

Senate Minutes
Tuesday, April 21, 2020
3-5pm, Zoom

Present: Oh, Zhu, Shiu, Olsen, Morello, Van Horn, Turla, Blocher, Keeton, Hiatt, Robinson, Godley, Holt, Chatterjee, Halmen, Maher, Barger, Lynch, Jefferson-Jones, Curtis, Salvo, Allsworth, Wooten, Hunt, Grimes, Bhat, Patterson, Nilsson, Marszalek, Dilks, Mardikes

Absent: none

Also Present: Agrawal, Lundgren, Grieco

1. BUSINESS

- a. Call to Order & Approval of March 3, 2020 minutes
 - i. Approval of March 31 Special Meeting Minutes
 - ii. Approval of April 7 All Faculty Meeting Minutes
 - 1. Approved.
- b. Committee recommendations
 - i. University Campus Committee on Tenure (System Level)
 - 1. Must be tenured, full professor
 - 2. Member for 2020-2022 to be elected by Senate
 - a. Nominating Hari Bhat, who has served this past year as Alternate
 - b. Motion Passes
 - 3. Alternate for 2020-2022 to be elected by Senate
- c. IFC Report – Jacob Marszalek
 - i. No New Updates
 - ii. Questions?
 - 1. Cuts addressed, 10-20% range.
 - 2. Furloughs/layoffs forthcoming, attempting to honor all NTT contracts
 - 3. Can Faculty Positions be furloughed?
 - a. Will be brought up in meeting tomorrow.
 - 4. CRR update?
 - a. Waiting on feedback, decision forthcoming this spring.
 - 5. When will faculty know about furloughs/lay offs? Previously, NTT contracts were renewed by March 1.
 - a. System is doing everything they can to honor current contracts.
- d. Election Results – Mardikes
 - i. Viviana Grieco elected as Chair Elect
 - ii. Jamila Jefferson-Jones elected to IFC
 - iii. Law School electing new Senator
- e. Provost Search Update – Dilks
 - i. In process

- ii. Working through changes due to shutdowns
 - f. International Faculty – Dilks
 - i. ACE Internationalization Committee assembling a cohort
 - 1. Experiences as foreign-born faculty
 - g. Sustainability Committee Update – Nilsson
 - i. Committee working to engage with Chancellor
- 2. Faculty Senate Proposal on COVID-19 Budget Reduction – Erik Olsen
 - a. Proposal Provided
 - b. Rationale
 - c. University of Arizona model
 - i. Furlough days based on salary range
 - d. KU Furlough and Temporary Salary Reduction Policy
 - i. Last resort budget measure
 - ii. Based on salary tiers
 - 1. Higher salaries, larger proportion of the financial impact
 - e. Recommendations
 - i. Equity for all University employees
 - f. Three Motions (refer to proposal)
 - g. Vote TODAY
 - h. Questions
 - i. Difference between Furlough and Paycut—unclear? Could we say “University furloughs OR paycuts...” or “University furloughs and/or paycuts”
 - ii. Concern from the Library over furloughs: the library would cease to exist on its current operational level with faculty/staff furloughs
 - iii. Recommendation on fundraising to avoid furloughs/pay cuts?
 - iv. First sentence of Motion 1 is unclear, furloughs as last resort rather than primary means of balancing the budget?
 - 1. Proposed edit to the first sentence: "If necessary, university furloughs should be implemented as a means of balancing the budget instead of reductions in"
 - 2. Proposed Motion (additional): That UMKC Administration work with the UMKC Foundation to undergo a fundraising project to mitigate (or eliminate) the need for furloughs, pay reductions, or layoffs.
 - v. All pay grades should be on the table, all faculty/staff need to share the load
 - vi. Emphasis in Motion 3 on the necessity of a long-term restructuring
 - vii. When the motions pass, do they become resolutions? Yes.
 - viii. Should we be collaborating with other campuses?
 - ix. Motion 1: “In order to maintain employment” “to protect the health and stability of the academic mission of the university”
 - 1. Second, passes
 - x. CAS increased teaching loads, decreased enrollment
 - xi. Motion: Add “tenure track faculty” to the sentence that reads “reductions in...”

- i. Motion to Approve Proposal
 - i. Second, Motion passes by vote (17 yes, 6 no, 7 abstaining)
- 3. Chancellor Agrawal & Interim Provost Lundgren update
 - a. Launching “UMKC Forward” effort
 - i. Stakeholder deliberations on how to move forward
 - b. Questions
 - i. Efforts on the revenue side toward fundraising and donors?
 - 1. Two teams: Team A examining cuts/restructuring, Team B looking at investments
 - 2. Donors have come forward for emergency fund.
 - ii. Have any budget cuts for FY21 been finalized?
 - 1. Nothing has come up to the executive level yet.
 - iii. Would you consider using emergency funds? What do we have?
 - 1. We don’t have any.
 - 2. Money coming in Federally
 - a. Half for student relief, the other half at University’s discretion
 - 3. Changes happening at the unit level, should increased course loads be expected as part of the new normal?
 - a. No decisions have been formally made, but we may have to take that approach.
 - 4. Units are saying that there are not enough options for some specific situations. What additional options are available?
 - a. Unit leaders need to bring concerns forth
- 4. Adjournment