

Senate Minutes

Tuesday, November 3, 2020

3-5pm, ZOOM

Present: Mardikes, Olsen, Dilks, Grimes, Shiu, Keeton, Boots, Van Horn, Chatterjee, Hiatt, Wooten, Hunt, Jefferson-Jones, Burrus, Pluta, Kador, Turla, Kilway, Godley, Berkel, Holt, Patterson, Maher, Morello, Torres, Lynch, Grieco, Ferguson, Robinson, Godley, Bhat.

Absent: Da Ming, Fields, Wellemeyer

Additional Attendees: Clancey, Klamm, Holsinger, Petri, DeSimone, Ahmed, Anderson, Popoola, Long, Fillion, Delisle, McDowd, Brown, Toivanen, Bennett, Wigger, Sega, Klamm, Sexton, Yaghoub, Honig, Hankins, Riggers-Piehl, Pecina, Wang

Guests: Chancellor Agrawal

1. BUSINESS: (5 minutes)
 - a. Call to Order & Approval of October 20, 2020 minutes---Mardikes
 - i. Motion Carries
 - b. Approval of Agenda----Mardikes
 - i. Motion Carries
2. UPDATE: Program Evaluation & Reorganization Task Force: Kilway & Dilks (40 minutes)
 - a. The Program Evaluation Taskforce has been meeting intensely. We started with the dataset provided by the administration. We are not completely convinced that the data gives us an accurate reflection for academic programs. We are now moving on to develop the final report. We have identified five programs that are in the “problematic” zone: global entrepreneurship, real estate, educational leadership, biomedical informatics, theatre, and music. A team on hospital hill has also decided to develop a narrative for dental hygiene. Accounting for research funds and other revenue problematizes the data we were provided. The goal is to have a final version of the report finished by December 1. –Dilks
 - i. It was my understanding that the review was concerned with degree programs, but we are focusing on global entrepreneurship and real estate, which are not programs. They are large departments. Why do we keep mentioning the larger department in the review? –Keeton
 1. The provided data depicts that area as problematic. Our goal is to create narratives that explain the data for every program that is targeted. If you have specific information about departments, please send me an email so it can be in the final report. –Dilks
 - ii. This should be a review of programs not departments. —Keeton
 1. We still need the data for the programs in category “B”. We have received a portion of responses, but not all. Please make sure to

respond to the emails so that we can make the best case for each program. –Torres

iii. All academic programs combined look to be \$50 million in the positive. In the big picture, we do not have to cut anything. The programs that have been singled out are areas that need individual development. We need to make sure to look at these opportunities of growth rather than areas that should be cut. –Van Horn

1. We have discussed that in the committee. We are using the language of investment. We know that programs that are being singled out are suffering because of a lack of investment. We are also aware that the best place to make cuts is in the administration. If we cut programs, we cut revenue. We plan to address these concerns upfront. –Dilks

b. Our taskforce has also been working hard to gather information. Everyone should have received an email that has seven questions. We would like you to use these to contribute to the process. Feel free to send me information directly. We extended the deadline for input until next week. –Kilway

i. It is a goal to submit the finished report by December 17. –Mardikes

ii. Who all received these surveys/emails? –Pluta

1. All benefit-eligible full time faculty. –Mardikes

iii. We have recent experience with restructuring. Were these moves beneficial for those units? –Van Horn

1. We do not have all the information together because we are still waiting for faculty input. It is hard to judge the impact of the restructuring after only a year. We think the question is that if we look at units, do they have what they need to succeed? We are trying to avoid the scenario, where three to five years from now, we are only a school of professional schools. –Kilway

iv. Everyone needs to constantly remind their units to participate in this process. –Morello

v. Do the committees need input for the library? –Pluta

1. The libraries are not a part of this process. The libraries received a thorough review in the UMKC Forward process –Mardikes

vi. What happens to the money that UMKC receives from the state of Missouri? –Wooten

1. We do have a breakdown of expenditures and overheads of each unit. Over time, state funding has shifted from keeping tuition down, to funds that are used at the discretion of the administration. We understand that we need to have as much clarity as possible concerning our budget. –Dilks

vii. A large burden has been put on the shoulders of faculty. We are trying to solve problems that are not in our job descriptions. I want to thank everyone for their extra work. We need a commitment from the administration to provide a strong vision of where reorganization will take us. We need a pipeline to grow majors,

and we also need a plan that addresses general growth, not just the short-term budget. –Grieco

3. Q&A with the Chancellor: Chancellor Agrawal (45 minutes)

- a. Concerning COVID 19, all the numbers are online. At this point, there is no evidence of spread from campus. The university is managing. As of right now, spring semester will replicate the fall, if the situation does not worsen. Some are hoping that we can lift restrictions, but this is unlikely. If the situation worsens, we may have to consider shutting down after Thanksgiving. -Chancellor Agrawal
- b. Concerning system reconstruction, the chancellors have been working together to clarify the roles of the chancellors, president, and so forth. We have come up with a draft document that we sent to the board. -Chancellor Agrawal
- c. This last year we saw the highest ever generation of research funding. Also, six-year graduation rates jumped more than four percent. All the work that faculty has been doing is paying off. -Chancellor Agrawal
- d. We just hired a firm to complete a new master plan for the university. They will be reaching out to a lot of folks, including faculty. -Chancellor Agrawal
- e. We must do a better job recruiting and retaining faculty of color.
 - i. We are located in a conservative state that does not support higher education in general, how do we deal with this issue? –Robinson
 1. Part of the issue is that apart from the two large metro areas, the state is mostly rural. I believe they do not understand the value that we bring to the state. We must meet with government officials and ask what our university can do for them and their communities. There are academic units at UMKC that bring value outside of financial considerations. We must keep educating the public about what our university brings to the larger community. -Chancellor Agrawal
 - ii. I looked at the Board of Curators, and all but one graduated from MU. What is the process of this selection? Is there anyway for us to make sure all system schools are represented on the board? –Torres
 1. Those decision are all handled by the governor’s office. They do not ask for recommendations from UM System or the campuses. -Chancellor Agrawal
 - iii. We used to have a day where faculty met with legislators. Do we do anything like that now? –Ferguson
 1. It is done on a system level. -Chancellor Agrawal
 - iv. Can you offer an overarching view of how we are going to support individual programs and schools? –Pecina
 1. We must market ourselves boldly. We cannot say that the public should already know about our university. We must tell a story and tell it better. -Chancellor Agrawal
 - v. What resources do we have to attract and retain a more diverse faculty? –Wagner
 1. Right now, we have VSP money. I am making the commitment that we are going to spend these funds on faculty. Right now, when we gather a

hiring pool for a faculty position, we consider diversity before considering qualifications. We need to perform this process in reverse. We must also be careful to not overburden faculty of color. It is a complex situation. But that does not mean we cannot address the issue. We welcome any ideas about how to increase diversity. Students of color want to see more faculty like them. -Chancellor Agrawal

- vi. Concerning the taskforces, so much of what we do cannot be quantified on a spreadsheet. How are you approaching consequential decisions in units where this is the case? -Robinson
 - 1. Not every discipline should be judged against the same criteria. You have a friend in the chancellor's office for the humanities and social sciences. The humanities have been here for hundreds of years and with good reason. We need them. -Chancellor Agrawal
- vii. The Biden campaign has talked about making community college free. Has there been discussion about this possibility if there is a change in administration?
 - 1. No. I do not believe that it is even possible. I am not going to worry about it just yet. -Chancellor Agrawal
- viii. Regardless of the situation, we should advocate for a better program for transfer students. We need the same emphasis on transfers that we have on first year students. -Van Horn
 - 1. I could not agree with you more. We have created a program with MCC to help transfers happen more fluidly. Also, we established a transfer center. We need to educate the public about how many of our students are nontraditional. -Chancellor Agrawal
- ix. Has the administration ever surveyed our nontraditional students about retention? I wonder if we are not offering enough classes that are compatible with working a fulltime job. -Kador
 - 1. I do not know if we have done a survey for nontraditional students recently. It is a good point, and I will contact Kristi Holsinger about that. She just surveyed the first-time full-time students, and the two major concerns were finances and mental health. We need to develop a culture of care that does not focus on all students, rather, each student. -Chancellor Agrawal

- 4. New Business: (30 minutes)
 - a. No new business.
- 5. Adjournment
 - a. Motion Carries