

Senate Minutes  
Tuesday, May 5, 2020  
3-5pm, Zoom

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

Absent: none

Also Present: Lundgren, Kristi Holsinger, Alex Holsinger, Popoola, Fillion, Herron, Mikah Thompson, Naidu, Welchert, Kenneth D.

1. BUSINESS

- a. Call to Order & Approval of April 21, 2020 minutes—Mardikes
  - i. Motion Carries
- b. Approval of Agenda—Mardikes
  - i. Motion Carries
- c. Committee Recommendations: University Campus Committee on Tenure
  - i. Must be tenured, full professor
  - ii. Alternate for 2020-2022 to be elected by Senate
    - 1. Nominating Professor Donna Davis, School of Education
      - a. Nomination Approved
- d. IFC Report—Jacob Marszalek
  - i. No new reports
  - ii. Ongoing conversations with President Choi

2. Salary Reductions and Budget Plans—Provost Lundgren

- a. Different approaches across UM System
- b. Salary Report Shared
- c. Questions
  - i. Why isn't the proposal more progressive, including salaries over 100k?
    - 1. Reluctant to go that high. 10% cap for everyone was the decision most comfortable with. Certain Salary reductions are already underway.
  - ii. Salary cuts alone will not be sufficient to meet the need. Teaching loads increasing, adjunct budgets shrinking. The general feeling is that a lot of this is falling on faculty.
    - 1. Student activities, etc. also being hit
  - iii. I would like to see a plan for investment at the unit level. So far, we got cuts and increase in loads and NO IDEAS on how to move forward
    - 1. Hoping UMKC Forward will help us. Difficult decisions are coming forward. Some things will have to be eliminated.
  - iv. Why would you be reluctant to go higher for people who earn considerably more than others?
    - 1. Varied opinions among leadership.

- v. Decisions are being made quickly and by a small group of people. Is there a way for those in leadership positions to be more transparent?
    - 1. 115 people on UMKC Forward. Representatives from students, faculty, staff, etc. Committees are just starting to form.
  - vi. Intention to honor merit raises.
  - vii. If the leaders want the burden shared, they should consider taking a higher cut.
  - viii. Every unit is required to try to achieve a 17.5% reduction. Some units won't be able to achieve that.
  - ix. 12-month appointments, could we move these positions to 9 month appointments? This would save more than the proposed cuts.
    - 1. In unique situations, yes.
- 3. SOP Changes: Proposed Amendments/Need for some committees—Tim Lynch
  - a. Changes proposed to Senate. Vote at next meeting
- 4. Kristi Holsinger, Interim Senior Vice Provost for Student Success, presentation on Retention efforts.
  - a. Presentation Provided.
- 5. Kristi Holsinger, presentation on Centralized Advising Proposal
  - a. Presentation Provided.
  - b. Would this go in the Atterbury Success Center?
    - i. A logical space, but not a lot of private spaces.
  - c. How would centralized advising impact individual units? Particularly the Bloch School.
    - i. Bloch School advising is a model unit. The initiative is about bringing other units up to this standard.
  - d. Is this aimed at undergraduates?
    - i. Yes.
  - e. Concerns about the centralization. Is this new initiative addressing certain problems? Leary of centralizing advising, especially given budget concerns.
    - i. Chancellor is excited about this idea. There seem to be compelling resources and successes with retention. There are problems to solve. Hoping to make sure we serve our students well.
    - ii. Need for greater system integration.
- 6. Open Discussion
  - a. Salary Cut Plan continued discussion
    - i. Lack of satisfaction is unanimous
  - b. UMKC Forward
    - i. Concern over lack of expertise on committees.
  - c. Salary Cut Plan Statement drafted by a Senator:
    - i. "Faculty Senate believes the salary bands are too wide and too few in number. The cuts proposed for those above \$150K are not progressive enough to create true equity in sharing the burden of our need to reduce the budget. Faculty Senate urges amendments to the faculty pay reduction plan to implement greater progressive stratification."
    - ii. approved
- 7. Adjournment

