**UMKC Faculty Senate**

**Draft Minutes**

**Tuesday, 18 September 2018**

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

**Present:** Stephen Dilks, Linda Mitchell, Anil Kumar, Viviana Grieco, Jacob Marszalek, Anthony Shiu, Ken Novak, Shannon Jackson, JoDee Davis, DeeAnna Hiett, Sharon Simmons, Marilyn Taylor, Tara Allen, Samuel Bouyain, Jamila Jefferson, Eric Gottman, Michelle Maher, Nancy Murdock, Ellen Suni, Jenifer Allsworth, Mark Patterson, Hari Bhat, Mardi Mahaffy, Jen Salvo-Eaton, Sybil Wyatt, Sookhee Oh.

**Also Present:** Barbara Bichelmeyer, John Herron, Clara Irazábal-Zurita, Doug Swink, Kelli Cox, Sheri Gormley, Maria Franco, Sandra Miles, Gerald Wyckoff, Rhiannon Dickerson, Angela Xiong, Jess Magana, Cyrus Moffett

**Excused:**  Jack Nelson, Abdulmajeed Baba Ahmed, Erik Olsen,

**Absent:** Da-Ming Zhu, Deb Chatterjee, James Wooten, Margaret Brommelsiek.

1. **Opening Business and Announcements** [10 minutes] – Stephen Dilks.

1. **Call to Order**

Meeting called to order at 3 pm.

1. **Approval of Draft Agenda**

The agenda for today’s meeting is approved.

1. **Approval of Minutes**

The minutes from the last meeting are approved with revisions.

1. **Announcements (Dean’s Evaluations; Athletics Director Search Committee)**

Chairperson Dilks shares that the draft minutes will be sent out to senators the Wednesday before the next meeting. Senators are encouraged to send edits allowing for the minutes to be approved more quickly at the following meeting.

Chairperson Dilks, on behalf of the Faculty Senate, gives condolences to Mel Tyler’s family. To celebrate Mel Tyler’s legacy, faculty should work positively and dedicate themselves to the betterment of their students and those that need to be empowered more fully.

With regards to Deans’ Evaluations, the process has begun with surveys being organized for: Dean Vaught of the College of Arts & Sciences, Dean Postlethwaite of Libraries, Dean White of the School of Biological Sciences, and Dean McKusick of the Honors College.

The Athletics Director Search Committee was formed with a target hire date of mid-November.

The Faculty Diversity Dialogues’ first meeting is on September 27th at FaCET from 12:00 to 1:30pm. This meeting will be an open discussion on what will be discussed in the Faculty Diversity Dialogues overall. Senators are encouraged to tell faculty in their units about this upcoming event so in the future, these discussions can focus on specific topics that concern faculty. Any proposed topics can be sent via email to Chairperson Dilks. A follow-up meeting will be September 28th at the Health Sciences Building in room 4307 at 12:00 pm.

Senators should delegate a replacement if they are not able to attend the Faculty Senate meetings because unit representation is very important. There should be at least two unit representatives at each Faculty Senate meeting. The CAS has 5 representatives and each of the professional schools have two representatives. Although the delegate can attend Faculty Senate meetings in the absence of the senator, that delegate will not be able to vote on matters during said meeting.

1. **Reports and Updates**
2. **Intercampus Faculty Council Retreat [20 minutes] -- Viviana Grieco and Jacob Marszalek.**

IFC representative Grieco explains that the IFC (Intercampus Faculty Council) meets once a month in Columbia, MO with President Choi either face-to-face or via telepresence. Each campus of the UM System has two representatives, plus the Chair of the Faculty Senate at each campus is an ex officio member. These representatives serve staggered three-year terms. This is Grieco’s last year and another IFC representative will be needed next year. The agenda items include: reviewing policies, initiatives, post-tenure review, student affairs, etc. IFC materials, such as drafts of policy proposals, get distributed UM System wide for the vetting process and IFC votes on the final process/document. The IFC has an annual retreat at the beginning of the academic year that lasts two days (it was held this year in Boonville, MO on September 10 and 11).

The IFC is beneficial because it allows campuses to voice their specific concerns at the System level. The meetings allow us to develop great relationships with colleagues from the other campuses. We also interact with System administrators, President Choi and members of the Board of Curators. President Choi is very open. IFC representatives are encouraged to voice opinions and are at times required to be confidential with certain sensitive issues (e.g. The petition of a colleague at UM Columbia that wanted to carry a handgun on campus).

Regarding this year’s retreat, IFC representatives first met with the UM System Vice-President of Research, Mark Macintosh. Macintosh presented metrics on how UM System evaluates performance at each campus. He asked each campus to better quantify their research expenses to gauge the amount of funding that goes to faculty. He also asked the Vice Chancellors for Research to quantify donors and to report on this information. Overall, these measures will allow UM System to better address changes and policies on the campuses. Also, the Vice-Chancellors for Research have been asked to identify their campuses’ peers and aspirational peers in terms of research to draft plans to get to those peer levels.

The UM System has made very clear directives for research: strategic investments and the creation of joint appointments that increase research funding. UM System would like collaborative projects (projects that cross disciplines and campuses) to be funded. With regards to strategic investments, UM Columbia made a large investment to mid-career faculty that brought $20 million in research to the Columbia campus. Columbia has recruited faculty that already have large external grants and these grants are then transferred into the UM System and therefore the faculty investment is paying for itself. These mid-career faculty are interdisciplinary faculty with a focus on collaboration.

The UM System has asked each unit to draft research growth plans. These plans are due on September 30th. According to the UM System, UMSL is the only campus that seems to have made significant progress in terms of research dollars. Although not within the discussions/responsibilities of the IFC, transformations of the ORS at UMSL serve as an example of what can be done across campuses.

UM System-wide research priorities include the MU Translational Precision Medicine Complex (TPMC) at UM Columbia to encourage collaborative research. A research summit will be hosted at UMKC on September 19th. President Choi will inform the campus of the UM System research agenda. The next research summit will be held at UMSL and will focus on social sciences and the humanities. Investments will be made to core facilities. There is an economic impact university study of the state of Missouri and the links will be available. Macintosh wants the Vice-Chancellors for Research at the UM System level to enforce a better pre-proposal grant review system and to cultivate relationships with project managers for bringing more research funds to the campuses.

President Choi gave a report. His report is summarized in the announcement sent to the campuses and this announcement is on the IFC website. He announced $260 million in funding initiatives, with $150 million for research, creative works and scholarships, and $20 million for digital learning initiatives. This $260 million investment will support the UM System strategic plan, vision, and compacts which support student success, research, creative works, engagement & outreach, inclusive excellence, planning operations, and stewardship. The funding for this investment was made possible through savings throughout the year and the restructuring the UM System administration.

During the IFC retreat, IT made a presentation. IT had an administrative review and with the data from the review, IT is determining processes that can make IT easier across the campuses. Each campus has their own funding model for IT. Data security (academic espionage) is a serious concern and there are going to be federal agents coming to the campuses to discuss this issue.

IFC have discussed an issue regarding an emeritus faculty member from UM Columbia wanting the IFC meetings to be public under the Sunshine law. According to the CR&Rs, the Sunshine law does not apply to the IFC meetings. The IFC acts as an advisory board for President Choi. There have been discussions between the faculty and the IFC to clarify the roles of the IFC and the position if the UM System on this matter. The faculty member believes that the IFC lacks transparency and needs to open the meetings to the public. The IFC has very clear channels of communication and IFC representatives can be unseated and replaced if they are not doing their job appropriately. The faculty member is unwilling to accept the IFC’s stance. There may be further developments on this matter in the future.

At the retreat, there was an update on the ongoing litigation case about being forced to change the policy of guns in vehicles. Also, there was a presentation by Human Resources and there will be a slight increase (the first assessment is $4-$44, possibly more) in benefit rates depending on the plan and how many dependents one has.

1. **Provost update [15 minutes] – Barbara Bichelmeyer**

Provost Bichelmeyer gives an update on activities since the last Faculty Senate meeting. Vice-Chancellor Mel Tyler passed away this past weekend after his official retirement from UMKC. The provost shares her heartfelt condolences to his family and loved ones.

Census day was Monday of this week and data estimates have shown that enrollment is down by 400 students making our overall enrollment just under 16,000 students. About 300 of those students are under dual credit (although this is a rough estimate) and 100 students are full-time students at UMKC. This decrease in enrollment causes a significant decrease in revenue, but we are acting to increase enrollment in future semesters through improving retention rates. UMKC must determine methods of growth amidst the budget cuts. The biggest challenge at the moment is retention because our retention rates are very low as compared to our peers. Over the summer, work was done to further investigate our retention issue and scholarshipping was determined to have a critical impact on retention. We have approval from the UM System to change our scholarship rates and these will be in effect for applicants during the upcoming academic year (2019-2020). Currently, we are recruiting heavily for scholarship funding. We are more attractive to students compared to our peers in the region and we need to take advantage of this to increase enrollment and retention. Unmet financial need and mounting student debt force students to leave: having a better financial aid and scholarshipping strategy can help overcome these issues.

We have compelling data indicating that students are frustrated because they cannot see pathways to completion in the standard four to six years. This is because we have not populated course plans so that students can predict when required or needed courses are being offered. The provost met with the department chairs and directors about course planning last week and will be asking each academic unit this fall to plan out a two-year degree cycle so students can be better informed about critical, required, high demand courses. Moreover, the provost plans to review student advising loads and consistent messaging, to ensure extracurricular support for students.

The Strategic Plan should be finished and implemented by Fall 2019. The Provost acknowledges the efforts of the Strategic Plan committee. The Faculty Senate Executive Committee had a briefing from the chancellor about the Strategic Plan and it will be presented to the Board of Curators on Thursday at UMKC. Academic and administrative units will be asked to create or re-envision their strategic plan to align with key priorities and metrics of the UMKC Strategic Plan.

Finalizing the Provost’s Office transition will be discussed at the next Faculty Senate meeting. The transition has been ongoing for the past three years, but was accelerated this past year with Student Affairs. Devin Cancilla has left UMKC, and we are reorganizing the online portfolio focusing on academic programming and development, as well as faculty support. Chancellor onboarding is taking place to help him in his new position. Onboarding for the new Dean of Students will take place soon as well.

We must lead and manage UMKC in a transparent and strategic fashion that encourages shared governance. We have formed new councils, working to hire for the Associate Vice-Provost for Academic Innovation position, and creating an Academic Planning Council (undergraduate and graduate committees). We also have a Strategic Enrollment Management council and the provost recently put out a charge for a Service Learning Council to strengthen the student academic experience by matchmaking with opportunities in the metro area. There will be an announcement for the Data Governance Council that will ensure that our data protocols are valid and current. Over the summer, an Admissions & Recruitment Council was recharged. There are also taskforces related to enrollment, retention, and recruitment.

The Associate Vice-Provost of Academic Innovation will be a half-time position for a tenured faculty member. This allows for an academic to oversee academic programming development. This position will be partially funded from Devin Cancilla’s former position. Some of the funds from Cancilla’s position will also be used to promote Molly Mead into directing online education. UMKC online will be refashioned into an instructional design and technology support services group for the faculty. The rest of the funds will go to staffing. Furthermore, Jenny Lundgren is the new Dean of the School of Graduate Studies and will start October 1st.

December 2, 2019 is the HLC accreditation visit and we have work to do to prepare, such as institutionalizing responsibilities. Moreover, we must update websites and the deans of the academic units have a charge for this. Updating the websites will make programming opportunities and requirements clearer for students.

Gen Ed 2.0’s fiscal model will be explained, as well as program development and administration.

1. **q-and-a with Provost Bichelmeyer [5 minutes]**

The provost asks senators what their clarifying questions about Gen Ed 2.0 are. Senators express concern about double counting classes for curriculum and Gen Ed to keep required credit hours constant. Also, there are concerns about the rigidity of the drafted Gen Ed templates and what the purpose of these templates are. The provost shares that sub-committees for Gen Ed 2.0 were charged to make model templates for current course instruction. The templates were created to ensure that we have alignment with goals, outcomes, measures, and assessment and to promote engaging activities and high impact practices for students, beside purely lecture based experiences. Gen Ed 2.0 is more about course instruction instead of curriculum because curriculum is based on academic freedom. Jennifer Waddell and Kim McNeely are the contacts for Gen Ed 2.0. At the next Faculty Senate meeting there will be a discussion about Gen Ed. Senators also ask for clarity on how themes, such as diversity and inclusion will be implemented in the Gen Ed programming. Co-curricular activities throughout students’ tenure at UMKC will focus on various themes. A senator shares that the chancellor discussed service learning at a meeting last Thursday and suggested that Alexis Petri and Julie Warm be added to the Shared Services Council. The provost shares that these individuals are intimately involved with the council. They will be presenting on Propel and Disability Services with Scott Laurent at the October 16th Faculty Senate meeting.

1. **Student Affairs update [20 minutes] – Sandra Miles**

Sandra Miles gives an update on Student Affairs. Student Affairs has been restructured in three primary areas—engagement, support, and auxiliaries—which will enhance the student experience outside of the classroom. Starting August 1st, Miles has been going on listening tours that include meeting with student groups and individual students. She has created office hours, so students can meet with her without an appointment, but students are encouraged to make an appointment if they need dedicated time. She has posed as a student to further understand the student experience and perspective and has attended a variety of student events. Developing a sense of community and citizenship is a top priority for Student Affairs. There is a new position for Director of Student Conduct and Civility and once this position is filled, it is hoped that this person will proactively engage with students, so they can know what their expectations are at a baseline level. Moreover, if students do break the code of contact, there is a consistent process in place that faculty, staff, and students can be confident that is being deployed.

Student Affairs is on a mission for students to feel at home on campus and to develop a sense of UMKC school spirit. Students focus more on their major instead of the UMKC community and Student Affairs hopes to change this. Miles also discusses using Student Affairs as a retention initiative for UMKC.

1. **q-and-a with Sandra Miles -- Vice Provost and Dean of Students [10 minutes]**

Senators ask how Student Affairs will engage with Faculty Senate and the Provost’s Office. Last spring semester, Student Affairs was rolled into the Provost’s Office and the dean now reports to the provost. The provost would like to do a formal presentation on Student Affairs restructuring in the future. Student Affairs has been restructured to better connect with student needs. Student academic success involves supplemental instruction, career services, and transfer and articulation, and enrollment management. Enrollment management is now under the direction of Kelli Cox to strengthen the institutional reporting enterprise because enrollment management is more data driven. Cindy Pemberton serves as Deputy Provost concentrating on accountabilities to accreditors as a liaison and to students regarding academic success. The Associate Vice-Provost of Academic Innovation will assist in academic planning and ensuring that student and faculty academic outcomes are met. Sandra Miles focuses on student experience and engagement. She and her staff can bring concerns to the Provost’s Office, such as students’ concerns with the shuttle transportation. The duties of the Vice-Provost of Student Affairs and Dean of Students is to be the biggest advocate for the students and share concerns with the Provost’s Office, ensure the student experience is engaging outside of class (the provost ensures that students are engaged in the classroom and will collaborate with Miles and her staff), and student accountability as citizens of UMKC. Miles serves on the Provost Leadership Team and can interact with the provost.

The Office of Disability Services is having an Open House on September 20th from 1:30 to 4:30pm at Brookside 51. If students request accommodations, faculty are encouraged to communicate with the Coordinator of Disability Services to evaluate documentation of students to gain consistent accommodations. Overall Student Affairs restructuring is connected to the overall growth of UMKC regarding changes in Athletics, housing, academic planning, integration between student experiences inside and outside of the classroom, student groups, student fees structure, and student self-governance. Senators are encouraged to share their perspective and knowledge on student experiences with Sandra Miles.

Chairperson Dilks states that every additional 120 students we recruit and retain equates to $1 million per year in additional revenue. We must attract and retain students via programming and being inclusive and accommodating. The connection with Student Affairs is important for these matters. Also, students that are in student groups are more engaged in the classroom, which further reinforces the importance of the interaction with Student Affairs. There is also stronger participation in group assignments inside the classroom. Moreover, students with more co-curricular commitments are better at time management and prioritizing their coursework. Students who have learned how to appropriately ask for help outside of the classroom are more confident in approaching faculty for assistance.

Senators share that they feel that school spirit has generally increased on campus perhaps due to the “La Familia” idea. Senators welcome Sandra Miles and are appreciative of her work. Faculty also need to have school spirit as well and support other school activities outside of Athletics. Faculty support can help reinforce student school spirit. Chairperson Dilks shares that he will organize a faculty group to go to games and other activities as well as discussion groups with faculty to determine ways to show students that faculty have school spirit as well. Likewise, Sandra Miles shares that during her listening tours with students, students shared that UMKC has a high caliber of faculty and would like the faculty to be excited about the achievements and activities of the students, like students are excited about what faculty do. The provost shares that students want engagement with faculty. Faculty are encouraged to engage with students outside of the classroom because it is very clear that student engagement in campus activities outside the classroom increases student engagement inside the classroom.

1. **Reports and Updates, Part Two.**
2. **Enrolment Management report [20 minutes] – Assistant Vice-Provost for Enrolment Management, Doug Swink; Vice-Provost for Institutional Research, Kelli Cox; Professor Jerry Wyckoff**

Goals of Enrollment Management include: being more organized, seamless, competitive, and that the Admissions Office acts as the central hub for enrollment. Enrollment management involves collaboration across campuses and thinking of UMKC as one university in terms of recruitment. With the help of consultant groups, methods to increase enrollment and retention have been discussed and process are in development. Enrollment Management also focuses on realigning the metrics and goals of academic units with those of UMKC. Also, consistency with branding is essential as well. Other goals include rebuilding trusts between campus partners, such as accountability goals, SLATE and a 48-hr admissions processing turnaround.

The purpose of SLATE is to engage students in the communication process of admissions. SLATE is used to inform students of missing application materials in a more streamlined process. SLATE was adopted to replace the previous “homegrown” application system. Admissions decisions can be made in SLATE and academic units have access to this portal as well. SLATE assists with data implementation with being the single tool used for the admissions process.

SLATE had a rocky rollout in 2017-2018 school year. The Common App had to be ready by August 1st. At the time, the SLATE application was not thoroughly tested. Students had two options to apply: SLATE and the Common App, which led to confusion and user problems. Staff and recruiters were not properly trained with SLATE when it was implemented, which led to further issues, like applications not being processed in a timely manner. Integration issues led to delays in making admission decisions. Admissions staff were using three systems to make student decisions (PeopleSoft, Webnow, and SLATE). In February, academic units were called to help and had a quick turnaround with admissions decisions.

Data integration is a large part of SLATE. Information from SLATE and PeopleSoft are transferred between the two platforms often. Broken integrations led to delays in admission decisions in the past. At times data needed to be manually inputted which was very time consuming. Some data integration issues were not fixed until July due to delayed approval. Because UMKC has a very heterogenous population with many different programs and professional schools, UMKC had unique problems that the other UM System campuses did not have. UM System was aware that these data integration levels were a system problem. IFC met with President Choi and the Faculty Senate Executive Committee to discuss these issues and he was a bit resistant in acknowledging the integration issues being a UM System concern. UMKC adopted the “preferred name” section on the application, but unfortunately it was not being loaded properly, which led to more issues with integration. UMKC had to enter a lot of information manually (such as transcripts, name changes, etc.).

Some issues that still need to be addressed are: processing in SLATE, add logic or enhancements to cancel applications, get jobs streamlined and schedules, add student checklist portal, use SLATE for pending reports, deliver a module for high school counselors, and develop a robust recruiting process. Assistant Vice-Provost Swink has been working with Admissions to restructure the application process in SLATE. The primary SLATE functional design leader resigned last week. This position is being reorganized to more of an associate director role. The taskforce is also reviewing admissions processing and developing a more streamlined approach. Recently, application inquiry calls have been moved to a call center as a response to a suggestion made in a Faculty meeting. The Admissions Office is being restructured, to include graduate recruitment and training of college recruiters. There are various councils being formed: Strategic Enrollment Management, Retention, and Recruitment.

RNL group has helped UMKC develop cost benchmarks. UMKC is being more rigorous in scholarshipping and is now on the same level as our competitors in scholarshipping for first-time freshmen undergraduate students. There are five scholarship tiers, which are on the financial aid website: Tier 1-Curator’s Scholar Award (Missouri Residents) and Academic Excellence Award (Kansas Residents) $5000 with a 3.75 GPA and 28 ACT score, ; Tier 2-Chancellor’s Award (Missouri and Kansas Residents) $3500 with a 25 ACT score; Tier 3 (new tier)-Provost’s Award (Missouri and Kansas Residents) $2000 with a 3.0 GPA and a 22 ACT score; Tier 4 – Metro Kansas City High School (Missouri and Kansas Residents from Kansas City) $1000 who are graduates of Kansas City, MO or Kansas City, KS High Schools; Tier 5 - Chancellor’s Historically Underrepresented Minority Nonresident Award for African American, Hispanic, or Native American (Nonresident) that provide nonresident tuition differential. These awards are automatic. Funding for tier awards comes from Achievement Award money collected from academic units. Academic units can give additional funding if applicable. The deans are encouraged to fundraise for unit-based scholarships based on specific guidelines and academic programming.

Both SAT and ACT scores will be used for scholarshipping. International scholarshipping opportunities will be investigated in the future. The provost encourages senators to have International Affairs to present in a future meeting. The International Strategic Plan is being created with regards to tuition, scholarshipping, faculty abroad, faculty exchanges, etc. Faculty need to discuss UMKC financial aid initiatives and share with the community.

1. **Educate/Organize/Advocate Conference update [10 minutes] – Rhiannon Dickerson**

The Educate/Organize/Advocate Conference is a social justice conference in its second year. The conference is October 12th and there are 20 seats remaining. Senators are encouraged to register. There will be a waitlist. The keynote speaker is Carol Anderson, author of White Rage. There will be workshops, intramural forums, student activism panel, etc. There is a 300 people capacity. Over 60% of registrants are students. Faculty represent the lowest participation. Panelists include Senator Jen Salvo-Eaton and Chairperson Dilks. There are many student-led sessions. If unable to attend the conference in its entirety, faculty, staff, students, etc. are encouraged to stay if they can and come when they are able. The conference website is: <https://info.umkc.edu/eoa/> .

1. **Last Ten Minutes**

Senators are encouraged to get feedback from their unit to bring up in this session. They are also encouraged to give reports on Senate business to their units at faculty meetings and through e-mail contacts.

A senator asks about what the current proposed mechanisms in marketing minors and programs across campus. Some items of concern are breaking down barriers, utilizing the Faculty Advisory Council better, and initiatives that will lower entry requirements, as related to Gen Ed, ACT, GMAT, etc. so that students can be admitted across programs. Chairperson Dilks has communicated with Anne Spenner in Marketing to address internal communication concerns and will meet with MComm in October. We need a report from MComm to present ways to address internal communications and marketing.

Senators suggest having a localized place on the website that shows minor requirements and opportunities for easier student access. This relates to the pathway completion issue the provost discussed. The issue may also stem from faculty encouraging interdisciplinary collaboration. Advisors are essential to informing students about minor and major requirements as well.

Senators vote unanimously for a universal commendation recognizing Mel Tyler’s dedicated service and contributions to UMKC.

1. **Adjournment**

Meeting adjourned at 5:03pm.