

Senate minutes
Tuesday, May 18 2021
3-5pm, ZOOM

Present: Zhu, Godley, Torres, Hunt, Wellemeyer, Mardikes, Pluta, Grieco, Grimes, Kador, Turla, Maher, Keeton, Shiu, Dilks, Boots, Lynch, Gottman, Ferguson, Patterson, Chatterjee, Wooten, Burrus

Absent: Morello, Fields, Kilway, Bhat, VanHorn, Olsen, Berkel, Robinson, Hiatt,

Guests: Popoola, Hankins

1. OPENING BUSINESS:

a. Call to Order & Approval of May 4, 2021 minutes---Mardikes

i. Motion carries

b. Approval of Agenda----Mardikes

i. Motion carries

c. RAC F&A update----Mardikes (3 minutes)

i. There is no new information from Patterson as the RAC representative.

ii. Faculty Senate Executive committee met with the Provost and chancellor. VC Lieu has been consulting the deans, looking for more information on how they handle F&A in each academic unit. They haven't formally approved anything yet. Current grants and funding would be grandfathered in. Future modifications will not be applied retroactively at all. They need to see how the F&A funds are being spent before proposing any changes.

Q: How will this affect the School of Medicine researchers whose contracts promise them a percentage of the indirects that they bring in? - Kador

A: No definite decisions have been made, although those contracts are unique situations that they're carefully assessing before addressing. - Patterson

d. National Awards update----Grieco (10 minutes)

i. Report: Grieco is not planning on calling the committee during the summer time.

ii. Nominations for some of the most prestigious awards come from members of the organizations. The committee cannot engage with those nomination processes.

iii. At UMKC, several departments and units do not have awards nomination committees/point persons.

iv. There are no campus-wide guidelines to facilitate nominations.

v. Self-nominations do not seem to be encouraged although evidence indicates that, when available, more women and faculty of color receive awards.

vi. Campus-wide awards do not necessarily align with system-wide awards.

Consequently, it is difficult to create a path towards multiple awards (this is an important issue to consider when identifying candidates for national wards as most of them are awarded along a path or at the end of it.

vii. The committee wants to share documents, templates and recommendations via CAFE, once it is set up. Grieco and VP Filion will continue to work on this without convening the committee over the summer.

e. Senate meetings 2021-2022-----Grieco (15 minutes)

i. Grieco would like the first meeting of the fall semester to be face to face. She is looking for funding for a small celebration at that meeting. After the first meeting she suggests doing a hybrid of zoom and in-person meetings.

Comment: Zoom meetings and chat have been helpful for notes and has created a sense of order during discussions. But towards the end of the session it led to less participation from students. Having the chat for voting has been interesting - Mardikes

Comment: From somebody on Hospital Hill, Zoom made it easier for me to attend and participate in meetings. - Wooten

Comment: Let's start with hybrid meetings and possibly explore online only meetings going forward. - Greico

Comment: I would recommend we schedule zoom meetings and in-person meetings separately. at least once a quarter. - Ferguson

Comment: The executive committee is taking in all suggestions and will decide on the right way to move forward. - Greico

Comment: I like zoom meetings. However, in-person meetings with the Chancellor or Provost might have a beneficial energy. - Shiu

Comment: We should have occasional in person meetings for important issues, but zoom meetings are very convenient. - Chatterjee

Comment: Overall, I prefer in person. Personally, I wouldn't mind travelling. We don't need to decide this right now. We can start next year and see how it goes. I'm not optimistic hybrid is the way to go because of dividing attention between in person and online people.- Lynch

Comment: The input of senators rotating onto the committee would be helpful in making the decision as well. - Pluta

Comment: We could have zoom meetings and then have a place where people could meet afterwards. - Mardikes

Comment: There are still a lot of unknowns in the fall concerning covid, so be cautious in your decisions. -Dilks

3. Provost's Teaching Evaluations and Teaching Enhancement Task Force----Dilks (20 minutes)

i. Report. In December 2019, the Provost office charged the committee to (1) Generate a recommendation on how to require and evaluate multiple measures of teaching effectiveness; (2) Generate a recommendation on how to increase response rates on course evaluations now that they occur online through RooEval; (3) Generate a recommendation for a common set of core items that every academic unit on campus would include as a part of their regular course evaluation process.

ii. The task force recommends (1) All faculty should be encouraged to use the mid-semester evaluation and to share the results with students within a week of completion. (2) Faculty should be encouraged to discuss the evaluation process with students during the semester. (3) Units should organize peer-mentoring. Peer mentors to observe and/or review teaching and submit rubric to Chair once per 5-year cycle for majority of Good or above ratings. In the case that faculty do not receive a majority of Good or above ratings, a second review within one year is suggested following initial feedback. Appeal process would be needed. (4) Faculty should be encouraged to complete the self-evaluation documents and a 2-page explanation to be submitted as

part of the annual review. (5) Annual review process should include a Teaching evaluation component. This would include submission of all course syllabi; submission of peer teaching review if relevant; end of course student surveys, mid-course check-in follow up sheets, and a 2-page maximum explanation of effort, successes, and challenges in improving teaching. Ideally, this Teaching Evaluation component would be used as part of the Promotion and Tenure process (6) Faculty are expected to complete regular faculty professional learning experiences focused on teaching that are offered through a combination of UMKC Faculty Affairs (such as FaCET programs and Faculty Diversity Dialogues), UM System, and/or other professional organizations (e.g. American Educational Research Association, American Association for Teaching and Curriculum, Council for the Advancement of Standards in Higher Education). We recommend at least one professional learning experience per year.

iii. The taskforce proposed several ways to increase participation on mid and end-of-semester evaluations. They suggest that we (1) Provide a few points of extra credit for completion of the evaluations. (2) Connect the release of student grades to completion of the end of semester evaluation. (3) Encourage teachers to discuss feedback from the mid-semester evaluations in class. (4) Encourage teachers to explain that they will incorporate feedback from the end-of-semester evaluations as part of their planning for the next semester. (5) Include a grading column on Canvas that indicates who has completed the survey.

Q: Are the one learning experience a year going to be offered by the school or will faculty be asked to pay for that themselves?-Turla

A: FACET is being reconfigured as CAFE and will be offering those kind of sessions as a hub for development. We didn't want to specify what these experiences are exactly, only that faculty participate in them once a year. - Dilks

Comment: I have been hesitant to give points to students for completing an evaluation. I feel that grades should reflect the meeting of the outcomes of the course- Turla

Comment: A few points could motivate students without altering their grade substantially, and these are put forward as suggestions not prescriptions. - Dilks

Comment: In the fall targeted zoom sessions addressing online teaching were run by the Provost office. These courses could continue to be offered. I'm thinking of short, one hour sessions that could be done at lunch time. CAFE should be where all these materials are found.- Greico

Q: Does this apply to non-tenure track faculty as well? - Keaton

A: We'd like it to be beneficial to the non-tenure track. I think the review process could be used to find capable faculty to transition from the non-tenure to a tenured or professor line. - Dilks

Q: Is it off the table to require students to submit their evaluations in exchange for receiving their final grade? - Keaton

A: We initially did have that as a recommendation, but ran into resistance from the registrar's office. Attaching their grades to something extraneous would be the wrong direction. We feel it would be better to reward them and ask for feedback earlier.- Dilks

Comment: Students will evaluate easier classes more favorably than more difficult classes and this could cause problems with outside accreditation agencies. - Chatterjee

Comment: The task force intends to address this issue in the way that the evaluations are written. They aim to emphasize what students have learned from the class and should be specified for each unit. They also intend to emphasize the diverse experience students have had in the class.- Dilks

Comment: Most schools have accrediting bodies that demand that all courses and faculty are evaluated by students. We withhold final grades until we receive evaluations and that has worked well for us. - Wooten

Comment: In our suggestions and examples we put the focus on what students learned in the course, and less on the charisma of the faculty. We tried to write the evaluations in ways that emphasize the diverse experience the students have had. - Dilks

4. Mid-semester evaluation of students by faculty/survey options---the planning group from the provost's office is continuing to work on this project through the summer

i. A full presentation was not given. Greico was asked to say a few words.

ii. Retention is an issue, especially with certain populations that we can target as those who need more help.

iii. Options to enhance faculty involvement: one idea is that faculty will need to provide a mid-term survey to identify students who need support half-way into the semester.

iv. How do we conduct these mid-semester evaluations on students in a way that isn't going to be a burden for faculty? Possible options include; (1) Conducting a type of survey similar to the ones given through Starfish, or the ones used with student athletes. (2) Creating a tool that would look into our gradebook on Canvas and find students who possibly need support. The committee is considering the former options but not the latter. Having another party look at grades isn't allowed under FERPA, but I assume they have thought of that already.

v. These will only be applicable to the courses on the 100 and 200 level.

5. Additional/New topics of discussion - Mardikes

i. The committed funding for a faculty senate graduate assistant has been eliminated. It's being turned into an hourly position.

ii. Dean Evaluations update. Mardikes met with Steve Dilks, the Provost and each of the deans. They'll begin to draft the evaluations. They plan to have a completed first draft finished by August or early September.

iii. There's been a task force (The Tech Transfer Task Force) working for a few years looking at intellectual property on campus, looking at how funds are handled. A draft will be presented at the next Intercampus Faculty Council (IFC) meeting.

iv. A group of grad students are forming an organization advocating for the treatment of grad students as employees. They presented student resolution SR15. Based on what students were asking for, the senate doesn't feel like there's any need to inject itself into the matter. The issue might come up again in the fall.

v. The Faculty Senate continues to request for an external consultant to come in and review the academic expenses of the campus.

vi. There's concern that we don't have a policy of identifying students who have and have not been vaccinated. In general, our understanding is that the state of Missouri isn't going to allow asking people to show their vaccine cards.

Comment: We are supportive of the grad students' continued conversations with the Provost's office; at this point, we just want to see how they unfold. - Greico

6. Adjournment

i. Motion carries.