

Minutes
UMKC Faculty Senate
Tuesday, April 20, 2021
3-5pm, ZOOM

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

Absent Excused: Patterson, Chatterjee, Wooten.

Guests: Gormley, Filion, Popoola, Hankins, Barger, Petri, Mead, Liu, Welchert

1. OPENING BUSINESS:

- a. Call to Order & Approval of March 23, 2021 minutes---Mardikes
 - i. Motion carries
- b. Approval of Agenda---Mardikes
 - i. Motion carries
- c. IFC Report---Kilway
 - i. House Bill 856. Increases in tuition will be allowed. Incremental tuition was also discussed. And, the increase in tuition should accompany course fees so that the total cost to the student is clear from the onset.
 - ii. Discussion about the effects of software updates i.e. Microsoft 365.
 - iii. Title IX violations sanctions. Approved by IFC and will be discussed at the proper committees in each of the campuses.
 - iv. Incoming student government talked to the IFC and brought up their concerns including taking classes on zoom; advising on zoom; Canvas course design: make explicit your choices; COVID-19 vaccines availability
 - v. Q: Were the political implications of increases in tuition discussed? Each campus will have to bear the political cost of increasing tuition when, in fact, state reduced higher education budget and the shortfall could have been met with an increase in taxes; A: These issues were addressed and the rationale behind the increase was the need to continue providing high-quality education.
- d. RAC F&A update----Patterson
 - i. Senator Patterson (senate representative to RAC) excused due to illness. Submitted the update reproduced below:
 - ii. APRIL 9: Dr. Liu currently gathering F&A opinions about F&A from 10 key principal investigators and from Deans.
 - Specifically: how is F&A spent in your department –how is the money spent, detailed breakouts such as: core facilities; start-up funds, RIF, etc.)
 - It is of the opinion of the RAC that our inquiries and discussions were a successful strategy to slow down the policy change.
 - iii. Other –UMKC Forward

- RAC is seeking out information on extent to which faculty can be involved in committees related to implementing UMKC Forward.
 - Especially concerned that Fall 2022 seems like a pretty quick turnaround for such significant changes; RAC is hoping faculty are involved in implementation plans and roll outs.
- iv. Other -IPh.D. program review:
- External consultant will be hired to review / revise the IPhD program –seeking to ensure aligned with UMKC Forward priorities, and the research/teaching mission of the university.
- v. APRIL 20: Dr. Choi met with select group of researchers and Deans to ask about how they use their RIF — (asking for detailed breakouts) — as a way to better understand how the RIF redistribution would impact their department.

e. Standard Operating Procedures revision---Mardikes

Need to add Ability to Work as an ‘other standing committee’

As per UM System CRR330.100 (pdf attached)

Revised SOP 2021-04-20 (added to SOP as D:10)

D:10. Ability-to-Work Panel. The Ability-to-Work Panel is a standing panel of six tenured faculty members, serving staggered 3-year terms, from which one member may be appointed from time to time as necessary to coordinate the process of evaluating whether a faculty member of concern has a physical or mental condition that prevents the faculty member from performing “the essential functions” of the faculty member’s position (despite reasonable accommodations). The Ability-to-Work Panel members are appointed by the Provost after consultation with the Chair of the Faculty Senate. See CRR 330.100 for the full details of this appointment process and the processes associated with conducting ability-to-work evaluations.

Confirmation of Ability-to-Work panel faculty membership. The following faculty members have been requested to serve and accepted.

Bruce Bubacz, Philosophy & Joan McDowd, Psychology: 1-year term (9-2021 through 8-2022)

Lorie Holt, Dentistry & Ganesh Thiagarajan, SCE: 2-year term (9-2021 through 8-2021)

Johanna Nilsson, Psychology & Tim Lynch, Law: 3-year term (9-2021 through 8-2023)

- i. Motion to approve
- ii. Motion carries

3. ROO ADVISING ---- Tammy Welchert, Director of Academic Advising

- i. Introduced the new advising logo. Roo Advising will launch on June 1st, 2021.
- ii. Introduced the major academic maps or paths (Arts and Cultural Studies; Human Behavior, Education and Justice; Business and Management; Numbers, Engineering, Technology and the Cosmos; Natural and Health Sciences)
- iii. Explained the six key deliverables (Advising center staffed by a director and professional advisors who provide all academic advising; Standardized training and consistency in practices, workload, and salaries; Highly visible and accessible services; Adept at serving students who experience change in their academic path; Maintains academic unit relationships for curriculum and policies; Integrated with Career Services)

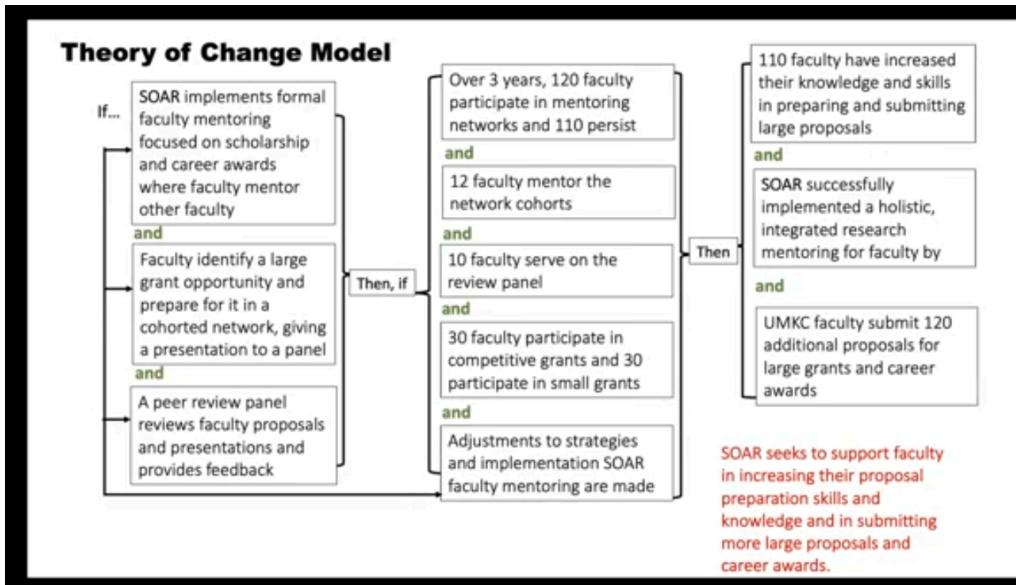
- iv. Introduced the Map Managers
- v. Q&A: How does the new structure affect advising at the department level? How are the undergraduate advisers going to interface with this new structure? (Olsen) A: All advising will fall under the new structure; department advisers will partner with us; we are planning an event in August that will showcase each program and career paths within the units; we hope that each academic unit rolls all faculty advisers into the faculty mentor role (Welchert); should we discontinue the roles and titles of our current faculty advisers? (Olsen); Yes, for the sake of clarity, do so; the catalogue will be updated to redirect all the students to Roo Advising; advising-related emails and links on our webpages will be updated as well; faculty mentor role is about career readiness, career paths, internship opportunities; we hope faculty embrace these roles and get excited about them (Welchert); Can you expand on the faculty mentor roles? How much time will they spend with students? It seems that Roo Advising covers all the aspects (Grieco). The group that designed Roo Advising also defined the faculty mentor roles; that information has been provided to the deans; deans were asked to share that information with the academic units; I do not know where that is in the trickle-down process but the document requested the deans to consider the students/faculty ratio, how the role would be valued at the unit, provided a list of features of the faculty mentor role; however, the role will be individualized for each unit as different units have their own needs; faculty should reach out to their deans to find out where they are in the process (Welchert).

4. Center for Advancing Faculty Excellence (CAFE)--Diane Filion, Vice Provost for Faculty Affairs
<https://www.umkc.edu/news/posts/2021/march/umkc-forward-introduces-new-faculty-development-program.html>

- I. Excited that CAFE will be one of the key areas of investment of UMKC Forward; UMKC has invested in student success (which was heavily needed) and not so much in faculty success.
- II. The idea has its foundations in FACET, which supported faculty instructors and researchers; CAFE's model is more formalized and will cover all areas of faculty life to provide resources and support in their many roles.
- III. Four Pillars: Teaching and Learning; Research & Creativity; Service & Engagement; Career Progression, Leadership & Faculty Life.
- IV. The investment will not be in hiring for CAFE; only one "new" position has been approved, which is not really new as Molly Mead will leave the office of eLearning at system and come to UMKC to lead the Teaching and Learning pillar.
- V. CAFE will be highly collaborative; faculty will engage at many and any levels they desire; there will be faculty fellows who will help advance CAFE's mission and help create resources for faculty programming.
- VI. Other faculty centers across system have many administrative positions. CAFE does not and we believe our model will work very well.
- VII. Main aim: to bring all faculty resources and programming under one umbrella, without duplicating efforts but rather making them accessible under one single calendar and one single registration system, that would feed data into MyVita; a very user-friendly model so that faculty

at different stages in their careers will easily find the resources they need.

- VIII. CAFE will have a faculty advisory committee that will help in establishing long-term mission and priorities for programming. Within each pillar, there are specific programs and services that will be further developed. For example, under Teaching & Learning, faculty will find peer-observation of their teaching that will be available when desired.
- IX. CAFE will have programs and resources specifically designed to support adjunct and NTT faculty to ease their transition into their new positions. This includes clinical faculty.
- X. There will be continuous programming on inclusive and culturally responsive teaching. This is an example of existing programming, currently available at Diversity and Inclusion but, in the future, coordinated by CAFE. Yet, still delivered by Diversity and Inclusion.
- XI. Faculty will be consulted about the resources they need via surveys and other instances for providing input.
- XII. CAFE will include resources about faculty affairs and promotion for both, NTT and TT faculty. Mentorship for faculty will be available as well.
- XIII. The list of CAFE partners on the slide shared is incomplete. It should include the Libraries.
- XIV. The new faculty orientation yearlong program will launch this year, 2021-2022. The current, abridged format will be improved so that new faculty will be able to find resources when needed, beyond orientation. Mid-career faculty program will be launched this year as well.
- XV. Dilks suggested to allow faculty to take courses from other faculty and eventually get credit for a certificate, if desired.
- XVI. Alexis Petri, Director of Faculty Support in the Provost Office, along with Vice Chancellor Liu, created a year-round programming for the Research & Creativity pillar (which is actually a partnership with the ORS).
- XVII. Some of the initiatives are already in place (i.e. faculty writing initiative and the annual research symposium).
- XVIII. The programming includes: grant writing institutes and research mentorship programs; small grant programs for proposal development; grant proposal and fellowship pre-submission peer-review; collaboration facilitator and innovation incubator; topical research mini-conferences with speakers. Main aim: to prepare faculty for applying for and obtaining big grants.
- XIX. Timeline: Summer 2021: recruit & onboard three faculty research mentors for the arts, humanities and social sciences; they will be compensated with a course release; a stipend or a combination of both; Fall & Spring 2021: 10 faculty participants in each network will be compensated with stipends; they will identify a grant they want to apply for and, at the end of the year, they will present a short version of the proposal for peer-review; peer-review panels will receive a small stipend as well. Year 2: a group of participants will be eligible for developing their projects within either a large grant or small grant network; as for recruiting and onboarding, the second year will be focused on health sciences, STEM and dissemination and outreach; Year 3: all six fields will participate at the same time; Year 4: break.
- XX. Theory of change model explained in the following diagram. It will allowed UMKC to reach the strategic plan research aims.



5. Adjournment

- Motion carries.