**UMKC Faculty Senate**

**Draft Minutes**

**Tuesday, October 16th 2018**

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

**Present:** Stephen Dilks, Linda E. Mitchell, Anil Kumar, Viviana Grieco, Jacob Marszalek, Mardi Mahaffy, Jen Salvo-Eaton, Tara Allen, Anthony Shiu, Sookhee Oh, Da Ming Zhu, Erik Olsen, JoDee Davis, DeAnna Hiett, Sharon Simmons, Marilyn Taylor, Samuel Bouyain, Deb Chatterjee, Eric Gottman, Michelle Maher, Ellen Suni, Jennifer Allsworth, Eduardo Abreu, Margaret Brommelsiek, Sybil Wyatt

**Also Present:** Jess Magana, Alexis Petri, Scott Curtis, Mark Johnson, Kristi Holsinger, Jennifer Santee, Scott Laurent, Pete Eisentrager, Liza Hughey.

**Absent:** Ken Novak, Ceki Halmen, Jack Nelson, Jim Wooten

**Excused**: Nancy Murdoch, Jamila Jefferson, Mark Patterson, Hari Bhat, Shannon Jackson

1. **Opening Business and Announcements [15 minutes] – Stephen Dilks**
2. **Call to Order**

Chairperson Dilks calls meeting to order at 3pm

1. **Approval of Draft Agenda**

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

1. **Approval of Minutes**

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

1. **Announcements (Service Survey; Service Recognition on October 19; FDD Liaisons update; Athletics Search Update; Deans' Evaluations -- CAS; Honors; Libraries; SBS) -- Stephen Dilks**

Chairperson Dilks shares the following announcements:

[1] Tristan Caudle, a student, is requesting Latin honors. This request was initially removed off the agenda because the Provost wanted to consult with legal counsel but it is clear from the current CRR’s that the Senate does have authority to recommend this change. Based on a resolution passed by the Senate in 2004, Caudle sent a letter to Faculty Senate petitioning for Latin honors raising his award from magna cum laude to summa cum laude. He was previously on track to receive summa cum laude honors with a GPA of 3.92, but his cumulative average at the time of graduation was 3.88, which qualified only for magna cum laude status. He successfully petitioned for grade change, which resulted in a cumulative average of 3.93. Senators approve his petition with no abstentions raising Caudle from magna to summa cum laude. This recommendation will be forwarded to the registrar.

[2] Senators are encouraged to send nominations for the Undergraduate Curriculum Committee. Their first meeting is early November; therefore, recommendations need to be sent as soon as possible. Nominees must be tenure-line faculty that teach undergraduate courses. Jamie Hunt is the chair of the committee.

[3] All nominations for the Title IX Affirmative Action Hearing Panel should be sent to Sybil Wyatt. The nominees do not have to be tenure-track or a senator but must be full-time.

[4] Kellie Cox, the director of Institutional Research is looking for a member of the Data Governance Council. Any nominations should be sent to Chairperson Dilks by the end of October.

[5] The Bloch School is undergoing a rebranding campaign. The motto is: “We are Kansas City’s business school.”

[6] A taskforce is being developed at the UM System level that will focus on mid-career faculty. Dr. Virginia Blanton (CAS) and Dr. Carolyn Barber (Education) were nominated to be on the taskforce. Dr. Laurie Holt (Dentistry) is already a member of the taskforce. Three people from each campus comprise the taskforce. The taskforce will look at mid-career promotion and tenure.

[7] Issues with the MU wording discrepancies sent to President Choi. President Choi explained that the MU wording was an attempt to address a concern with specifying Columbia in terms of research. However, this does not address the concerns raised because MU should refer to the four universities of the UM System. The IFC will push this issue. Some CR&Rs refer to MU as the UM System universities. Senators ask how MU (as referring to the four campuses) is shown publicly. The concern is that the public at large associates MU with Columbia. Moreover, although Columbia’s translational research facility should promote collaboration among the campuses, the Columbia campus does not always respond to calls about resources that are housed there and are to be shared amongst UM System campuses. These issues, among others, will be discussed at the IFC meeting.

[8] The Athletics Director Search Committee will interview 5 candidates on Monday and Tuesday next week. The job will start mid-November. Over the next 3-5 years, Athletics will reduce allocations from general revenue to $6.9 million (from $9 million). Athletics is aiming to have the Athletics costs equal the costs of scholarships for athletes.

[9] With regards to the Deans’ Evaluations, the deans gave summaries of challenges and achievements over the last 5 years. Surveys are going to constituencies for Deans White, Vaught, Postlethwaite, and McKusick. The Office of Institutional Research is sending surveys out today.

[10] The Research Advisory Council has forwarded a letter addressed to the chancellor about the impact of RIM incentive funds. The letter will be forwarded to senators. The letter discusses how research investment initiative funds are invested and how that process is hampered by RIM.

[11] Annual enrollment for health insurance is happening until October 26th. If there is no change to be made to health insurance, make sure to click “no change.”

[12] IN his regular meeting with leaders of the Staff Council, the SGA, and the Faculty Senate, the chancellor discussed leadership development for students, faculty, and staff. This program will include mentoring and career development. Details about this program are currently being researched.

[13] Chairperson Dilks is working with the Provost’s Office to determine how service is counted for faculty. Many faculty members do “invisible service”, such as informal mentoring of under-served students and helping international students with visa issues. A survey from the Office of Institutional Research was sent out to faculty to figure out how to count service. This will help with promotion, tenure, salary, rewards, etc. After the survey is complete, information will go to focus groups.

1. **Reports and Updates.**
2. **Inter-Campus Faculty Council Report [30 minutes] -- Viviana Grieco and Jacob Marszalek**

IFC representatives discuss HR, Cengage Publishing House, NTT Taskforce, GRA Tuition Waivers, and grievance.

HR has a taskforce. A main topic discussed is the Employee Value Proposition which is a rewards program for those employed by UM System. There is a change to the retirement package for new hires. There was a defined retirement benefit plan and a few years ago the plan changed for new hires (defined contribution plan). The new proposed change to retirement plans is a revamped version of the contribution plan. The plan is like a 401K plan. There will be an 8% match that will be competitive in the marketplace and help meet pension obligations. The point of this change is to retain sustainability to existing plans. The current pension plans are 83% funded and the national average is 73%. Projections show that funds may be tighter in the future, therefore sustainability is important. According to market analysis research, younger employees prefer flexible plans because they will not have to commit to place of employment for a specific number of years. Defined contribution pension plans can be moved if an employee decides to leave the institution. The proposed change is in the beginning of vetting process. Senators question why the pension plan for new hires is changing. There have been a number of changes to the pension plan for new hires in the last ten years that have switched new hires from defined retirement benefit to a hybrid defined contribution plan. This change moves new hires to a more typical defined contribution plan. Any suggestions, objections, or concerns about the benefit plan can be sent to the TRAC committee. Each campus has two representatives on the committee. Brent Nevers is a representative for UMKC. Although final decisions have ot yet been made, TRAC believes that the revised plan for new hires that will start after FY2020 will be more attractive. The defined benefits plan cannot be reinstated for all new hires because of sustainability issues.

The UM System has an agreement with Cengage Publishing Company. Students in classes that utilize this new system will pay a flat $50 fee per semester that will give unlimited access to class textbooks. Print textbooks will be available for free rental but will have an $8 shipping and handling fee. Students will also have access to supplementary material. The usual price is $120/semester for students, but UM System has a reduced $50 price. An institution in the area is being charged $90/semester so UM System has received a good deal from Cengage. UM System is attempting to reduce textbook costs by partnering with Cengage. Instructors are not required to use Cengage material. The package includes cell phone access and Canvas delivery, as well as software. Students will not get charged if instructors do not use Cengage material. The agreement will start January 1, 2019. Senators ask how Cengage relates to Auto-Access. Cengage will work through Auto-Access to deliver materials to students. UM System has a 3-year commitment with Cengage. Also, instructors may be able to contribute to Cengage materials and become active partners in renovating material in the future.

Senator Salvo-Eaton pointed out that the library’s Open-Access system, to which UMKC subscribes through the UM System, is free. Instructors can write textbooks and other classroom texts that are then offered through this service, but the author holds the copyright. A presentation about Open-Access will occur during a future Faculty Senate meeting.

The NTT taskforce is moving forward and is charged with reviewing CR&Rs and update them regarding NTT faculty.

Regarding questions about the grievance policy, UM System legal counsel states that the policy is broad and not limited to just issues of discrimination, harassment, and sexual misconduct. The policy covers any time there has been a violation, misinterpretation, or arbitrary application of written university rules, policies, regulations or an infringement on the academic freedom of a faculty member.

President Choi discussed non-resident GRA tuition fee waivers on NSF grants. The UM System wants to limit non-resident GRA fee waivers because they are expensive. This issue was also brought to the Graduate Council. Senators share that eliminating these waivers can negatively impact academic programs. IFC representatives clarify that if GRA funding is written into the grant, it will stay the same. GRA funding must be grant supported because the UM System will not subsidize. Senators share concerns that this issue could affect GTA stipends. President Choi suggests that 60% non-resident GRA support will be covered and 40% non-covered. The university does not need to bear the entire costs. Senators also express concerns that the rules are not applied to every university in the UM System because some universities receive more non-resident fee waivers. Also, this issue will affect the School of Medicine graduate certification programs, as well as graduate education on the Health Sciences campus. Any concerns can be sent to the UMKC IFC representations. Senators are encouraged to send data to support claims, as well as institutional research data.

1. **Faculty Senate Budget Committee Report [20 minutes] -- Mark Johnson**

The presentation is currently on the Faculty Senate website. Meetings are every second Tuesday of the month at 1:00–2:00pm in the Gilham Park room. A representative is needed for the SCE and Dean Truman has been contacted to select a representative. The UBC representative position does not need to be filled. Members of the FSEC are also on the committee. Agendas and approved minutes will be posted on the Faculty Senate website. All are welcome to attend the meeting. Each meetng has a prescribed agenda that relates to the business covered in the University Budget Committee. Current issues have to do with connecting the RIM Budget Roles and Responsibilities document to the budget calendar. Both the RIM structure and the BRR documents are living documents. Mark Johnson makes a report to the University Budget Committee every month.

Chancellor Agrawal asked about the specific information the FSBC needs to know to make budget recommendations. The committee recommended: the total UMKC “State Allocation” each year (operating, not capital fund), net tuition (gross tuition less unfunded scholarships/discounts), net student fees, amount of general revenues allocated to central administration and central support units/functions. These data should be provided with a lookback to prior years, and how subventions are calculated and distributed. The FSBC has data from FYs 2008–2017.

The Academic Portfolio Review (APR) 2.0 will be released by the end of October, according to Kellie Cox. The FSBC wants to know how the units will use this review information to influence curriculum, tuition, and budget decisions. The APR “White Paper” will be distributed to the Faculty Senate. All units must have a functional budget committee.

There was a joint letter from the Research Advisory Council and FSBC regarding concerns about RIF budgeting under the new RIM to Chancellor Agrawal. The letter was sent to senators. Concerns stem from the fact that 50% of grant F&A goes to the unit and the dean determines how the funds will be allocated. This process is very non-uniform across the different units. F&A is a part of the general operational revenue of the university. Funds to the deans and department chairs are a part of this money. The faculty members then must budget via RIF. The faculty are expected to submit a budget for the RIF and if the faculty spends less than the RIF budget, the funds will be considered a surplus. Under the RIM model, a percentage of the surplus goes to central services, while a percentage stays in the unit. RIF money is supposed to support research. FSBC is recommending that RIF money be placed in a separate account and accounted for separately. RAC is recommended to draft the policy in the future.

The FY2018 year-end financials will be released when the Board of Curators meet at the end of October.

1. **Reports and Updates, Part Two**
2. **Disability Services and Propel Program Report [15 minutes] -- Scott Laurent and Alexis Petri**

Handouts are currently on the Faculty Senate website. Disability Services serves over 400 students on campus. Scott Laurent is available to come to any faculty group and answer any questions. Students with disabilities are entitled to reasonable accommodations under state and federal law. Letters of accommodation will be provided to students detailing the required accommodations, which they are supposed to give to their instructors. Faculty are encouraged to add the following statement to syllabi.

*If you need accommodations for a disability, please contact Student Disability Services at (816) 235-5696 or disability@umkc.edu. You should contact them as soon as possible to establish an Accommodation Plan. For more information visit* [*www.umkc.edu/disability*](http://www.umkc.edu/disability)*.* Student disability information should be confidential. Contact Disability Services directly with any concerns about accommodation details.

Alexis Petri gives a presentation on the Propel program. The presentation is currently on the Faculty Senate website. The Propel Program is a two-year inclusive post-secondary program funded by a grant from the US Department of Education. There are 32 students currently in Propel. Students pay tuition and fees and earn 48 credit hours. Students must participate in four service-learning/internship courses and take regular 100 and 200 level UMKC courses 60–70% of the time. Nationally, Propel is the first to focus on urban students of color and the first program to be an engine for civic/community engagement. 15 Propel students will graduate this May. About 10-12 students are employed as peer mentors and 20-30 student volunteers. Senators are encouraged to invite Propel to a department meeting or a class to talk about inclusive higher education. Also, senators can host a Propel student to volunteer in any department for 2 hours per week. Propel students do data entry, greeting, shredding, photocopying, etc. Faculty can send an email to Alexis Petri so they can be matched with students to do tasks.

Senators ask for clarity for online accommodations. Online classes do not need a notetaker. Providing PowerPoints should be enough. Accommodation letters may not fit for online and lab classes. Any concerns can be sent to Scott Laurent. Students cannot ask for accommodations the day of the exam. Faculty are encouraged to document via email if students do not want to use their accommodations for quizzes. Senators are grateful for Disability Services because it is important for inclusivity. Like curb-cuts that assist street-crossing for people in wheelchairs, accommodation and awareness of the need for different instructional options have the potential to benefit all. The requirements in the ADA that are addressed by the Office of Disability Services help all students, not just those who directly benefit from them.

1. **LGBTQIA Report [15 minutes] -- Jennifer Santee**

The LGBTQIA Faculty and Staff Affinity Group is on campus. The group is involved with professional development, community engagement, and outreach. The group has been official since September 2018. Allies are welcome, and dues are $15. The flyer is currently on the Faculty Senate website. Events held by the group include: formal conversations, social events, trivia night, and they sponsored a booth at the Kansas City Trans Health Conference. There will also be an event November 12th. Stefanie Gandy Jones is the President of the group, with Jennifer Santee is secretary. The group will participate in the Lavender Ball and Faculty Dialogues. There is also an Affinity group for women of color, which can be found on the Diversity & Inclusion website. Also, Pride Lecture is on October 23rd.

1. **Bookstore update [15 minutes] – Liza Hughey & Pete Eisentrager**

Auto-access is the largest inclusivity program nationally and here at UMKC. Auto-access has saved UMKC students $1.2 million. Last fall, we saved $1,065,000. Cengage Unlimited is a subscription access to 23,100 textbooks and courseware. The subscription is $49.95/semester and print versions of texts are available via free rental and $7.99 shipping. The number of Cengage Courses in Fall 2018: 322 for MU, 68 for S&T, 110 for UMKC, and 150 for UMSL. Total enrollment is about 17,995, but does not take into consideration duplicates. Pros include: no handling of physical books, all materials available via Auto-Access in one day, and reduction of course material costs. Cons include: negative effect on campus budgets, increased workload for store personnel and educational technology teams, digital format, and the price will be available only if all campuses participate.

Cengage Unlimited is a three-year agreement but can be cancelled after one year. In order to make this profitable for Cengage is for the UM System, the goal is to have 40,000 student subscriptions per year. Services include: mapping, integration with Canvas, Product Support, etc. Students can opt out. Faculty can start adopting textbooks now. UM System Legal will sign the contract by Friday and after that marketing will go full throttle. Cengage representatives can be contacted through Pete Eisentrager at the bookstore. This Cengage partnership will force other publishing companies to look at their price point. McGraw Hill has a partnership strictly for e-books for $40 each.

1. **Last Ten Minutes**

FSEC wants focused open discussion on a topic. This can be implemented in upcoming meetings. The Men’s soccer team will have a game Friday evening. During the game there will be a celebration of faculty service with twelve faculty being recognized. The game starts at 6:15pm. Senators should contact Chairperson Dilks to be on the guestlist.

Epperson House renovation committee will have a meeting in early November. Chairperson Dilks is on the committee. Epperson House needs at least $15 million for renovations. Committee members are discussing fundraiser plans. Any ideas need to be sent to Chairperson Dilks by the end of October.

The Data Governance Committee needs members and an announcement will be sent to senators. The committee meets once a month and is an efficient and effective authority over data.

The Undergraduate Curriculum Committee needs members to do assessment of courses. Meetings start in November and the committee meets once a month every second Friday at 7:30am or 8 am (depending on length of agenda). Jamie Hunt is the chair.

Senators express concerns with Box storage for the SCE. The data storage system is inadequate. Senators are encouraged to share if there any problems in the other departments. This issue was shared with the chancellor. Let a member of the FSEC know if there are problems at other departments. Students do not have access to Box—specifically graduate students—which means that collaborative research is difficult to do when storing materials on the site. Moreover, the Q drive storage is small and there is no storage to back up computers. Technical issues will be added to the upcoming Faculty Senate agenda. The computer replacement program protocols and calendar is not clear and needs to be discussed in the future. Issues with ZOOM for meetings should be directed to UM System. Marilyn Taylor is the representative for the parking committee and any concerns should be directed to her.

1. **Adjournment**

Meeting adjourned at 5pm.