Senate Minutes
Tuesday, February 18, 2020
3-5pm, Kiva @ Diastole

Present: Oh, Shiu, Olsen, Van Horn, Turla, Blocher, Keeton, Hiett, Robinson, Godley, Holt, Chatterjee, Halmen, Maher, Lynch, Curtis, Salvo, Wooten, Allsworth, Hunt, Patterson, Nilsson, Marszalek, Dilks, Mardikes

Absent: Zhu, Barger, Grimes,

Excused: Morello, Jefferson, Bhat,

Also Present: Burrus, Lundgren, Filion,

1. BUSINESS
    a. Call to Order & Approval of February 4, 2020 Minutes—Mardikes
        i. Motion Carries
    b. Approval of Agenda—Mardikes
        i. Motion Carries
    c. IFC Report—Jacob Marszalek
        i. Meeting last week
        ii. System Level News
        iii. Intellectual Pluralism task force being organized
        iv. E Learning
            1. Chief Financial Officers from each campus are on the board for approving expenses for E Learning Initiatives
            2. 100% Tuition earned goes back to campus
            3. Open Access Conversations
                a. Journal Subscription costs are getting out of hand
        v. Marcia Fisher, UM System HR
            a. Their is concern at System about getting 100% compliance for mandatory trainings (Title 9, Cyber Security, Conflict of Interest, etc..)
                i. Been getting about 95% compliance
                ii. Will not be eligible for merit salary increase if you do not complete mandatory trainings, you will receive a note if you have not completed training
            b. Family Medical Leave Policy
                i. New revised policy will be implemented
                ii. 20 days paid leave for 12 month faculty
                    1. Up to 12 weeks at a time, twice every six years.
                    2. 12 weeks FMLA used first, then paid leave if more is needed.
                iii. Outsourcing Management of FMLA to UNUM

2. General Education Funding Concerns
   a. UMKC Essentials
      i. 80% back to unit of instructor, 10% back to student's unit, 10% back to general education program for management
   b. Gen Ed Management Costs (As It Stands—Could be changed in future, based on program need)
      i. This year's budget: $212,000; planned costs included:
      ii. Coordinator (yet to be hired)
      iii. Back fill in University College
      iv. Administrative Assist Support
      v. Faculty Leaders ($15,000 x5)
      vi. E-Portfolio ($40,000/year)
      vii. Curriculum Review (10 x 1000)
      viii. Peer Mentors (20, 15 hours week, $11/hour, 60k)
      ix. Co-Director Summer Stipend
      x. Service Learning Support
      xi. Bootcamp for course development
      xii. $5,000 for General Operations
      xiii. $20,000 for startup computers/phones
      xiv. Some of these costs may have been changed/modified during the year. FY21 UMKC Essentials budget to be developed
      xv. 1,000 students taking 30 credit hours at rate of 249
          1. $747,000 back into the Gen Ed Program, fully realized in FY23
   c. UMKC Essentials Tied to Hiring
      i. Arts & Sciences teaches 80% of General Education Courses (Lost 22 faculty, hired no one for next year)
      ii. CAS and other units (e.g., SBC) could be prioritized for one time incentive funds to fill teaching gaps in AY20-21
   d. Incentive Funds
      i. $150,000 allocated to Arts and Science to Develop Online Courses
          1. Other units received online course development funds for other teaching needs (e.g., Nursing, Bloch)
      ii. Allocating one time funds from eLearning budget
   e. Increase in GRA based on REM Model when they teach in Gen Ed Program
      i. If we see student numbers grow, yes
      ii. SCH down, state funding will most likely not be increasing.
   f. RIM Model is not being fully implemented in a way it was theoretically designed
      i. What would it take for the model to be fully in place?
          1. More students. Particular units need to grow.
          2. If you look at RIM, a unit could build themselves up to be in the black. Units are budgeting, but a unit not submitting a balanced budget has negative effects. Due to several factors, some units have more costs and/or less growth potential.

        a. University paying back deficit for the next 14 years; payback comes from the central pooled tuition revenue at a rate of 4-5%/year, before funds are allocated to units.

    g. Do any other UM schools have debt they are paying back?
        i. Unsure. UMSL may be in a similar situation
    h. Is there a target number in terms of student growth? What's the goal?
        i. If you do the math, it's not a huge number (assuming students are paying tuition—not on an assistantship)
        ii. What would each unit need to do?
            1. Depends on budget, unit by unit

3. Provost Search Committee Organized
    a. Next Thursday at 1
    b. Co-Chaired by Dilks and Vice President of Research
    c. HR involved
    d. New Provost in place for the Fall
    e. How long will it take to hire the Provost?
        i. Will go quickly, but with full deliberation
        ii. Answers about Faculty Searches will be given before a new Provost is hired
4. Resolution on Open Educational Resources for Faculty Senate: Scott Curtis
    a. Resolution Draft Language provided as attachment
    b. Please take this back to your faculty, so we can vote next meeting.
    c. Can we get a clearer definition on "efforts to use open resources"?
        i. Multiple strategies, simply supporting the effort
        ii. Most effective for the students without increasing their costs
        iii. Open access is a separate issue
    d. Call upon Faculty to adopt open source text books, could we also say, "whenever possible"?
        i. The resolution does not require open source, resolution with faculty freedom in mind.
5. "Undergraduate You" Project—Diane Filion
    a. Survey to go out to Faculty (maybe Staff)
    b. Want to know more about Faculty Undergraduate experiences
    c. Goal: to help students understand what your life was like as an undergraduate
    d. Option to be contacted about opportunities to connect with students who have shared interests/experiences.
    e. Another goal: get to know each other a little better
    f. Sample Survey distributed (handout)
    g. If you have suggestions, or questions, reach out.
        i. Link will be sent.
6. Faculty Help in Enrollment, Retention and Promotion of UMKC/discussion
    a. Before we increase enrollment, we need to focus on Retention
        i. What correlates with retention? High Impact Learning.
    b. Perhaps students haven't talked to the right person?
    c. Centralization of Services

    d. Web Page Updates
        i. Student input was collected during the redesign
        ii. Could we create a task force to field web page issues?
    e. Research Strengths
        i. Research Council is working to identify Research strengths and Trademarks
    f. Student Retention
        i. Student Centered Teaching Practices
        ii. Centralized Advising?
            1. What is the advisor to student ratio?
        iii. Do we have data on why a student leaves?
        iv. Data firm study from a few years ago?
    g. Going forward
        i. Perhaps create a task force
        ii. Retention presentation
        iii. Request update from admissions
7. Adjournment