**UMKC Faculty Senate**

**Draft Minutes**

**Tuesday, December 4, 2018**

**Administrative Center, Plaza Center 3:00-5:00pm**

**Present:** Stephen Dilks, Linda E. Mitchell, Anil Kumar, Jacob Marszalek, Viviana Grieco, Jamila Jefferson, Eduardo Abreu, Nancy Murdock, Mardi Mahaffy, Jen Salvo-Eaton, Samuel Bouyain, Tara Allen, Shannon Jackson, Sharon Simmons, Anthony Shiu, Erik Olsen, DeeAnna Hiett, JoDee Davis, Ellen Suni, Marilyn Taylor, Greg Vonnahme, Ceki Halmen, Margaret Brommelsiek, Jack Nelson, Eric Gottman, Michelle Maher, Deb Chatterjee, Sookhee Oh, Da-Ming Zhu

**Also Present:** Barbara Bichelmeyer, Susan Hankins, Jess Magana, Scott Curtis, Eric Vogelweid, Chris Popoola, John Herron, Sheri Gormley, Diane Filion, Ted Stahl, Sharon Lindenbaum, Mark Johnson, Brent Never

**Excused:** Hari Bhat

**Absent:** Jim Wooten, Sybil Wyatt, Abdulmajeed Baba Ahmed

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

Chairperson Dilks calls meeting to order at 3:02 pm.

1. **Approval of Draft Agenda. Approved**

Today’s agenda is approved with no abstentions.

1. **Approval of Minutes. Approved with edits-no abstentions**

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

1. **Announcements**

President Choi presented to the IFC a proposal for a revised for department chair selection. Chairperson Dilks also mentions the recent buyout plan that went forward last week.

1. **Reports and Updates**
2. **U of Missouri System report on revisions to the Retirement Plan for new employees [15 minutes plus 5 minutes q and a] Eric Vogelweid, Controller**

Eric Vogelweid discusses revisions to the retirement plan for new employees. His presentation is currently on the Faculty Senate website. He is here to get feedback and address concerns. This item has already gone to the Board of Curators (BOC) as an information item. The proposed change should take place at 10/1/2019 for new employees hired on or after that date. The UM System has been working with the Total Rewards Advisory Committee (TRAC). Vogelweid thanks Brent Never who is the Campus Faculty Advisor on TRAC.

This change is retirement is due to: new employees desire portability and accessibility; marketplace for faculty and staff is largely defined contribution;

the blended plan (for post 2012) current employees is difficult to understand, and the UM System must make decisions now to protect the defined benefit for current employees and retirees. The pension plan is 83% funded (national public pension average is 73%) and the current value of our projected liabilities is about $4.4 billion with about $3.6 billion in assets. We currently have an under-funded status and must contribute more to maintain funding and payments in the future. The process for evaluation and recommendation involved TRAC, which has faculty, staff, and retiree representation, as well as the Central Work Team (UM System Leaders in Finance, HR, Investment, Legal, as well as outside consultants and vendors). TRAC developed philosophies and principles to help with decision making and to ensure sustainability, strive for equity, and continue to attract and retain current employees.

With the help of outside consultants, TRAC reviewed UM’s current retirement plan offerings and benchmarking data. There are two plans: Retirement, Disability, & Death Benefit Plan (RDD) and Employee Retirement Investment Plan (ERIP). The RDD plan is the pre-2012 defined benefit plan (pure pension plan). An employee’s pension annuity (DB Design) is calculated as: 2.2% \* average of five highest consecutive years of salary \* total years of service. The EIRP plan is blended (defined benefit and contribution plan). This plan is the post-2012 plan. For information on how this is organized, see: <https://www.umsystem.edu/totalrewards/retirement/core_and_voluntary_plans> .

The new plan is an 8% employee contribution with a 1:1 employer match (up to 8%). New employees will be defaulted into an 8% employee contribution. Based on data from external advisors, 15% contribution is the retirement savings target (UM System is at 16% with the new plan). The data provided from Fidelity, the company that runs the retirement plans for hundreds of institutions and corporations shows 95% of employees prefer plans where the institution opts them in. TRAC’s recommendations are: 1. introduce a new defined contribution plan to employees hired on or after October 1, 2019 and 2. close the defined benefit plan for individuals hired on or after October 1, 2019. TRAC is awaiting UM System Legal’s opinion about whether current employees can switch to the new plan. The vesting period for the new plan is three years and if an employee leaves before three years, he/she/they will lose the employee contribution. The BOC will make a formal vote on the new plan in February 2019 tentatively.

Senators question how successful/beneficial this new plan will be as compared to older plans. Vogelweid shares that Fidelity modeled the new plan against the older plans for employees of different ages, income levels, etc. and data shows that the new plan provides an adequate amount of retirement income. The older plans are slightly better than the new plan in terms of retirement income. Senators also express concerns about why there needs to be one plan model., instead of giving employees options like other universities do. Senators also have concerns about the reduction in benefit plans and how this plan will affect lower paid employees. The plan is to increase contributions into the defined benefit plan in order to get the plan to its funded status. There is no minimum employee contribution required in the new plan. Employees can opt out of the new plan. Feedback can be sent to Vogelweid and TRAC.

1. **Report and Recommendations of the Implementation Committee--Conservatory and Department of Theatre [5 minutes] Linda Mitchell**

Linda E. Mitchell is the chair of the Implementation Committee-Conservatory & Department of Theatre. The committee has had a series of meeting this fall semester. The committee is separated into sub-committees to discuss programming, scheduling, faculty affairs, student affairs, curriculum development, etc. The sub-committees have submitted their reports with recommendations to how to proceed. Many of the issues (which have been submitted to the Provost and Chancellor) identified this fall are post-merger, such as making bylaws changes and Theatre writing departmental bylaws. The merger cannot proceed until certain budget concerns are addressed, especially for the Fall 2020 semester. The merger should be completed by July. The Committee has requested budget information from the Provost and Chancellor.

1. **Report and Recommendations of the Implementation Committee—School of Biological Sciences and Chemistry [5 minutes] Jacob Marszalek**

Jacob Marszalek thanks the members of the Implementation Committee for their hard work, professionalism, and collegiality. The voting members are: Samuel Bouyain, Andrea Drew, Andrew Holder, Kathleen Kilway, Josh Peng, Anthony Persechini, Sullivan Read, Marilyn Yoder. The non-voting members are: Diane Filion, Jennifer Lundgren, Wayne Vaught, Ted White. The committee has been meeting weekly since September, having productive discussions, and resolving several issues. They have written charges for subcommittees addressing research, curriculum, faculty affairs, and P&T. The curriculum subcommittee has met several times and is making progress on issues regarding the catalog and transition of programs to the new unit. The research subcommittee will be meeting later this week. The committee is in the process of populating the faculty affairs and P&T subcommittees. The committee has also had productive discussions about staffing and budget issues but cannot make more progress on them until it receives information about the RIM budgets for Chemistry and SBS, which were requested in September.

1. **IFC Report [10 minutes] Viviana Grieco**

IFC representative Viviana Grieco gives an IFC update. The Legislative Liaison did not have a lot of information to share because we are in the pre-filing stage. There may be a 4% decline in revenue for next year. Because of tax changes, there could be a surplus at the end of the year (up to $276 million), but mandatory expenditures (Medicare) can take most of the surplus. Moreover, the Computer Science Bill is being discussed. This bill will require that students in earlier grades than high school be taught computer science as a mandatory discipline. There is no news on changes in grant policies, but these policies are under discussion.

NTT faculty termination notices and contract types were discussed. The consensus is to treat NTT faculty as best we can. The deans want flexibility in times of budgetary constraints regarding providing 3-year contracts for NTT faculty. NTT issues will be discussed in the president’s meeting with provosts and chancellors.

There is a new taskforce addressing mid-career faculty. The main objective is to create a path to success and excellence in order to achieve full professor status. The taskforce has representation across the system. Virginia Blanton and Laurie Holt are UMKC representatives.

Furthermore, there was an in-depth discussion on the proposed CRR changes having to do with department chair selection processes. There was push back from faculty on the matter.

A consultant was hired to analyze distance learning across the UM System. Overall, UM System offers diverse opportunities with distance learning which gives students flexibility. Unfortunately, we are not the top choice for students in Missouri and neighboring states. Park University and Columbia College are top choices for these students. We hired a consultant to develop strategies for growth. The $750,000 consultant fee came from the president’s fund. UM System wants to target adults with little to no college credits and neighboring states not being served by UM System campuses. Data has shown that students are unlikely to enroll in online programs at institutions that are more than 150 miles away.

Title IX guidelines may be changing soon because of new rules coming out of the federal Department of Education. All proposed guidelines are in the discussion phase and are not final. Proposed guidelines have tightened the definition of sexual harassment. There are changes in obligation to respond (faculty can choose not to report). Furthermore, all parties can cross examine each other. The accused can have external council, but the alleged victim cannot. Accused can cross examine the accuser in public. Defendants are considered innocent until proven guilty. University has jurisdiction even with students outside of the university. Also, the university will need to train Title IX staff associates in cross-examination. The following article in *The Chronicle of Higher Education* gives more information on the proposed Title IX changes: https://www.chronicle.com/article/What-You-Need-to-Know-About/245118.

1. **UMKC Budget -- Office of Finance and Administration [15 minutes plus 5 minutes for q and a] Sharon Lindenbaum (Vice Chancellor for F and A)**

Sharon Lindebaum’s presentation (on the Senate website) looks strictly at the operating fund (green fund). This fund is the core fund into which state appropriations and tuition and fees go. This fund is also the least restricted fund. Lindenbaum presents data up to September 2018. She asks for feedback and suggestions on how to best present financial data. The first quarter results are favorable, with $4 million in net assets compared to current budget, and $13.2 million chane in net assets in comparison to the previous fiscal year. These numbers are a little misleading because most expenditures have not been logged for this fiscal year.

Net tuition and fees increased by $900,000 because of rises in tuition. $78.4 million was budgeted and we came in at $79.2 million because we were down in T&F, but were favorable in scholarships. However, state revenues have declined and UMKC also had to cover the expenses for the last year of the Joplin expansion of the dental school. Some revenue was recovered through recovery of F & A. Other details of the budget picture for the first quarter and projections for the remainder of the fiscal year can be seen in the report on the Senate website.

Professional schools did better in generating revenue as compared to graduate and undergraduate schools. The summer term struggled more than the fall and spring. The provost shares that incentivizing faculty for summer term programming might build up the summer term enrollment.

In the future, forecasting will have a 4+8 systemwhich will involve four months of actual performance data and eight months of projections. Budget work for the Theater/Conservatory and Chemistry/SBS mergers have had to be worked on manually; they are in the final stages. Strategic work involving the chancellor’s strategic plan is currently being focused on as well. Overall, UMKC’s budget is in better shape than past years. The provost shares that we are more disciplined regarding finances. We are focused more on growth than cutting. Retention and recruitment are main focuses for growth. In the future, we will invest more on marketing. Normally institutions spend at least 3% of the budget on marketing, but UMKC allocates about 1%. The provost and Sharon Lindenbaum thank the faculty and senators for their hard work regarding budgeting and finances.

1. **Faculty Senate Budget Committee report [15 minutes plus 5 minutes for q and a] Mark Johnson (Chair of FSBC)**

The FSBC has had two meetings recently to review data. The FSBC looked at data for academic units, academic support, administrative support, and scholarships. The FSBC also considered the effects of changes in central shared services, which comprise 60.7% of the GRA budget versus 61.3% and 61.7% in prior years. Academic support is 12.7% compared to 12.5% and 12.4% in previous years. Administrative support is at 19% compared to 19% and 18.8% in past years. Data changes a few tenths of a percent when shared services is added to equation. The budget is distributing money in a similar fashion as compared to past years without any major changes. The baseline is set back to zero this year.

At the end of the adopted Budget Rules and Responsibilities document, there is a calendar that the UBC and FSBC uses for meetings and agenda items. August is the start of the UBC and FSBC meetings. In October, the UBC and FSBC reviewed academic report data. January will begin the budget planning process, February will focus on 2nd quarter data, and March will involve RIM budget analysis. FSBC meetings are open. The SCE needs a representative.

1. **Senate Discussion**
2. **The Senate Parliamentarian, Linda Mitchell, presided over a conversation covering topics initiated by Senators. Roberts rules of order applied to this conversation. [30 minutes]**

Chairperson Dilks encourages senators to get input from faculty on items to be discussed in Faculty Senate. He also thanks senators for their work over Thanksgiving break with committee elections. Senators discuss the tenure buyout announcement made last week and the new proposal for chair selection.

Senators express concerns about faculty involvement regarding tenure buyout. Senators also have concerns about what the impact will be on units if a large number of faculty accept the buyout, especially in regard to schedule planning. Some faculty did not get the announcement email from the Provost’s office. There is a website that shares some details about the buyout. There may be a possibility for faculty to return as NTT with 70% FTE. The provost shares that the tenure buyout was UM System led. Faculty involvement is unclear. Deans should not approach faculty members about what they plan to do regarding the buyout. Currently, over 100 faculty members are eligible for retirement. In response to the buyout announcement, deans should redistribute faculty workload. Provost Bichelmeyer has final approval for the rehiring of faculty that accept the buyout.

The Faculty Senate passed the following motion with no abstentions and one senator against: The UMKC Faculty Senate feels that there is insufficient time to have an adequate discussion of the proposed changes to the standard hiring practices for department chairs and urges the President to reconsider the timeline for this decision. President Choi proposed a January 25th feedback deadline and the BOC final presentation and vote in February. The presentation on the proposed chair selection is currently on the Faculty Senate website. Senators share the following comments:

* This proposal is impractical because we don’t have the financial resources to support it.
* The proposal encourages Deans to retain underperforming chairs because of the expense and trouble of hiring new ones.
* The timeline for discussion and feedback is impossible because unit faculty meetings are not scheduled until after the deadline for feedback.
* A one-size-fits-all policy will not be feasible.
* There is no provision for units that do not operate with chairs.
* The real need—unaddressed in the proposal—is to supply good leadership training for faculty members to become good chairs. This is far more useful for developing faculty members in leadership positions than hiring from outside.
* The proposal sends a demoralizing message to the faculty that the administration considers them incompetent to do the job of a chair.
* The proposal makes no provision for ensuring that units are led by good deans and gives far too much power to deans to override the needs and wishes of the faculty.
* The proposal does not take into account that recruiting new senior faculty through a chair search will probably not meet the needs of departments looking for specific field and sub-specialty replacements for retiring or departing faculty.
* In the experiences of some departments—especially in the College of Arts and Sciences—hiring chairs from outside has never led to better leadership. It has simply saddled a department with an overpaid faculty member who fails to do his/her job either as a good chair or as a productive member of the faculty.

1. **Adjournment**

Meeting adjourned at 5:01 pm.