

Senate Minutes
Tuesday, March 23, 2021
3-5pm, ZOOM

Present: Patterson, Fields, Godley, Torres, Hunt, Chatterjee, Wooten, Wellemeyer, Kilway, Mardikes, Pluta, Grieco, Bhat, Grimes, Kador, Morello, Turla, Maher, VanHorn, Keeton, Shaw, Olsen, Berkel, Dilks, Robinson, Kiett, Boots, Lynch, Posadas, Burrus

Absent: Gottman, Zhu, Ferguson

Guests: Agrawal, Lundgren, Weddell, Gormley, McNeley, Filion, Popoola, Hankins, Ellinghausen,

1. OPENING BUSINESS:

- a. Call to Order & Approval of March 03, 2021 minutes---Mardikes
 - I. Motion carries
- b. Approval of Agenda---Mardikes
 - I. Motion carries

2. UMKC FORWARD. Presentation by Chancellor Agrawal

- a. Five areas of investment: student success; faculty development; research; career expansion through badgets and certificates; community engagement.
- b. Program closures and realignment of the units.
- c. These are guidelines and details will be defined as we implement these changes.
- d. Reaction to UMKC Forward has been positive throughout (curators, trustees, the press; faculty; students, all in support); it is time to change the conversation from cuts to investment; money for investment has to come from somewhere as it is not readily available.
- e. Also, we are in a different situation now. When the COVID-19 pandemic started, we anticipated a 30 to 40 percent enrollment decline; while the undergraduate enrollment dropped between 8 to 10 percent, we compensated with graduate and professional enrollment and ended up with about 3 to 4 percent drop. Federal aid (i.e. CARES act and others) helped us stabilize budget.
- f. Investments of 40 to 50 M in five years will come from two sources: strategic investment funds and, after budget tightening of 2020, administrative units will continue on their tight budgets while academic units will be allowed to recover to pre-COVID levels; budgets for each acadmic units will be studied carefully, plus or minus their enrollment trends; investments will go to those whose enrollment numbers increase while those in decline will have to do with less.
- g. Retention is key; a shrinking cohort of high-school graduates will make us compete for the same students; we need to brand ourselves differently.
- h. **Q&A: How are enrollment trends going to be calculated?** Most likely it will be calculated on a multi-year trend (3-years); any formula will need to be adjusted to reflect possitive and negative realities as overinvestment will not be sustainable – Lundgren. Retention needs to improve as right now we are at 70 percent; budget lines need to be adjusted systematically in order to avoid falling in the red – Agrawal. Those units that loss significant students due to COVID (i.e CAS and Conservatory) will not be held accountable for that one year; however, if the trends do not reverse, their budgets will be adjusted accordingly – Lundgren.
- i. Budget benchmarking will take place next year as we prepare for FY23. For the transition, there will be groups studying units that will be transformed and will count on the advice of external, more objective observers; there will be committees-- one focusing on the student side (enrollment, program completion) and another one on the faculty side; pre-planning will start at

the end of the spring but the work will start in the fall due to the 9-mo contracts of faculty – Lundgren

- j. **What will be the benefits of UMKC Forward for CAS?** Every time there is change, there is the perception that CAS is going to suffer; every unit lost faculty, not just CAS; strategic funding will be available for all, but allocated to programs that are growing because, if we invest in those that are lagging, they will drag everyone down – Agrawal. Every unit but a couple have lost either faculty or students, or both. However, one only sees what happened in one's unit and feels that one's unit has not been valued nor invested in; we need to change that attitude – Lundgren.
- k. **What are the trends on faculty retention and growth?** T- and TT faculty numbers declined and that is a trend that needs to be reversed with investments; faculty excellence is crucial for the success of UMKC Forward; four out of five areas of investment are for supporting students and faculty – Agrawal.

- I. How are we going to increase enrollment and retention?**

UMKC has invested in enrollment and, as of now, its numbers are better than the ones at the other system's universities; budget cuts gutted certain units and it made it impossible for them to recruit; we had five recruiters and institutions our size have eighteen; we need more recruiters when enrollment numbers are low instead of less; we reversed that trend and enrollment numbers started to show; as for retention, we hope that the implementation of UMKC Forward will change those trends; other tools include programmatic changes such as the 6-year program at the School of Medicine, which is both successful and nationally recognized; we need to change the way we do things; we cannot continue doing the same as in the past and believe that we are really good at it – Agrawal.

- m. How is the community engagement initiative going to be financed? New fees?**

That piece has not been built in yet. We would like to increase the service learning opportunities for our students but that will depend on the faculty; we need to build career services across the university; there is a lot of social capital in the community and we need to provide opportunities for students and faculty – Agrawal. The chancellor added that the \$5M dollars announced at UMKC Forward was not for research as assumed in one of the questions submitted to the chat but rather for faculty hires. These funds will come from the VSP.

- n. Can you provide an update on Oak Apartments and the plumbing problems experienced in other dorms?**

The master plan committee will identify the number of beds we really need and it appears that we will need additional 400 to 500 beds, similar to the capacity that came down. We will have to partner with private partners for investments and we will have to decide what type of housing we need beyond dorms. Regarding current plumbing problems, they were related to the unusual freeze we had. Sprinkler systems and sprinkler heads freeze first; stairwells are not well-heated and that caused the problem. Those will be fixed ASAP – Agrawal.

- o. Regarding COVID vaccines, Chancellor Agrawal stated that volunteers from UMKC's School of Pharmacy will administer the shots provided to UMKC. He recommends that faculty and staff register for any opportunity for vaccination they find available. UMKC will continue requesting to become a large vaccination center, similar to the Arrowhead event we had the prior weekend.
- p. Questions that were not put forward will be sent to the provost and chancellor to be answered when the opportunity comes – Dilks

3. BUSINESS CONTINUED

c. IFC Report - Kilway

Interim VP for IT discussed at the IFC the problems encountered with the transition to Microsoft 365; Title IX sanctions, which is an ongoing coverstion, was discussed again; President Choi discussed the elimination of tuition cap and how that discussion is moving along at the capitol, which could allow for an increase in tuition funds for UMKC of about 4.4 percent; there was a discussion about course fees and how they affect college budgeting for students and parents; system is developing a digital accessibility policy.

c. Senate website update - Grieco

UMKC's faculty website is running; I was made aware that the website may or may not display the menu on top of the main page but rather as a set of horizontal lines on the right-hand side of your screen. The information is there and it has been updated. Regarding the design, I worked with the templates that were given to us, which are fixed. Many senators thanked Grieco for her work on the website – Dilks.

e. Campus Master Plan - Grieco (5 minutes)

There is a link to the campus community assessment summary presentation that was presented by Ayers Saint Gross at the March 10 open sessions. There is a location for faculty to share feedback on the website. There will be additional open sessions in May.

https://www.umkc.edu/chancellor/docs/2021.0310_umkc-mp_campus-community-assessment-summary.pdf

4. DISCUSSION/New & Old Business:

- i. allocation of SCHs for courses taught outside the unit and the possible changes. It was recommended that UMKC Forward looks into exisiting and future split
- ii. allocation of F&A has not moved any further, at least was not brought up to the RAC.
- iii. regarding the consultant looking into administrative spending, we are expecting a report in May.
- iv. senate does not know what would be the base budget for the new units to be created by UMKC-Forward, nor does it know how graduate studies are going to be funded.
- v. recommendations from various senators to request guidelines to better position their departments to capitalize on the professional mobility escalator model.
- vi. request to further inquire how the centralized advising model will work and how could faculty participate in it.

5. Adjournment

- a. Motion carries