.

1. **CAS presentation on Gen Ed 2.0 [20 minutes] – Shannon Jackson**

Shannon Jackson gives a presentation on Gen Ed 2.0. The presentation is currently on the Faculty Senate website. Specific introductory courses have been removed from Gen Ed 2.0 to address the issues brought up by Professor Nathan Oyler, which include Gen Ed courses focusing on SLOs, courses remaining “general”, and eliminating double counting credits. Some unanticipated consequences of removing intro/required courses from UMKC’s “native” Gen Ed 2.0 include: elimination of broad exposure to less visible disciplines; reduction of majors in less visible disciplines; less buy-in from faculty (many will choose to articulate their courses with State core (42 credits) rather than participate in UMKC program); state core potentially lowers the standards for Gen Ed requirements by making them interchangeable across all institutions of higher ed. If Gen Ed 2.0 as currently configured is implemented, it becomes mathematically impossible for Medical Students to graduate with a BA/MD within six years. Also, a "native" student cannot use AP courses to fulfill UMKC Gen Ed credits. Moreover, a student, who enrolls at UMKC as a first-time college student, will be forever bound under the UMKC Gen Ed requirements and will never be allowed to switch to another model (MOTR42). Even if the student leaves UMKC for a semester and returns, the student will always be bound by Gen Ed 2.0. By amending the removal of intro/required courses from Gen Ed 2.0, many issues can be resolved.

Research was done on peer institutions using SOC 101 as a Gen Ed requirement. A majority of our operational and aspirational peer institutions analyzed allow Gen Ed credits to be double counted with major requirements. Since the discussions and decisions regarding implementation of Gen Ed 2.0 occurred without full consideration of the prospect of a parallel or competing option for students (MOTR 42), members of CAS request official procedures be put in place to troubleshoot and adjust Gen Ed 2.0 to ensure it is not a hindrance to enrollment and existing programs. Furthermore, based on the unanticipated consequences of separating Intro courses from Gen Ed 2.0, the Gen Ed 2.0 CAS Gen Ed 2.0 Steering Committee further recommends reinstating this standard and seeking alternative strategies to resolving the concerns raised by Dr. Oyler et al. Gen Ed 2.0 structuring still needs to be investigated to ensure that the best decision for students and faculty is implemented. Alternative solutions will also be explored.

1. **Senators’ Questions and Discussion of Gen Ed 2.0 [20 minutes]**

A senator from SCE shares concerns that the Gen Ed 2.0 system will require engineering students to take an additional 6-9 credits in comparison with peer institutions, which will make the SCE less competitive with relation to its peers.This Issue can also affect accreditation, as well as transfer students. The SCE currently has 126 credit hours, but if it increases to 133/136, SCE will have to justify this increase to the accreditation board in terms of how it helps/enhances the programming of the SCE. Dean Truman of the SCE has voiced concerns as well. Alternative options to the Gen Ed framework need to give students a clear pathway for completion. Having two Gen Ed systems can cause confusion and hinder student completion, especially if students change disciplines. Course articulations have been generalized to fit a state standard, which can further affect the Gen Ed model. It is unknown if students will be able to choose between competing Gen Ed models. Currently, it is not clear how Gen Ed 2.0 will increase student completion. The MOTR 42 model may lead to more confusion and challenges as compared to the Gen Ed 2.0 model.

The Chairs of the CAS mentioned that now there are three Gen Ed models that will need to be managed simultaneously. For example, Criminology, Sociology, and Criminal Justice changed Statistics from a 300 to 200 level course. A 300 level still needs to be offered for those students that require a Statistics course at the 300 level.

1. **Provost’s response on Gen Ed 2.0 [20 minutes] – Barbara Bichelmeyer**

The Provost thanks Shannon Jackson for her work. There are concerns on how to make Gen Ed sufficiently general, but not a barrier to students. The Provost appreciates Dr. Oyler’s thoughts and input. There is an implementation plan that is in the works. It is critical to make sure that Gen Ed helps students toward a pathway of completion, as well as making sure UMKC is competitive in the metro area. The state has implemented new legislation for MOTR 42. MOTR 42 is about students completing Gen Ed at one institution and being able to transfer these courses as a block to another institution. UMKC students do not get to necessarily choose between Gen Ed programs (MOTR 42 vs Gen Ed 2.0), but UMKC does have a responsibility to provide a sufficient Gen Ed program to students. UMKC has a 30-credit hour program, as opposed to the 42-credit program of MOTR 42, therefore making it beneficial for students to complete their Gen Ed requirements at UMKC. There has been an effort to devolve Gen Ed into courses of exchange to help with course articulation. Institutions have the right through the HLC to be responsible for their own curricula. The state cannot dictate what the Gen Ed program should be. If students complete their Gen Ed requirements at another institution, they will be accepted and if students complete those requirements at UMKC, those courses will be transferred in a block. Transfer standards are UMKC’s responsibility if students have not finished Gen Ed coursework. There is a major opportunity from the fact that the UMKC Gen Ed 2.0 program is a 30-hour program while MOTR 42 is a 42-hour program. This should make our Gen Ed program very attractive to students.

UMKC cannot be an institution that does not accept AP and transfer credits. UMKC is currently working through transfer planning and programming with regards to courses. The Gen Ed Implementation committee is focusing on how to frame Gen Ed within the budget model, state requirements, interdisciplinary, and transfer credits. This past summer, distributional area charts for critical thinking courses were analyzed. Six teams created frameworks for critical thinking and essential area courses. The groups were challenged to create a framework that clearly articulates learning outcomes, assessments, rubrics, and classroom engagement. Structured critical mindsets or the way students are taught are the focus. Specific coursework, such as biology or chemistry, to fulfill the natural science requirement may not be the focus in the future. Instead, knowing skills, such as the scientific method, will be the measure of fulfilling a Gen Ed requirement. The goal is to articulate manners of thinking through developing cognitive skills and not by pure subject matter. Double counting can exist, but courses must be highly engaging, articulate with learning outcomes, develop specific cognitive skills, and be clearly accessible.

Senators share that if AP courses will be accepted to satisfy requirements, articulating intro courses with framework alignments can be better for UMKC overall by utilizing faculty resources and time. The system is not currently setup for faculty to input courses for data driven alignment. If UMKC courses already fit the framework, articulation should not be a problem. We need to ensure that the educational experience students receive from UMKC aligns with educational standards, as well as leading to professional success. We must focus on preparation and readiness of students. There are many ways to be ready to learn. In selecting degree programs, students are now looking at competency-based coursework. Students are interested in prior learning credits from workforce opportunities. Moreover, because the SCE is locked down to linkage of outcomes that are project and problem based, these outcomes can be used as an opportunity to clarify competencies. Furthermore, there is concern if writing will be delivered by the English Department. The Provost shares that faculty must have at least one degree above to the level they are teaching. Those who teach a specific course must be aligned with the disciplinary home of the subject. We must be on the cutting edge of innovation. Gen Ed 2.0 implementation will occur Fall 2020. There will be an E-Portfolio associated with the first semester experience that allows students to capture artifacts of their learning over their college career. This will aid in resume development. In the future,

Senators share that with implementation of Gen Ed 2.0, it will be important to have individuals that can judge whether standards are met within the diverse units. Curricular expertise can be attained through faculty training and by hiring staff that have expertise in aligning learning outcomes. Senators also voice concerns with respect to transfer students that have already fulfilled the course requirement: how can UMKC ensure transfer students will be competitive and successful in the classroom with UMKC students already exposed to UMKC specific standards and experiences, and how will student experiences align with workforce requirements? We need to know the data dealing with implementation. The provost defines input as the criteria by which we know students are prepared, and output as our ability to certify that students have reached a certain level of competence. High impact learning practices and reverse engineering the experience are important to the developmental practices. We need to ensure and certify a baseline standard of learning. Early assessments during the first 4-6 weeks are important data for advisors and faculty regarding student success. Data can be used to create a more personal experience for students. Prior learning assessments via pre-tests can help gauge whether students meet UMKC standards. Senators are encouraged to send any questions, concerns, etc. about Gen Ed 2.0 implementation to Past Chair Mitchell. During the Faculty Senate meeting in November, the Provost can address these concerns and give an update. The Provost will discuss organizational charts and strategic enrollment management at the next Faculty Senate meeting.

1. **Last Ten Minutes**

On behalf of Sybil Wyatt, Senator Mitchell shares that we need twelve faculty members who will be willing to be in a faculty pool for a Title IX hearing panel. The panel is only called when there are specific Title IX issues that need to be addressed. The pool may be called at most once a year, if ever. Senators can send Sybil Wyatt (copy Chairperson Dilks and Senator Mitchell) any nominations.

Senators share concern that the Gen Ed 2.0 plan is not in writing, Advisors have heard conflicting information about Gen Ed 2.0. Based on the Faculty Senate meeting today, more clarity about Gen Ed 2.0 has been attained and the momentum should continue. Moreover, the Faculty Senate needs to play a major role in faculty development. It is suggested that senators need to go back to their units and ask faculty what they need (i.e. data analysis). The Provost’s Office can then implement these developmental opportunities. Senator shares that there may need more than ten minutes to discuss issues and brainstorm. Senators need to tell the Faculty Senate Executive Committee what topics should be discussed in upcoming meetings. Also, senators express concern about the UMRB deadline being October 8th, giving a narrow window for completion and competing with RO1 deadlines on October 6th.

1. **Executive Session [ten minutes]**

Closed session.

1. **Adjournment**

Meeting adjourned at 5:05 pm.