

Senate Minutes  
Tuesday, February 4, 2020  
3-5pm, Plaza Room, Admin

Present: Oh, Shiu, Olsen, Morello, Van Horn, Turla, Blocher, Keeton, Hiett, Robinson, Godley, Holt, Maher, Barger, Lynch, Jefferson, Curtis, Salvo, Wooten, Allsworth, Hunt, Bhat, Patterson, Marszalek, Mardikes, Horn, Parker Burrus, Lundgren, Agrawal, Jeff Price, Susan Hankins,

Absent: Zhu, Halmen,

Excused: Grimes, Dilks

1. BUSINESS:

- a. Call to Order & Approval of December 17, 2019 minutes
  - i. Motion to Approve, Second, Motion Carries
- b. Approval of Agenda
  - i. Motion to Approve, Second, Motion Carries
- c. Committee recommendations:
  - i. Tim Lynch, task force co-chair of Faculty Policies & Practices Subcommittee: ACE Internationalization Laboratory
    1. Approved
  - ii. Johanna Nilsson, chair (and senator) of Faculty Senate Faculty Welfare Committee
    1. Motion to Approve, Second, Motion Carries
- d. Decision on Chair-Elect
  - i. All three nominees have declined to serve.
  - ii. Motion to Approve Stephen Dilks as Past Chair
    1. Second, Motion Carries
  - iii. Bylaws: 300.020 E5d: *In the case of a Chair resignation, the Chair-elect will serve out the remainder of the resigning Chair's term for that year, and then serve the next year as the Chair as if normal progression had occurred.*  
Motion to approve Mardikes as Chair
    1. Second, Motion Carries
- e. IFC report—Jacob Marszalek
  - i. December 18 in Columbia, January Meeting via Zoom
  - ii. Office of Faculty Affairs at System has been working to clear up CRRs around Faculty leave. IFC offered feedback, approved changes.
  - iii. CRR around dismissal for cause needs a complete rewrite. **Faculty Affairs would like to hear and challenges/problems as well as possible solutions for faculty.**
  - iv. Continuing to work on ability to work CRR.
  - v. 12-Month Faculty vacation/leave days mentioned
    1. Inconsistency between departments across the system
- f. ALL FACULTY MEETING—Tuesday April 7, 3-5pm
  - i. Miller Nichols 351

- g. Winter/Spring Campus Wide election
  - i. IFC Rep (Marszalek ends 3 year term)
  - ii. Chair-Elect (annual)
  - iii. Nominations begin February 28
  - iv. Nominations close March 27
  - v. Election begins March 30
  - vi. Short Presentation at All Faculty by candidates April 7
  - vii. Election closes April 13 at 5pm
  - viii. Elected officers introduced April 14 at Faculty Senate
  
- 2. Suspending Hiring Searches: Interim Provost Lundgren
  - a. Where We Are Currently
    - i. Voluntary Separation Program
      - 1. Resulted in \$8.2M in salary/benefit savings
        - a. Separate payout (FY 19)
      - 2. Reinvestment (FY 20) of \$2.9 million in temporary positions
        - a. If a unit did not have a VSP retirement, they did not get these funds
    - ii. Hiring Retreat Last July
      - 1. Will be happening sooner this year
      - 2. Expectations/Available Funds
        - a. Deans given approval to search, not necessarily to hire
          - i. Some units have hired, some have posted but not hired, some units have not posted
          - ii. If all approvals went through: Somewhere around \$13M in salary/benefits
            - 1. Only had a savings of \$8.2M
            - 2. Estimated startup costs: \$7M
          - iii. Confusion over funding
            - 1. \$8.2M in savings, \$2.9M in payouts for temporary positions. Where is the rest?
              - a. Used toward University-wide budget deficit
  - b. Moving Forward
    - i. Chancellor Report (from Meeting Last Monday)
      - 1. Not Reinvest all VSP Money at once
        - a. Reinvest 1/3 of funds (\$3M) per year over the next 3 years
      - 2. Prioritize Tenure Track over NTT positions
        - i. Continue to build in the area of research
      - 3. 2.9 Million in Signed Offers had already occurred
        - i. Hires clustered in certain units: Bloch, SCE, Law had the Majority
        - ii. A few in the Conservatory
    - ii. Interim Provost meeting with Deans

1. What portion of hires would be paid for with endowments?  
Research grants? Knowing this will help determine commitments to date.
2. More searches were given approval to start than we have funds for in the next year.
- iii. Financial Priorities
  1. Reinvestment of what we can from VSP Funds
    - a. \$3M to reinvest
      - i. No funding for this year's temporary hires next year
    - b. Attrition
      - i. Centralize attrition every year
      - ii. Reallocation to units
  2. Priorities/Needs
    - a. Immediate Accreditation Concerns
    - b. Launching UMKC Essentials
    - c. Student Growth
    - d. Research Priorities
- c. In Conclusion
  - i. Next Few Weeks: will have a sense of Unit Increases in FY 21.
  - ii. Some searches will not go forward.
  - iii. The hiring retreat for FY21 should happen in April.
- d. Questions
  - i. "Why don't we make this a position that requires data analytic expertise?"  
What will you do about this?
    1. Most of these data-focused positions have been filled. 8 hires have occurred for SCE.
  - ii. \$8.2M in savings, annual?
    1. \$2.9M reinvested on a temporary basis for this academic year
    2. Remaining funds have been reallocated.
    3. All \$8.2M will be reinvested in Faculty (over three years)
  - iii. Will UMKC Essentials be launched the way it is supposed to? How many hires do we need?
    1. We are waiting from the data to be submit by Chairs tomorrow.
  - iv. Was it said that if a position is endowed, and that position isn't being filled, would you take the funds and use it somewhere else?
    1. No, we cannot do that.
    - 2.
3. Research Advisory Council: report from chair Jeffrey Price
  - a. Goal: To improve research and scholarship at UMKC
  - b. New Vice Chancellor for Research wants to double research funding
  - c. Delays in Hiring Post Docs, Delays in getting approval for installation of new software
  - d. Reviewed allocation of Facilities of Administrative Costs between Central Administration and Individual Units
  - e. Establish University-wide cores that support research endeavors
    - i. Meetings to discuss University funding

- f. Working to identify and describe University-wide research strengths
  - g. Reviewed 40 faculty Funding for Excellence grant applications
  - h. Mark Patterson is our Faculty Senate Representative
- 4. Final Exam Schedule discussion led by David Van Horn
  - a. Met with Registrar & Asst Registrar
  - b. Plan Going Forward
    - i. Fall 2020: Implement Diagonal Schedule
    - ii. Spring 2021: Work out Flexible scheduling for final exam schedules
    - iii. Upcoming Ad Astra Information Session
    - iv. Need for default schedule
  - c. Questions
    - i. Is this geared toward undergraduate students?
      - 1. Yes, as specific programs may have other operations.
- 5. UMKC Affordable and Open Educational Resources (A&OER) update by Scott Curtis
  - a. Attachment provided (SGA Bill)
  - b. It would be a good gesture for Faculty Senate should draft a response to SGA
    - i. Motion, Second, All in Favor
      - 1. Volunteers: Karyn Turla
  - c. Questions:
    - i. How much of a markup does the bookstore pass to the student?
      - 1. Bookstore has worked with publishers to negotiate student prices.
    - ii. Open resources?
      - 1. Creative Commons License involved, books may be edited for curricular needs. (Open Textbook library, several sources)
- 6. Special Report from the Chancellor
  - a. Need approval from Board of Curators about Test Optional on SAT/ACT
  - b. Requesting a statement of support from Faculty Senate to take to the Board of Curators
  - c. Questions
    - i. What criteria will admissions look at?
      - 1. High School GPA (2.75 and above)
      - 2. Medical/Engineering school will still look at scores
    - ii. What's the difference between lowering the test threshold instead of not requiring them?
      - 1. There is not a credible correlation between the tests and student success.
      - 2. At the Graduate level, GRE is widely being discredited.
    - iii. University of California system is getting rid of this.
      - 1. As of a new article, they are holding off on this decision.
    - iv. Individual Academic Units will have the option of requiring ACT/SAT scores
  - d. Motion for Faculty Senate to approve a resolution to support making ACT and SAT score optional as criteria for admission.

- i. Motion to amend that individual units have jurisdiction to decide on their individual admission requirements
    - 1. In favor: 17, Opposed: 1
    - 2. Amendment Carries
    - 3. Motion to Approve Original Motion with Amendment
      - a. Paper Ballot requested
      - b. In favor: 18, Opposed: 5, Abstaining: 1
      - c. Motion Carries
- 7. SOP changes: Keeton and Lynch
  - a. Add the Faculty Welfare committee
  - b. Clarify difference in responsibilities between Faculty Welfare Committee and Oversight Committee
    - i. Dismissal for Cause
  - c. Questions
    - i. Librarian required for committee, why does the language call for a member from one specific academic unit?
      - 1. Motion to change the word “Librarian” to “Non Tenure Track Faculty Person”
        - a. Motion Second
  - d. SOP changes are tabled
- 8. Faculty Senate Information Bureau
  - a. Draft Proposal Attached
  - b. Questions
    - i. Can we make My Vita work for this need? Millions were spent on the program.
      - 1. My Vita system has the capability for the two-page document being proposed.
      - 2. Will look into feasibility of MyVita meeting this need.
- 9. Adjournment