

Senate Minutes

Tuesday, September 1, 2020

3-5 pm, Zoom

Present: Lynch, Dilks, Grieco, Jefferson-Jones, Petri, Grimes, Shiu, Keeton, Boots, Robinson, Wellemeyer, VanHorn, Hiett, Olsen, Chatterjee, Bhat, Wooten, Hunt, Burrus, Pluta, Kador, Turla, Kilway, Ferguson, Gilmore, Berkel, Holt, Patterson, Maher, Morello, Torres, Fields, Mardikes.

Additional attendees: Hankins

Guests: Megan Gonzales (HR/employee relations), Provost Lundgren

1. Business
 - a. Call to Order & Approval of July 14, 2020 minutes--Mardikes
 - i. Motion Carries
 - b. Approval of Agenda—Mardikes
 - i. Motion Carries
 - c. Introduction of New Senators & Graduate Assistant
 - i. Kenneth Ferguson (Law)
 - ii. Karl Kador (Medicine)
 - iii. Travis Fields (SCE)
 - iv. Joshua Pluta (Libraries, Law)
 - v. Dani Wellemeyer (Libraries, MNL)
 - vi. LaVerne Berkel (School of Education)
 - vii. Theresa Torres (CAS)
 - viii. Bryan Boots (Bloch School of Management)
 - ix. Anthony Lopez (Graduate Assistant)
 - d. IFC Report --Jamila Jefferson – IFC retreat
 - i. Information technology report (email security; email for life)
 - ii. Finance report
 - iii. E-learning report
 - iv. Introductory Meeting
 - v. Future revisions of CRRs: dismissal for cause
 - vi. Next meeting on September 4th
 - e. Executive committee nomination of Professor Kathleen Kilway to complete 2-year term on IFC due to Johanna Nilsson's resignation —Mardikes
 - i. Motion Carries
 - f. Summer Update—Stephen Dilks. FSEC/Senate work done throughout Summer 2020
 - i. Renewal Contracts with HR (HR-720)
 - ii. Engaged in salary negotiations
 - iii. Negotiated academic calendar
 - iv. Created a letter in response to bringing together the power of the President and the Chancellor of the University

- v. General Campus Planning
- vi. Input from Tim Lynch, James Wooten, Charles Robinson, Anthony Shiu, Peter Morello, and Aaron Blocker
- g. Questions on Summer Update—Stephen Dilks
 - i. How long will the salary updates be in effect? —Chatterjee
 - ii. As of now, for the quarter – Dilks
 - a. Chancellor's priority is to get salaries restored
- 2. Employee Assistance Program —Megan Gonzales, HR/employee relations
 - a. Partnership with St. Luke's health system in Kansas City
 - b. Gonzales provided walkthrough of the website. Company code for accessing services: UMKC
<https://info.umkc.edu/hr/employee-relations/employee-assistance-program-eap/>
- 3. Plan for the Senate During 220-2021 academic year—Mardikes
 - a. Populate committees with senators as chairs of Standing Senate Committees
 - b. Several Senators volunteered for positions on committees
 - c. Budget committee now chaired by Erik Olsen
 - d. Oversight committee now chaired by Tim Lynch
 - e. Explanation of committees and the needed positions—Timothy Lynch
 - f. Transition Faculty Senate website to Wordpress with Gabriela Sa Teles in M-Comm
 - i. Viviana Grieco will provide Senate oversight working with Sa Teles
 - ii. No follow up so far — Grieco
 - g. Academic Unit Reorganization Plan/ Program Review, due December 1—Mardikes
 - i. Reorganize the academic units to eliminate two or three deans
 - ii. Rating scale will be simple: between 1-3 points. Criteria not defined yet
 - iii. Ex. Chem moved in into biological sciences
 - iv. Need to create senate taskforce for the reorganization.
 - v. Another component will be program reviews to rate the vibrancy of programs
 - vi. The goal is to identify for improvement any “weak” programs. Review is not going to involve Hospital Hill and Law School—Mardikes
- 4. Provost Jenny Lundgren joined the meeting: Question and Answer session
 - a. Why is senate involved with the restructuring process? — Mardikes

- i. The Senate is involved to facilitate input; Team A from UMKC Forward did not propose enough savings—Lundgren
- b. As a university, are we cutting back more than necessary? — Dilks
 - i. 10 million in cuts from the state. 15 or 20 million would be better but cannot be done without shutting down entire units. Take it in small pieces—Lundgren
- c. There are units that are profitable. What is on the growth side? —VanHorn
 - i. We must grow. However, many programs have lost faculty. Cuts are not made just considering profit, it is also about a program's fit with the mission and workforce development—Lundgren
- d. Will the Senate have a chance to verify the data concerning each department's ranking? —Olsen
 - i. It is up to the Senate to come up with a process to work with the departments to verify data— Lundgren
- e. Are cuts being made at the administrative level? —Dilks
 - i. Consolidation has been happening at the administrative level as well; provost's and chancellor's office better synergy—Lundgren
 - ii. Students want more support services—Lundgren
- f. Can we have a committee that focuses just on the College and its academic needs? —Morello
 - i. It is up to the Senate; it is important to figure out where departments fit—Lundgren
- g. Concerning the optional 15 percent permanent budget cut, what is the reason? —Shiu
 - i. We have always been fragile but COVID has pushed us over the edge, 15 percent is a general cut requested by the university system—Lundgren
- h. Send me an email if your interested in joining the review process—Mardikes
- i. How involved with the faculty senate outside of the taskforce be? —Lynch
 - i. We could have three components, evaluation, concept of restructuring, and identifying the need of future programs —Mardikes
- j. Two points, we do not have a lot of time, and there must be a group that speaks for the college—Morello
- k. The college should be supported —VanHorn
- l. We must protect the academic mission—Olsen

- m. There exists staff that pay for a portion of their salary through outside funding. Why can't this be an emphasis? —Chatterjee
 - i. There are some hires this year that were made on that basis. That works for someone who is in a research non-tenure tracked position, but this is not the case for many tenured positions. The biggest challenge is that there are not that many faculty members who can generate funds for their salary—Lundgren
 - n. Realistically, how does the university look if we continue down the road of cuts? Can we maintain? —Kilway
 - i. If a vaccine is produced this year, we could see a good turnaround in a year. We are in a crisis and are unsure about the time it will take to return to normal—Lundgren
 - o. Are we going to hear how the university is doing concerning COVID—Fields
 - i. All the information related to COVID is posted online by the university—Lundgren
5. Motion to adjourn
- a. Motion carries