

Minutes
ALL FACULTY MEETING
Tuesday, February 16, 2021, 3-5pm, ZOOM webinar

Present: Wooten, Mardikes, Maher, VanHorn, Fields, Hunt, Patterson, Grieco, Olsen, Bhat, Kilway, Lynch, Shiu, Pluta, Ferguson, Berkel, Keeton, Godley, Boots, Dilks, Robinson, Torres, Morello, Hiatt, Turla, Grimes, Zhu, Kador, Wellemeyer, Gottman, Chatterjee, Posadas, Burrus.

Guests: President Choi, Chancellor Agrawal, Provost Lundgren.

Peak attendance by faculty, administration and staff was 232.

1. BUSINESS:

a. Call to Order & Approval of February 2, 2021 minutes - Mardikes

i. Motion carries

b. Approval of Agenda - Mardikes

i. Motion carries

c. Senate through this academic year – Mardikes

- i. Senate was forced to meet via Zoom starting in March 2020. Advantages: no travel involved for members—especially Hospital Hill; easier to leave for a class; virtual sessions allow for more members to engage in orderly conversations; recordings and chats accessible to all via senate’s website; voting via chat. Disadvantages: unable to meet in person those who recently joined; human contact missing. Senate will need to decide how to proceed once COVID precautions end.
- ii. Reworking of Faculty Senate Website. FSEC has been able to keep information and documents posted in a timely manner after senate meetings. MComm has been working with chair-elect Viviana Grieco to create a new website for Faculty Senate. It will be ready to launch this week.
- iii. UMKC Forward. Several members of Senate and much of the Faculty Senate Executive Committee participated in the UMKC Forward project, roughly from April-August 1. Decisions by the chancellor to be shared mid-March.
- iv. June 4 special senate meeting. Discussion of proposed course reductions for members of FSEC due to increased workload and whether UMKC should alter the August 2020 semester start date. Senate recommended by vote that UMKC maintain the Fall Academic Schedule as planned, with the option of making the decision to go online after Thanksgiving, if necessary.
- v. July 14 Senate emergency meeting. Discussion of proposed merger of the positions of MU Chancellor and UM System President. A letter sent to the

Curators stated UMKC's senate preference for not merging positions with added recommendations to strengthen the new Council of Chancellors, if the curators decided to carry on with the merger. Discussion of health-related concerns expressed by students and faculty returning to campus during the COVID19 pandemic and the burden placed upon faculty to carry on with increased teaching loads and performing in research when in need of child care. Senate deployed two task forces to look into these issues.

- vi. Salary reductions: senate has participated in the discussions related to the renewal of contracts and salary reductions and made recommendations to the administration.
- vii. Program Evaluation and Reorganization Task Forces: Starting in September and at the request of the provost and chancellor, senate deployed two large task forces that looked into Program Evaluation and Reorganization. Final reports as well as a general statement from the senate were submitted to the chancellor and provost on February 2021. This project consumed much of senate's time through the fall semester, both in terms of task force work and senate discussion during meetings.
- viii. Plans for 2021-22 academic year: completion of Campus Wide election; populating senate committees; launching and improving the senate's website.

d. IFC update – Kilway

- i. IFC has been studying system-wide CRRs (including dismissal for cause; consensual romantic relationships; evaluation of the ability to work; faculty leaves) to make sure they are clear, concise, the processes they describe carry on properly and that faculty understand how them impact them.
- ii. Legislative update: financial Aid update, and what the take will be from house and senate in the state of Missouri.
- iii. President Choi is available to take questions from faculty across system. If anyone has questions for him, submit them via the IFC representatives.

e. Faculty Senate Budget Committee: Erik Olsen

- i. Committee met five times this year; two of those meetings revolved around UMKC Forward and the methods employed for scoring and ranking departments/programs; how we would go about that process.
- ii. After those meetings, FSBC turned attention to budgeting process at UMKC, with focus on faculty representation in that process.
- iii. Mark Johnson, Tony Luppino and Jerry Wyckoff were involved in negotiating the budget rules and responsibilities and faculty involvement and Olsen commended them for that.
- iv. Committees are currently focused making sure that there is faculty representation at all budget instances, as established by the CRRs, not

- only at the UBC and FSBC but also at the budget committees at each unit; these faculty representatives should communicate with deans and fiscal officers in the units and be involved in the budgeting process; FSBC is making sure that the units' budget committees are populated and active.
- v. Populating these committees was expected to come along the implementation of the RIM but it has not been the case; the RIM has not been fully implemented either, primarily because the university has been in crisis mode for several years.
 - vi. Budget uncertainties kept faculty (and others) from being fully involved in the process.
 - vii. FSBC will aim at submitting a full report at the end of the year.

f. Faculty Senate National Awards Committee: Viviana Grieco

- i. The committee has been populated (information on senate's website) and met to discuss information available on Academic Analytics provided by Ali Korkmaz, in charge of institutional research.
- ii. The committee is currently studying the paths that allowed awardees to achieve the highest national recognitions.
- iii. Findings: in some cases, the nomination for awards necessary for achieving the highest national recognitions is beyond the scope of the committee and the university's administration.
- iv. Committee will report to the chancellor to discuss next steps.

g. Candidates Statements for forthcoming election – Grieco

- i. Kathleen Kilway candidate for chair-elect to the faculty senate; Anthony Shiu, candidate for IFC representative (two-year term) and Debra Leiter, candidate for IFC representative (one-year term) were present and provided a brief summary of their interests in running for these positions; Yotam Haber, candidate for IFC representative (one-year term) was unable to provide a presentation at this meeting due to a teaching schedule conflict.

2. DISCUSSION:

a. Guest: UM System President, Dr. Mun Choi

- i. President Choi acknowledged the large number of faculty attending this meeting.
- ii. Updates about the UM-System regarding class offerings; in Spring 2021, all campuses made the effort to offer courses with a face-to-face component; UMKC is leading across system offering 92 percent of its courses either in face-to-face or hybrid formats; this decision was very important to retain students.
- iii. Many universities that decided to remain in remote operations experienced significant financial challenges due to students not returning

to campus and choosing not to enroll (i.e. UM-Amherst faces \$169M in deficits for the current fiscal year; University of Delaware, \$150M in deficits).

- iv. In terms of enrollment numbers, UMKC is where it was last year while S&T, UMSL and MU are down. President Choi thanked faculty for this achievement. The number of freshmen who committed with deposits are up in all universities except for MU.
- v. Research performance was the theme of the last Board of Curators meeting. There are many ways to gauge research performance (citations, grants applied and awarded, research support, publications, etc.). Except for UMKC, which stayed where it was, all the other universities experienced a decline in research performance. Yet, UMKC could grow because it includes schools that can apply for external funding. All universities experienced a decline in the number of tenure-track and tenured faculty estimated at 20 percent. It is hard to sustain and grow research when cuts have been applied to tenure-track and tenured positions. However, all campuses increased the amount of dollars in research awards.
- vi. Legislative financial support for the UM-System. We have many universities in the state of Missouri, 13 four-years universities for a state of 6M people; Iowa has 3M people and 3 public universities. The state allocations for higher education has to be divided among 13 institutions. In terms of dollars received from the state per student (FTE), the UM-System ranks third after Lincoln and Truman State; the UM-System is the only one with research and extension missions and granting certain professional degrees such as medicine, pharmacy and engineering; factoring in these variables, the UM-System ranks at the lowest in terms of financial support received by the state. The UM-System needs to grow its own revenue to become sustainable. First time that there are two Republican-sponsored bills aiming at removing the tuition cap. Looking forward to see how the discussion unfolds.
- vii. Guns on Campus. UM-System opposed the petition of MU Law professor to be allowed to carry guns to campus, as at Missouri State University. Professor sued and it was ruled that guns cannot be carried on campus facilities but that guns in parked cars are allowed. Waiting for the next move.
- viii. Q: What kind of influence would faculty have on the governor's for selecting curators? A: Faculty can contact the governor's office, the person in charge of appointments. Q: What are the terms of the conversations about state funding when you approach the legislators? A: I always thank them for their support (\$400M is a generous amount). But, I also tell them we could do more in workforce development that would contribute to the state, not only in terms of economic development but also research and scholarship that would bring prestige to MO. And,

remind them that while we decide every day on where to invest and not, the state should do the same. Would the state explore additional, modest taxes that could be invested in higher education? Responses are mixed, as some regions of the state have other priorities such as access to a health care facility or broadband internet. The UM-System needs to comprehensively work to increase retention rates and be innovative as how we operated in the past has not worked as expected. Q: What type of support will faculty receive to help increase the research capacity and retention rates? A: Everyone contributes to the mission of the university; UMKC Forward should help set the priorities for designing the university of the future where the objectives of student success, research, and engagement are regularly met. Suggestions proposing tax increases were discussed including to taxes on e-commerce and social media. Q: What can the UM-System do to increase the support it receives from the government? A: We need to change how people value higher education; in rural parts of the state higher education is not seen as valuable because their populations have been disengaged and, to some, higher education takes away people from their communities into larger cities. Example to follow: UMKC's health campus in St. Joseph; its graduates will stay in the region to practice. Q: What processes and practices will enable faculty to participate in the rethinking of the university? A: IFC provides input to the president; President Choi suggested faculty to get involved in exercises similar UMKC Forward; everyone should think about the interests of the university as a whole, beyond their units and act as servants and think about how they contribute to the growth of those who pass through the institutions. Q: Would the UM-System support the closure of other universities if the governor believes that there are too many? A: This is a difficult question but, at times, you have to cut and reallocate in order to have a stronger institution. While I am not going to advocate and propose any cuts for any institutions, if the state decides that the best way to support student success and research is to reduce the number of institutions, I would consider that a decision that has principled reasons behind it.

- b. Guest: UMKC Chancellor, Dr. Mauli Agrawal; UMKC Provost, Dr. Jenny Lundgren
 - I. UMKC-Forward: Chancellor and provost received very valuable input from Team A and Team B as well as faculty senate and other parties involved; we are working on all the valuable input and there will be a rollout in the next few weeks; Team B's recommendations are considered, some of them will require long-term, structural changes; major pieces of UMKC Forward: focused on cost-cutting because of the uncertainty when the process started; from now on pruning and realignment; focus on five aspects: a) investing in our students with a vision that makes UMKC different from others – UMKC recognized for its

professional programs but not so much for our undergraduate degrees; UMKC will develop career and social mobility escalators to place our students on a path to success; this requires a lot of investment in career services, advising, S.I. etc.; b) investing in faculty, especially increasing the number of tenure-track faculty; c) investment in research, as President Choi mentioned UMKC has done well but we can do better compared to our peers; we need to make sure we have an infrastructure across our campuses that supports our faculty so that when they use their research time they can be focused on that instead of trying to shore up the support they need; d) non-credit bearing badges and certificates; by our estimates there are about 300K people in the region who took college credits but do not have a degree and, probably, are not interested in one but need professional development; we need to tap into that market; e) community engagement, we tend to do a lot of that through groups and committees, I think the best way to do it is through our students; we need to engage our students in experiential learning, service learning, and internships; that will increase our status in the community.

- II. We need to think how to position the university to achieve these aims. We need to be fiscally carefully while we do that.
- III. Provost Lundgren. Schedule for rollout of UMKC Forward: by March 8th, chairs, deans and directors will receive specifics but the full rollout will be on the week of March 15th.
- IV. Q: Could the provost and chancellor share their thoughts about the creation of a college of STEM? A: That was one of the recommendations of faculty senate and we will consider it. Q: While the research productivity is primarily measured in research dollars, will UMKC consider other metrics such as publications, performances; etc.? A: Definitely; while there are agencies that gauge research dollars we take into consideration all aspects of research; in some fields, funded research is imperative because you need dollars for equipment, funded students, etc.; in other areas, dollars are not that important although our VCR could tell you that there are many opportunities to get these fields funded as well; we need to pick our peers and remain above average compared to our peers. Q: What type of infrastructure plans do you have? A: In terms of capital projects, very little at this point because we do not have the funds; maybe renovations, some for student support. Q: What is the philosophy behind reorganization, and what roles the liberal arts will have, since most reorganization models emphasize/rely on STEM careers? A: Fields complement each other, especially when it comes to research; in many science-based careers such as medicine, students come from non-STEM backgrounds such as philosophy or history; the liberal arts and humanities contribute to research and support diverse careers as well; in some fields such as engineering, a

four-year degree delivers well paid jobs; in others, more training is needed and UMKC would like to provide that training

- V. Provost Lundgren. Instructional plans for fall semester. UMKC has Plan A and Plan B, always keeping in mind that we have to publish the schedule in advance to get all the work behind the scenes done; Plan A: based on our current understanding of the vaccine rollout, the input from Dean Jackson (infectious disease expert and dean of the school of medicine), the weekly meetings we hold with public health experts, we will have a normal fall semester; with all the vaccines available (if they unfold as planned), higher education will receive the vaccines by April; Plan B: by May, we will look at what the CDC and local health department guidelines tell us and assess whether we need to keep our Spring semester modality in the fall; UMKC follows health experts guidelines and will not make independent decisions about social distance and/or masks; concerning vaccination plans; higher education is in stage II, as determined by the state; that means that once that category is open, the university has to sign up to receive vaccines from providers; those who qualify for receiving the vaccine earlier, should register and do so.

3. General Faculty Discussion

Q: Did we get any feedback from chancellor and provost about the documents senate submitted? – Robinson.

A. Based on the information collected from different sources, FSEC asked the chancellor and provost to look at administrative costs, known as institutional support; tenured and tenure-track positions have been declining since 2008, accelerating since 2015; NTTs filled in the gaps sometimes but not completely; while the academic side has been studied carefully, the administrative/institutional side has not been looked into that closely; prior to the submission of the documents produced by senate, the chancellor and provost expressed their desire to invest in faculty - Mardikes

Q. How do we reconcile the plea to invest in students with the need to increase tuition? It seems that we can only invest in them if they pay more – Robinson

A. The problem seems to be retention, or how we help students who enter the university to complete their degrees; focus has been on advising and mentorship and more contact hours with faculty; the investment in recruitment needs to yield better retention rates – Grieco

Q. Did the National Awards Committee look at the pipeline for getting prestigious awards all the way to the assistant professor level to facilitate access to national awards? – Van Horn; Will the National Awards Committee support the recognition of diverse faculty groups, especially since they are largely present among NTT faculty and not so much among T and TT? - Wellemeyer

Q. Based on the information available on Academic Analytics, the committee has identified paths to achieving national awards; the committee could make recommendations to deans and chairs to allow promising junior faculty to take time to

prepare submissions to prestigious awards; but that's a conversation that the chair of the committee will have to have with the chancellor first and, then, the chancellor can decide if it is appropriate for him to have those conversations with unit leaders; the data available shows that there are awards for which the potential awardees cannot be nominated for by an awards committee; regarding diverse groups of faculty, the committee is learning as it moves along; there is no prior history for this committee and it is constrained by its mandate; as chair, I will bring up these concerns to the attention of the chancellor – Grieco

Q. How does UMKC compare to other campuses in administrative costs?

A. The data available indicates that UMKC spends significantly more than UMSL and MS&T (Columbia functions in a different way and cannot be added to the comparison); we need to look into how the information is being reported and the different administrative structures of each university; the UM-System has a consultant that specializes in this area and all the campuses are being benchmarked; we will hear about this exercise in May. – Olsen

Q. What is the role of sustainability in the master plan? – Chat question

A. The Master Plan Committee met twice; so far, informational meetings about process; the theme will be student success; sustainability has not been discussed yet but I will put that question forward – Grieco

I. Comment: faculty senate needs to look into salary reductions as it seems that some groups/individuals put more into the reduction scheme than others, depending on the type of contract they have - Kilway

4. ADJOURNMENT

Motion carries