

Senate Minutes
ALL FACULTY MEETING
Tuesday, April 7, 2020
3-5pm, ZOOM webinar
Attendance: Approximately 368

1. UM System President Dr. Mun Choi
 - a. Most students have returned to their homes (aside from International Students and a few others)
 - b. \$ 37M withhold from State of Missouri for UM System
 - i. Additional withholds expected
 - c. Questions
 - i. How is UM System addressing the withhold?
 1. Allocated withhold amounts based on traditional allocations in the past. Limiting all discretionary expense moving forward. Questioning each expense as to its fit to the university. Allocation was \$6.3M to UMKC. Expected \$15-\$20M hit.
 - ii. Appointment as Interim Chancellor for MU. How will that work?
 1. Relationships between MU Chancellor and System President have always had tension. Tensions recognized by the Board of Curators. Prior talk of combining the UM System President position with MU Chancellor, moving forward due to vacancy. Board will be discussing the possibility of combining the positions permanently. Conversations with other Chancellors and other stakeholders.
 - iii. Resolution of SAT/ACT Test Optional Policy
 1. Recommended to Academic Affairs Committee, they felt there are possibly more positives. Asked for information on Students with 2.75-3.0 GPA and less than 2.75 GPA. Vote during Board meeting on Thursday.
 - iv. Inserting Metrics into Strategic Plan. Will this be something we need to revisit?
 1. Objectives for Student Success and Research should not be diminished.
 - v. Possible Merger of two positions: Structurally, how would the position not be MU-centric?
 1. If we move forward: A governance structure, and relationship with other campuses.
 - vi. What can we expect from emergency funding?
 1. For FY 20, Possibly FY 21, stimulus will possibly offset loss in state revenue. Money coming to institutions through Department of Education. Estimate (based on other models) \$20-\$25M.
 - vii. If Is there a potential for conflict of interest in combining the roles of System President and MU Chancellor? Specifically, would decisions made as System President be preferential toward Mizzou?
 1. Earliest we can begin the discussion will be the Fall.

- viii. With the difficulties of students not being able to take ACTs and SATs due to COVID 19, are other campuses considering waiving the requirement for admittance?
 - 1. Not at this time.
- ix. Can you please address grant funded purchases, this is revenue generating (through indirects) to the university and it should be made clear to procurement that these should not be held up.
 - 1. Go ahead and make those purchases. Be mindful of what is available in the Grant. Be mindful of next year's funding.
- x. My question is regarding the long-term impact of this on higher education. We're already seeing some pundits note that this crisis has revealed higher education, in the model we're delivering it, as outdated. Of course, we know otherwise as we do our classes over Zoom and understand the importance of engagement with our students. How do we counter this?
 - 1. As an institution, we always have points to improve upon. We have made dramatic changes.
- xi. Please explain three overarching aspects of the funding implications brought on by the current pandemic: (a) Exactly which person or group will make funding decisions regarding academic programs and administrative initiatives, (b) By what public or private process will these decisions be made and announced, and (c) What timeline is expected for these announcements?
 - 1. These decisions will be made in the purview of the Provosts working with Chairs and Faculty. Chancellor makes ultimate decisions.
 - 2. Follow process used in 2017. March 1-June 1 there were a number of town hall meetings, faculty groups etc. reviewing plans. Same process will need to happen now.
- 2. Senate through this academic year: Tom Mardikes
 - a. "Activities of Senate 19-20" Document Screen Shared
 - b. Amended Bylaws, approved by Curators
 - c. Approved new Standard Operating Procedures
 - d. Senate as a more deliberative body
 - e. Work with MComm on Faculty Senate Website
 - f. Repopulating Faculty Senate Committees
 - g. Step up for University-Wide Service, including Senate Positions
- 3. IFC Report: Jacob Marszalek
 - a. Policies and Procedures for Promotion and Tenure
 - b. Working on language/definitions in CRRS:
 - i. Conflict of Interest Policies
 - ii. Ability to Work
 - iii. Faculty Leave
- 4. Faculty Senate Budget Committee: Mark Johnson
 - a. Pandemic has an impact on financial planning
 - i. Awaiting data on financial impact
 - b. Soliciting ideas for improvement of operational efficiency and cost reductions

- c. Project: Further Analysis of Faculty Salaries and Compensation
- 5. UMKC Chancellor Dr. Mauli Agrawal & Interim provost Dr. Jennifer Lundgren
 - a. Thank You to Faculty, Staff, and Students for response in moving online
 - b. Financial Cuts Coming
 - c. Research Funding
 - i. As long as it is external grant funding, continue.
 - ii. Would like the Research enterprise to grow.
 - d. Did UMKC know about the positive case and sit on that information for four days?
 - i. We were informed on March 25, same day information was distributed
 - ii. We have passed two weeks since we've been on campus, there is no good way to keep track of new cases from this point on.
 - iii. Student identity must be protected in announcements.
 - iv. Public Health officials are the ones contacting campuses, encouraging the campus not to make large announcements (as not to cause panic)
 - e. Online Class for Summer and Fall
 - i. First two summer sessions will be online.
 - ii. Hopefully back to regular business back in the Fall.
 - 1. We should be prepared for a resurgence in the Fall.
 - iii. Faculty Certification for Online Courses
 - 1. Online courses must be taught by certified faculty (tied to funding)
 - 2. Self-paced course developed by Molly Mead's team.
 - a. Takes between 4-48 hours to complete the course.
 - b. UM System ELearning team is developing a course.
 - c. Designing a course
 - iv. Will we need to do wholesale training if we are all online in the Fall?
 - 1. Yes, if we are all fully online. We don't anticipate that at this time.
 - f. Refunds
 - i. Parking: Not considering parking refunds at this time.
 - ii. Electrical Reimbursements: Not at this time.
 - iii. Swinney Memberships: on hold
 - g. KC Rep Support
 - i. Symbiotic relationships
 - ii. They have seen reductions in support
 - iii. Moving forward with cuts, everything is on the table.
 - h. Leadership Transition
 - i. Conversations with individuals regarding Interim roles
 - i. Updates on current COVID-19 response
 - i. Have reached a plateau for the response
 - ii. Classes Online
 - iii. Commencement Postponed
 - 1. Spring Graduates invited to Fall Ceremony
 - iv. 50-70 students still on campus
 - 1. Consolidated to Johnson Hall
 - 2. Hospital Hill Residence Hall offered to medical personnel
 - v. Keep a resurgence in the back of your head

- j. Student Focus Groups
 - i. Recommendations that came up:
 - 1. Test Optional Admissions
 - 2. Transfer Centers
 - 3. Centralized Recruiting
 - 4. Student Housing
- k. Enrollment Update
 - i. Numbers could be better
 - ii. Undergraduate and Transfer enrollment down
 - iii. Graduate enrollment up
 - iv. No complete data for Professional Schools at this time
- l. Are Fellowships/Scholarships/Etc. on hold?
 - i. Third-party funded (as Trustees) will go forward
 - ii. Others should hold for a few weeks
- m. Tech Accommodations?
 - i. Deployed over 100 computers to Students/Faculty/Staff
 - ii. Lots of hotspots and webcams
- n. Likelihood of Faculty teaching additional courses in the coming semester?
 - i. Cannot answer until more budget information becomes available.
- o. Faculty Performance and Workflow in terms of Research
 - i. Teaching evaluations will not be required this semester
 - 1. Annual evaluations will take place
 - 2. Course evaluations will not be required to be included in annual review. Students will be given to opportunity to engage
- p. Vacation carrying over to next year
 - i. This has not come up, will be a system-wide decision.
- q. Will an enrollment drop impact salaries?
 - i. It's premature to tell.
- r. Why were so many searches for new faculty authorized with so little money, and why were they allowed to proceed so long? These wasted a lot of money and faculty time.
 - i. A number of searches approved to start. Disconnect regarding moving forward with these searches. We are not in the position to fund all these searches.
- s. Do you look to decrease your current teaching staff moving forward?
 - i. This will have to be a program-level decision.
- t. Will start-up funds for research be impacted for recent hires? Or are these funds guaranteed?
 - i. We hope to honor these.
- u. Student concerns about online learning: synchronous or asynchronous, fear about coming back on campus
 - i. Synchronous learning works for some, and not others
 - ii. Welcoming suggestions for the fall semester.
 - 1. Plan on hybrid teaching.

- v. Regardless of the COVID-19 or not, why can't we teach online from Fall 2020? Also, if any faculty plans to move courses online voluntarily will that effort be encouraged?
 - i. We can do more of that, but we must work with the Higher Learning Commission.
 - w. Will you honor all current NTT contracts for this current year?
 - i. This will be a program-level decision.
 - x. Some of our International Students have been recalled to their home countries and have had difficulty with our synchronous meetings - We have had to make the class meetings optional at this point. We do have Online Office Hours set up to help out with questions or comments.
 - i. There are not visas being issued, visas will be reissued in June. There will be a huge backlog. Working hard to have international students enrolled for the Fall.
 - y. Is there any consideration of administrators taking pay cuts?
 - i. everything should be on the table. It's a bit early to jump out there. None of those things on their own will cover this. A CEO from a major company's salary might have an impact, but here it won't have that huge of an impact. We'll have to look at everything, and how things get distributed in the future is something to be considered and looked at.
6. Candidates Statements:
- a. Viviana Grieco: Chair-elect
 - b. Jamila Jefferson Jones: IFC representative
 - c. K. Scott Baker: IFC representative
7. Adjournment

Questions/Comments from chat:

- Why were so many searches for new faculty authorized with so little money, and why were they allowed to proceed so long? These wasted a lot of money and faculty time.
 - This question was asked at the last Senate meeting. I can't answer it in full here, but answers from the Provost are in the minutes from the last meeting and will be published soon.
- I wonder if the projections the university is making take into account the measure currently being developed in Congress for aid to states?
 - We have taken those into account to the extent possible. We do believe they will provide some partial relief to the near-term state budget cuts. We have been working directly with US Dept of Ed and others to get more information.
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 - In the short run, they should help partially offset reductions in state support.
- Higher Ed magazine indicates that Missouri should receive \$175.9 million for higher education. Have we estimated the likely share for our system?
 - APLU provided their estimate institution by institution. We would anticipate based on what we know now the amount would be between \$20-\$25M.
- What role with federal stabilization/stimulus funds play in supporting our institution?
 - In the short run, they should help partially offset reductions in state support.
- If Is there a potential for conflict of interest in combining the roles of System President and MU Chancellor? Specifically, would decisions made as System President be preferential toward Mizzou?
 - Yes. There is the potential. We'll need to develop governance and oversight to manage the potential conflicts. Thank you.
- What is the guidance for grant funded hires such as postdoctoral scientists and Research Assistant Professors
- Mun, are you confident that the state government is being fair to the UM system under current circumstances, given Gov. Parson's apparent antipathy towards higher ed in MO?

- Please explain three overarching aspects of the funding implications brought on by the current pandemic:
Exactly which person or group will make funding decisions regarding academic programs and administrative initiatives,
By what public or private process will these decisions be made and announced, and
What timeline is expected for these announcements?
- Is this not a good time to renegotiate all purchasing contracts through Show Me Show? (And take on more companies so there is less monopolies?) Currently it is easy to negotiate cheaper prices directly with companies but hard to be allowed to save money this way.
- will staff and faculty continue to be paid until system reopens
- I'm curious what steps will we take to convince the legislature of the continued value of education, and research?
- Will university administrators consider taking paycuts (as some have) in order to buffer the impact to workers (hourly staff, adjunct faculty, etc.) who are already housing and food insecure due to low pay?
- After listening to the UM President and Mark Johnson today on the system and UMKC budget cuts in the CAS meeting, I deduce that it may probably be the case that the UMKC Trustees' Faculty Fellowship may have to be put on hold, particularly the UMKC Trustees' Faculty Fellowships which consists of a stipend of \$15,000. I'd appreciate it if you could verify if this is proceeding forward as planned before I (and others) put the effort into preparing the application package, please. Particularly, the application requires 3 letters of recommendation from outside scholars, and I would not want to request them if the awards will be put on hold, out of respect to these scholars' time and effort. Thanks for your consideration,
- Does the UMKC Faculty Senate make use of the extensive salary research and multi-faceted comparison done annually by the AAUP?
 - Senate itself, no. Faculty Senate Budget Committee has looked at salary comparisons, and this is something Mark said that we were in the beginning of a discussion but that's sort of been disrupted now
- Will we need to do wholesale training if we are all online in the Fall?
- If we want to do the online certification soon, but don't teach again until the fall can we still enroll in one now? I don't want to take a spot up for someone that is teaching this summer and needs it now. Just wondering if the seats are limited in the online course for online certification.
- Hello Jennifer, I just want to confirm: the self-paced certification process is the one that's already up and running in the Provost page? It seems to me that it takes longer than 4-24

hours, more like a whole month. Is there a different certification process I'm not aware of? Thanks

- Hi Jennifer, I teach in the School of Medicine. Our summer class starts May 15th and continues until August. I have been told this will have to be taught online. Do I need to do the online training for that summer course? I am the primary instructor and course director.
 - Email the Provost later. Unique situations in the medical school are noted.
- Do you look to decrease your current teaching staff moving forward.
- Will start-up funds for research be impacted for recent hires? Or are these funds guaranteed?
- Regarding our evaluations, did you mean the semester evaluations were suspended or that annual evaluations would not take place?
- Will there be any opportunities for units to plan for future faculty searches? A few units have faculty retiring this year and next. Some units have programs need qualified instructors for certification requirements. Thank you.
- For those of us who taught class in the Fall 2019, how long will we have access to the Canvas course we built along with Panopto recordings? It will be best if we can have those archived and available for a period of time going into the Fall 2020 course and perhaps beyond.
- UMKC Center for Neighborhoods is gathering a list of all food pantries and how they are managing social distancing.
- just a comment — teaching in the Conservatory I have many Asian students, several of whom have already gone back to their home countries. This makes some synchronous class work very difficult.
- Regardless of the COVID-19 or not, why can we teach online from Fall 2020? Also, if any faculty plans to move courses online voluntarily will that effort be encouraged?
- NTT contracts for ranked faculty, if not renewed, have a grace period of 1-2 years correct? (unless, of course, there was some wrong doing by the faculty member)