

All Faculty Meeting - Minutes  
Tuesday, March 15, 2022  
3-5 pm, ZOOM

1. OPENING BUSINESS:

- a. Call to Order & Approval of March 1, 2022 minutes – Grieco
  - i. Motion passes
- b. Approval of Agenda – Grieco
  - i. Motion Passes

2. PRESENTATION:

- a. Presentation from President Choi (40 minutes; 3:05 – 3:45)
  - i. President Choi provided an update of the UM system. He mentioned new senior leadership and gave an update to admissions. UMKC is close to where they were last year. There has been an increase of the number of transfer students for both applicants and students, who have accepted. Graduate applicants have grown tremendously at UMKC but the number of admissions has decreased. We are working on converting those applications into yield.
  - ii. R&D expenditures have significantly increased at UMKC. On the other hand, there needs to be more of a focus to increase philanthropy at UMKC.
  - iii. A number of our online courses/performance have received praise from the US News and World Report. Online student headcount and credit hours have increased.
  - iv. We expect a 5.4% increase in our budget this year. What is the appropriate amount of tuition increase this year? That is one of the questions we are addressing. We're struggling to retain our faculty due to discrepancies in resources and need to address these issues moving forward.

Q: Please discuss the rationale to changes with the fee structures. What will that look like to the campus? - Grieco

A: Senate Bill 389 requires that we combine all our fees into our tuition. We believe this will provide more transparency to students and parents. Students will know how much they owe without getting a bill with a list of fees. - Choi

Q: What is the current state of effort behind Missouri online. It's been a few years now, how do you rate the effort and what is the place for the future? - Grieco

A: We gave an option to each campus. Now we'll go back to the campuses to see if they want to continue the current approach or make moderate or major changes. Investments will be drawn down in the future. I see e-learning as a great way to compliment what we do in person. -Choi

Q: While we have seen an expansion of shared services, we've seen less emphasis on shared academic and research goals. What is the System doing to pursue our shared academic mission? -Grieco

A: We divided up the research board fund up to provide to each other campuses. Those funds will come to campuses along with funds that have built up. A portion of those funds should be used to pursue arts, humanities, and social sciences. -Choi

Q: Could you speak to the new system of chancellor presidency and how that is affecting issues of shared governance and resource balancing across campuses? -Grieco

A: The shared governance has never been stronger. In terms of distribution of resources, that is based on the operating budget of each unit in respect to their total. It will depend on their operating budgets. -Choi

b. Presentation from Chancellor Agrawal and Provost Lundgren (45 minutes; 3:45 – 4:30)

i. Chancellor Agrawal has been meeting with and directly interacting with faculty. For the first time in two years, our campus is COVID free. Spring enrollment was steady but Fall numbers are down. There's been a dramatic increase in international students and funded research. This year, we've already gathered more research funds than all of last year.

ii. A new national search for Vice Chancellor for the Division of Diversity and Inclusion has been launched. Dr. King has been filling in in the interim.

iii. We'll need to look at a tuition increase. We're trying to increase the merit raise funding pool.

iv. Some dollars are coming in for expansion of Medical School satellite facilities. We're investing 4 million dollars into the Olson Performing Arts Center. This will need to be done in phases. The same with the Swinney upgrades. We would like to close 51st St from Rockhill Road to Cherry Street. We're working with the City on that. External signage is quite faded and out of date. We're working on updating that as well and should be done by the end of summer.

v. Provost Lundgren updated us on UMKC forward investments. Two series of workshops have been running. There's a Professional Mobility Escalators program that will launch in the Fall. We're working with regional high schools to pipeline students into the program. That program has a UMKC ResLife element and Faculty Mentorship that could use Faculty support.

vi. Other successful initiatives. The First Generation Roo Program has been very successful. There is a new initiative led by Vice Chancellor Martin, Men of Color. Counseling services and Residential Life are two areas we hope to provide more support.

Q: What are UMKC's plans for expansion and improvement of existing buildings? Will there be any changes to the distribution of shared spaces, including reserve in an office space? How will the backing of a building, repairs and renovations be addressed? And then in terms of accreditation issues, how will the university meet facility standards? What are the plans for the site that formerly hosted the Oak Student apartments, especially with the arrival of the KC Streetcar? -Grieco

A: I think we did address some of these during our opening remarks, but I laid out some of the major renovations that we have to do. That included the Conservatory and

Sweeney. Spencer Hall is also on the list. There are things like the power plant or the heating and cooling systems. Some of them are aging out and we have to fix those for the capital projects. But I think mostly we'll have to raise the money. So obviously nobody has \$400 million just waiting around, and we have got to this point because we didn't have enough money. But one of the things that I want to do is when the new Vice Chancellor of finance and administration comes. We have also engaged Huron, which is an outside consulting company, to help us tweak the budget model. The reimbursement model right now has some drawbacks. We need to make sure that units that are producing more are incentivized to keep producing more and those that are in the negative and need to at least get to a level of understanding that they cannot go beyond that. But built into that budget model should also be a forward-looking strategy. If we want to hire X number of new faculty by year five, what should be a financial strategy today so that we can get to that point? Same thing for renovations. How much money do we put away every year so that we can do these renovations? Concerning housing, we have three units and they are only 75% full. We cannot ask for a new building. For the empty plots, we do not know there but any decision has to make sense for us students, for faculty and staff. We may activate that garage that's sitting there vacant right now for people who use the streetcar. -Agrawal

Q: We're trying to build a digital aid center in the Department of Orthodontics and Dentistry. However, the relationship with companies is really complex, and we're dealing with smaller international companies that cannot comply with U.S. paperwork. We're left behind as a teaching institution as companies go straight to the practitioner. Is there a solution? -Grieco

A: I don't think I can give you an answer. That's a complex question. But if it's brought to our attention, maybe we can have a legal look at it. Along with a license to finance administration in terms of what requirements we have to meet. -Agrawal

Q: And there's another question related to Turning Holmes Street between 50 first and 50 second into pedestrian. That's where a lot of people work in the Linda Hall Library Park. -Grieco

A: And I don't believe the city is interested in making changes to that stretch. -Agrawal

Q: I have a final question about facilities and signage. Would you consider adding a QR code to the new signs so we can have the history of the University? -Grieco

A: I think we should. -Agrawal

Q: Can you please give us an update on the dean's searches? -Grieco

A: For Dean of the Libraries, Cindy Thompson was appointed in that role in late January. We have the two additional dean searches that are underway this year, and they include the Dean of the School of Humanities and Social Sciences. The conservatory dean search is underway and we are getting ready to do the semifinalist interviews. I'm going to hold off on stating anything specific about Dean searches for next year. -Lundgren

Q: We have another question on the Q&A. And this is related to providing holidays on election days. These have been discussed at the IFC, but we have not come to a system wide answer. It's worth asking the provost and chancellor if they have a take on the matter. -Grieco

A: The question is what is the status of the day off for elections that has been proposed. Actually, it's the first time I'm hearing about it. So, if it went through IFC, it went to System directly and maybe to the curators. If there's a holiday, it will be determined by the Curators for all campuses. It will not be a campus decision. I'll just leave it there. - Agrawal

Q: Website and communications systems introduce a number of inefficiencies for faculty and students. For example, the website emphasizes new rather than existing students and is not designed to provide necessary information for faculty and staff in a clear and concise manner. How can this be improved, especially in terms of sharing information in a clear, efficient, and effective manner? And how can those systems be designed or revised in order to respond more efficiently and effectively to the needs of faculty and staff? -Grieco

A: I think some of those parts and concerns have been making their way to the Provost through various channels. She and I have talked, and we do realize that we need to relook at all kinds of communication strategies. And when I say all kinds of communications, it is communications within your UMKC communications that go down from perhaps my office going downward, but also coming up to my office. I think we need to do better because not everything is flowing as it should. And then the other piece is communications to the outside world. We have been talking about it quite a bit. We need to have a strong image and a strong brand out there, which we don't at this point in time. So how do we build that and how do we communicate via the various channels? We need to talk to one of the young students who will be coming in, who live in very different platforms than the leaders in the community. They may be business leaders, civic leaders, elected folks or philanthropists that we need to talk to. I'll be having some conversations with some experts in the area from outside as a more comprehensive way to look at this. But I think we will do a comprehensive review of all our communication strategies and what should be there. It's a good point that maybe we're concentrating just on new students, and perhaps it's not as easy for current students to navigate, as well as looking at strategies for who updates the websites right now. These are some serious questions that I think for us to be successful, we really need to address. I'll stop there. -Agrawal

Q: Provost, do you have any thoughts? -Grieco

A: Yeah, I'll just say I've been in meetings recently with Chairs and Deans addressing just this issue. The Deans have shared with me some of the challenges that they see with communication through their lens. I just started doing office hours for the Chairs because I recognized that the monthly meeting that we have with Deans, Chairs and Program Directors may not be enough. Oftentimes, It is just an information dump. I see the same challenge through the lens of students, faculty and staff, and it's something we're consistently working on. We do have some work that will be happening with the launch of the new schools, but we are going to have to provide some additional resources to come. There have been a number of changes and they're just not getting updated on the website. If you have ideas or thoughts of how you can get your thoughts and ideas to the provost or to me. Pass them through Viviana. We're open. I mean, we want to communicate as much as possible. -Lundgren

Q: Have there been any efforts about retention and salary equity? -Grieco

A: It's not just faculty retention, it's a couple of things. The retention is not always based on salary. There's a lot of other things that help retain people. And so those are things where people feel comfortable that people feel recognized and honored. In terms of salaries across the board, it will have to through an increase in revenue. So where does the revenue come from? Two sources, one is the state. Well, we have been very lucky with this Governor that he has given us some extra resources. But compared to the other 50 states, we are still toward the bottom. We do not anticipate huge increases from here in the future. What's the other revenue source? Tuition dollars. Where do they come from? Either you can raise the tuition, which we have to be careful about, because otherwise you're putting it all on the back of students or you raise enrollment. Enrollment is two pieces again, admissions and retention. The more students that you have, the more revenue you will get. We have a decline in both state support as well as student enrollment compared to 10 years ago. Enrollment, especially at the undergraduate level, is down almost a thousand students. So that's a lot of revenue. Now, we were also negative in our budget at the end of every year, and we have been able to slow that bleeding. Last year, we were able to stabilize it and actually went the other way. The Curators do expect us to not be in the negative all the time because how do you balance? Remember, there's no money coming from the state. The more students that attend and graduate, the more revenue we have. The more we can then work to get people equitable salaries. So that is what my goal is. - Agrawal

A: And I would just add that to add on to what the Chancellor said about the retention and recruitment of students. We know it's a highly competitive environment and there are expectations of students and of their families. For all of them, I'll just call wraparound support that we offer them outside of their academic experiences has increased significantly over at least the last decade. I think one of the biggest things that all of us as faculty can do is make sure that we're referring our students who are in need, who are struggling to the appropriate resources on campus. So that they know what their resources are. Then, we can hopefully do a better job at retaining them in addition to the wonderful experiences that they're having with their mentors and in their classes. One more piece of what we are investing in to get more revenue is e-learning. But the other piece is Talent Link, which is the credentialing badges and certificates. These will be short, canned courses that have stood out because we see that there's a market need for them. Hopefully that will give us some increased revenue as well. But the student success piece is very critical for us again for the sake of our students, but also for the sake of the financial well-being of this university. -Lundgren

Comment: Well, thank you very much. I believe you, both of you answer many of the pieces that were embedded in many of the other questions that we have for Chancellor and Provost today as far as communication. I would like to say to everybody present in this meeting that use your senators and use the Faculty Senate Executive Committee. We don't want to be victims of email blasts, and a lot of things get lost in that type of communication. But I believe we do a good job at bringing to the attention of the Chancellor and problems of the concerns of our faculty. So please use your senators and communicate with the executive committee as well. And we will keep those

channels of communication going, and I believe we can wrap up this section of the meeting. We still have one more piece to go. -Grieco

Q: Are we planning to adjust salaries if revenue increases? And we can leave that question for the next faculty meeting? -Grieco

A: I'll take note of that question and we will keep on asking. -Lundgren

### 3. BUSINESS CONTINUES

a. Faculty Senate Executive Committee Elections: Statements from Candidates (20 minutes; 4:30 – 4:50)

i. Candidates for Chair: Tom Mardikes and Thiagarajan Ganesh.

ii. Candidates for chair-elect: Anthony Shiu.

iii. Candidates for IFc representative: Crystal Doss and Shannon Jackson

### 4. LAST 10 MINUTES

### 5. ADJOURNMENT

a. Motion passes.