

Senate Minutes
Tuesday, July 14, 2020
SPECIAL MEETING

1. BUSINESS: (10 minutes)

- a. Call to Order & Approval of June 4, 2020 minutes---passed
- b. Approval of Agenda----Mardikes----passed
- c. IFC report----Jacob Marszalek & Johanna Nilsson
- d. Senate approved Senator Erik Olsen as chair of Faculty Senate Budget Committee, which also includes serving as Secretary of University Budget Committee.

2. Senate consideration of Curators' proposed merger of MU Chancellor and UM System President positions: Mardikes---- drafted the following letter: (posted on UMKC Faculty Senate Website)

3. Course Delivery for Fall Semester open discussion: Grieco ---

Health concerns for students and faculty

Crisis concerning Childcare

Decision was made to create two task forces to work on two separate paths with Admin.

TASK FORCE 1 REPORT

Questions/Answers between Senate small group & Provost

07-20 through 07/27

Our Senate Small Group comprised Erin Blocher (Bloch School), Jim Wooten (School of Medicine), Tim Lynch (School of Law), Charles Robinson (Conservatory), Steve Dilks and Tom Mardikes (Faculty Senate Exec Committee). We first collected and reviewed a substantial amount of information both internal and external to the campus. We met Monday 07/20 to plan for our Tuesday meeting with the Provost and Chancellor, and we crafted a list of questions to guide our discussion. That list was shared Monday evening. For the Tuesday meeting we were joined by Dr. Mary Ann Jackson, Dean of the School of Medicine, who is an expert on infectious diseases and has been working closely with the Chancellor and Provost, advising them on UMKC's return to campus safety protocols and preparations. She also works directly with Children's Mercy Hospital. Below I have compiled the Senate questions with the Provost's responses, and added in additional documents for your review.

KEY: Black for questions/ Blue for Provost responses/ Red for Senate or Mardikes comments.

Questions

How will you decide if it is necessary for UMKC to close down again? Only by mayor's order? Certain infection rate on campus or in the city? Who exactly makes the call week by week to remain open? How will you know if UMKC needs to close? We are in communication with KCPH and are developing a decision trigger protocol. Variables include:

- a. Community base rate: increasing, flat, or decreasing—is the community shutting down, is there capacity for testing and treatment, are hospitals overwhelmed?
- b. Campus rate: is our rate of increase (slope) > city? If so, why-isolated cases that are connected or community spread? Can it be mitigated or is it widespread?
- c. Is there a middle ground or intermediate steps between open and closed.

Keep in mind: we anticipate that the % positive who are on campus at some point will likely reflect the community base rate (currently around 5%). As we repopulate, we anticipate that the number of cases is will increase, but our *percent* should remain stable (or be lower than the community because of our safety measures). This is a function of increasing our denominator (number of people on campus at any one time).

What financial considerations are driving the decision to reopen? To what extent is revenue from the dorms and dining halls driving the decision to reopen? Second to safety, our concern is saving jobs. Lost revenue associate with dorms, dining, and

fees = approximately \$15M. If we go fully online, we can anticipate needing to find an additional \$15M in reductions to offset these revenue losses, pro-rated if we were to close later in the semester/year.

For context, we reduced expenses in FY21 by approximately \$30M; *annual* salary reductions (including benefits) = approximately \$9M.

Right now, staff are taking the bulk of the financial impact: 1 clinical NTT faculty member non-renewed; 1 NTT faculty member has reduced FTE. In contrast, 115 furloughed staff, 30 staff layoffs, and 50 reduced FTE. Also, the mandatory salary reductions for 9 month faculty don't start until September, so the bulk of the first quarter salary reductions are from 12 month faculty, staff and administrators.

What pressures are you getting from the UM System or the state/governor over state funding? Is UMKC being *required* to open the campus? Reminder: FY20 hold state hold back = \$10M; FY21 budget is approximately \$10M less than FY20 original allocations, more cuts anticipated.

We are expected by UM System, Curators, students/parents to offer face-to-face courses/experiences, unless health department/government officials advise us to close.

How do you know students want to return and want in-person options? What evidence supports this goal? Here I am pasting in a more recent response to the question (this Monday morning) as it is more comprehensive. It is a memo sent to Admin Council Monday morning 07-27.

Dear Colleagues,

As we near the fall semester, there are many unknowns. Our leadership team continues to work directly with the Kansas City Health Department for continuous assessment and decision-making regarding course delivery, student-services, residential life, and all other University functions. We appreciate everything you are doing to help your faculty and staff be ready for whatever challenges the fall semester brings. The spring semester brings equivalent challenges, but we've all learned from our fall planning and we now have the opportunity to design our spring schedules with health and safety, as well as student and faculty flexibility as guiding factors. We will release the results of the recent student, faculty, and staff health and safety surveys soon, but I wanted to share with you below the results for student preference for course delivery mode in the spring. 4,333 students responded (First Time College = 434; Total UG = 2,606 (includes FTC); Graduate = 973; Professional = 754). The table below shows their preferences by student status; numbers total over 100% because students were allowed to indicate more than one preference.

As we plan the course schedule for the Spring 2021 semester, what is your preference for mode of instruction as long as we are not under a stay at home order? Select all that apply.	FTC N=434	UG N=2,606	Grad N=973	Professional N=754	Total N=4,333
a. Face-to-face (in-person)	56.2%	40.1%	32.0%	46.6%	39.4%
b. Virtual - synchronous	15.9%	23.1%	36.5%	19.9%	25.5%
c. Virtual - asynchronous	25.6%	42.9%	36.3%	29.1%	39.0%
d. Blended - in-person and virtual	46.1%	37.2%	40.4%	34.4%	37.4%

Similar to our current expectation for the fall, we will offer a mix of face-to-face, blended/hybrid, and fully online courses. Spring schedules are due September 1st, and as you plan your spring offerings, please use the data above, as well as the following guidance;

1. The number of courses you are offering on campus this fall provides a good general estimate of the number of courses you should consider offering on campus in the spring, with the caveat that we will be enforcing standard course meeting times and requirement that your proposed classes times are distributed across the day. We found that room scheduling for fall was difficult because departments clustered their courses toward the middle part of the day.
2. If you wish to increase the number of on-campus or blended courses you offer beyond the number you are currently offering, the opportunities primarily exist in class start times of 7am, 8am, 9am, 7pm, and on the weekends.
3. In thinking about which of your courses you will prioritize for on-campus delivery this spring, we ask that you prioritize scheduling your freshman and sophomore level courses, as well as courses for students in professional programs (JD, MD, DDS, PharmD). Our recent survey data were especially clear in indicating that our First Time College students prefer face-to-face instruction (56.2%) (a little more than half reported it as one of their top preferences), and research on student success reinforces the importance of engaging with FTC students in person. Our goal is to offer at least 50% of freshmen and sophomore classes, particularly general education courses, in face-to-face or blended/hybrid format.
4. For junior and senior level courses, the majority should be a combination of either blended or online asynchronous offerings, keeping in mind that blended courses still require classrooms and should be considered within the context of item 1 above.
5. Take into consideration that across most student categories, students expressed the lowest preference for online synchronous courses.
6. The process for requesting teaching-related accommodations and arrangements is the same for the spring as we are using for the fall, but please work proactively with faculty to assess the best teaching modality for their circumstances prior to submitting your course schedules. We want to minimize disruption to students schedules after enrollment opens.

Thank you for your leadership during these challenging times!

Best,
Jennifer D. Lundgren, PhD
Provost and Executive Vice Chancellor

(this email was provided as an example of what they receive from families)

Good afternoon. My daughter, XX, enrolled as a sophomore for the fall 2020 semester with a mix of online and in-person classes. They are now all online. I do not appreciate the change once students enrolled as I have heard from other parents that they experienced the same thing.

She will be looking for another college to attend if this is the case. There is no reason for all online classes. If they are online, the cost should be reduced. I am already paying fees for classes she is taking this summer for on-campus facilities and services that no one can use. I will not pay them again.

How did the 50-50 ratio of face-to-face versus online come to be chosen?

The ratio was not chosen in advance; guidance for fall planning included a mix of online, face-to-face, and hybrid. The ratio (actually 42% online vs. 58% hybrid/F-2-F as of last week) is the result of faculty preference prior to the deadline to stop changing course schedules/modality prior to freshmen/transfer orientation. It also approximates our ability to schedule face-to-face courses at 25% room capacity.

(additional info received Monday 07-27)

Since 7/15/2020, we have moved 84 sections of courses online from blended or classroom based, all based on chair approval or an ADA accommodation.

Amy Carlson Assoc Registrar

Why did the email COVID Case announcements move to a website instead of direct email notification?

This provides a central location for communication for those who want it, and not everyone wants the emails. Happy to discuss this more.

How is mask and hygiene compliance controlled in our classrooms, and by whom? What is a faculty member required to do if a student refuses to wear a mask?

We are developing a procedure for in class mask management; it will need vetting by legal. Will be enforce through CRR 200.010 (Student Code of Conduct).

(See the attached DRAFT memo : Mask Protocol 7-23-2020 draft. This is not yet finalized: do not distribute.

ALSO NOTE:

UM System is requiring all students to go through safety training at the start of the semester. It will be an online module.

We also asked that a video be made, especially by Dr. Jackson:

Video—yes, we will have a university-wide webinar style town hall the week of August 10th. Dean Jackson will be one of the presenters and it will be recorded. We're waiting until that week because we have some important details that we're finalizing (e.g., COVID app) don't want to host the town hall until we have this information finalized.

Are masks necessary in the classroom even if we are social distancing?

Yes, unless there is an accommodation.

What are the results from the recent Health & Safety Survey?

Just received them today; will be communicated to campus soon.

(Update that the results are being discussed in Executive Council tomorrow and then the Chancellor will decide how to disseminate them.)

What is the course modality authority held by the chairs/deans? Can we confirm that they have that authority and do not have to seek higher permission?

See email from Provost last week about accommodations vs. arrangements; Accommodations done by Sybil Wyatt; arrangements for extenuating circumstances through chair with these factors in mind: needs of students, equity among faculty, needs of individual. (see the attached flow chart titled SupervisorFlowchart_Faculty. NOTE that there are two paths in the Faculty policy---Accommodation and Arrangement. Accommodation is defined by a defined personal risk factor and travels through Sybil Wyatt's office. If an Accommodation is denied, then the request goes to the chair for an Arrangement, are defined as personal reasons to request a change in work or course modality arrangements. We have been assured that the decision to grant the Arrangement rests with the chair—ie, the chair isn't required to check with the dean or provost when granting an arrangement. If a chair denies an arrangement, there is an appeal process for the faculty member. There is also a Staff flowchart, but I did not include it to avoid confusion . . .)

Can the UMKC administration absolutely promise and assure all faculty that they will be appropriately listened to and accommodated should unanticipated personal/health and other issues come into play necessitating a change in teaching strategy and/or venue?

If the criteria for an ADA accommodation are met.

If a student tests positive, will the entire class be expected to quarantine for two weeks?

No—discussed by Dean Jackson today; depends on masks and social distancing.

Many students look to the leadership of their unit or school for policies and protocols. To what extent may the deans and unit leaders interpret and promulgate campus COVID policies?

Policies are standardized and expected to be followed equally across campus.

If a student is diagnosed positive, he or she was positive for some undetermined amount of time before the diagnosis. How far back in time do we have to go in identifying classrooms and other campus spaces that need to be vacated and receive a thorough cleaning? Similarly, how far back in time do we have to go in identifying all the people with whom that sick student was in close contact with?

This is determined by health professionals/health department, not us.

Themes

The reopen plan seems to be based on older ideas (from May) about surface transmission; science now points to airborne transmission which makes indoor spaces unsafe

Please refer to our discussion today about the most recent evidence regarding mask use. This discussion was a very concise explanation from Dr. Jackson regarding the effectiveness of mask use, social distancing and washing hands frequently.

Asymptomatic students are a major concern, could have 100's of interactions around campus, and never know they are sick

Please refer to our discussion today about the most recent evidence regarding mask use. The current belief is that if everyone is masked-up and maintains a safe social distance, the likelihood of transmitting the virus between people plummets significantly.

Not much to be gained between online instruction and face-to-face, masked up, social distanced instruction.

Students believe there is much to be gained, based on survey results and emails we are receiving from students and parents. They are seeking a college experience (social, development, mentorship), not just coursework. All of this needs to be considered.

Actions

Allow for more individual faculty autonomy for deciding their own course modalities

The current plan communicated by Provost last week allows for flexibility, while considering the needs of both faculty and students.

Students are given instruction receipt modality flexibility (when and how they attend class) *and faculty should be given delivery modality flexibility*. Please refer to our conversation today about actual risk and perceived risk, as well as the responses above. Compassion and thoughtfulness in decision-making are essential. We are balancing the needs of faculty and everyone's safety, while also trying to save jobs. I hope this does not come across the wrong way—safety is always priority number one and if the health department recommends that we take a different approach we will.

LETTER FROM CHAIR TO SENATE WITH THE ABOVE REPORT

Greetings all,

Here is a report from our meetings and work last week on the campus COVID plans. Please review and send me any feedback or questions. These documents aren't really ready to share with entire faculty.

1. The Mask Protocol is a DRAFT and the Provost would appreciate any feedback on the policy by Wednesday morning, at which time she will send for vetting by System Legal.
2. The SupervisorFlowchart_Faculty is not a document for faculty, but is what chairs work with in deciding whether to support modality request changes by faculty.
3. The Report contains an introduction and explains itself along the way.

We did create two small groups. Viviana Grieco and Jamila Jefferson-Jones met with Diane Filion, have been exchanging information, and will provide a report soon.

Best,

Tom

Tom Mardikes

Professor of Theatre Sound Design
UMKC Conservatory
Chair, UMKC Faculty Senate

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TASK FORCE 2 REPORT

Viviana Grieco and Jamila Jefferson-Jones have been meeting with Vice Provost Diane Fillion. The specific charges for this task force are to determine what kinds of accommodations can be put in place for faculty with child-care challenges, especially with the concern toward (1) increased teaching loads. Working toward relaxing Service and Research commitments during this academic year.

VP Diane Fillion reported that she brought to Provost Lundgren's attention the concerns expressed by senators Jefferson and Grieco regarding faculty workloads during the COVID-19 pandemic. Below, a summary of the state of those conversations.

- Research funds will not be available for supporting teaching as that would negatively impact the budget.
- Each department should be developing a back-up plan and faculty are expected to be pitching in periodically to cover classes for ill colleagues if needed, as has always been the tradition. If there is a longer-term period that someone is out, and the department has no other way to cover the course, it will be possible for a unit to request approval for an unbudgeted adjunct hire.
- The Spring 2021 schedule is hard to modify after the academic year started. Chances are that it will remain as is.
- Provost Lundgren is supportive of adjusting workloads reported in myVITA so that evaluations are based on those workloads. The senate P&T taskforce is actively working on creating a set of recommendations on this issue as it relates to annual evaluations and to P&T.

4. Adjournment