

Senate Minutes
Tuesday, February 1st, 2022
3-5pm, ZOOM

Present: Adegoke, Ball, Barger, Bethman, Bhat, Boots, Chatterjee, DeSimone, Ferguson, Fields, Gottman, Grieco, Grimes, Hiatt, Hunt, Kador, Keeton, Kilway, Leiter, Lynch, Mardikes, Olsen, Patterson, Riggers-Piehl, Shiu, Torres, Turla, Van Horn, Wellemeyer, and Wooten.

Absent: Thompson and Zhu

Guests: Newby, Liu, Popoola, and Meyers

1. OPENING BUSINESS:

- a. Call to Order & Approval of December 7th, 2021 minutes – Grieco
 - i. Motion Passes
- b. Approval of Agenda – Grieco
 - i. Motion Passes

2. PRESENTATION:

- a. Graduate School Update – Dr. Chris Liu (40 minutes; 3:00 – 3:40)
 - i. Associate Dean Search is ongoing. They have met with semi finalist candidates.
 - ii. CGS Strategic Consultation report on UMKC IPhD Program. They are going to consult us in three areas: assessment, demand for the IPhD and recommendations for restructuring the program. Three consultants were invited to campus September 22-24, 2021. They gave their final report November 29, 2021.
 - iii. The consultants noted that there is an overreliance on two-discipline coursework for the interdisciplinary. UMKC faculty advocated for the removal of the “I” as a qualifier to their PHD program to avoid confusion and causing degree candidates to ask if the degree being earned is somehow less rigorous or valuable than a PhD. Also, Due to UMKC’s decentralized funding model, there is potential for wide disparities in stipend levels across units. Stipends at UMKC are well below national averages. They suggested options other than coursework in a co-discipline should be explored. They suggested revisiting how we advertise the programs and that we make sustained, strategic investment in areas of growth that would be facilitated by centralizing the IPhD in SGS.
 - iv. UMKC has assessed 4-year enrollment trends by discipline, net revenue, estimated costs, salaries, unit overhead, unit reported evidence of current/future job demand, mission alignment and impact of other regional programs. We need to create labor market portfolios for all active IPhD disciplines. Assessments should be complemented with comparative analysis. They also suggest a periodic academic program review.
 - v. A major hurdle in our doctoral education programs is that our organizational structure still reflects the fact that the IPhD program is a collection of 30

disciplinary PHD programs with an interdisciplinary label added to the phd degree. The label is a major hindrance to graduate student training. Options range from abandoning the IPhD altogether to grouping of disciplines under umbrella disciplinary programs.

vi. They suggest that sgs perform an extensive marketing analysis of the existing disciplines that constitute the current UMKC IPhD Program.

Q. Will the associate dean have a particular area of responsibility within that portfolio? - Wellemeyer

A: The associate dean will work with the dean closely and cover admin duties. We will also work together with them on institutional grants. - Liu

Q: Are these discipline specific issues that came up during this evaluation? - Shiu

A: This is a major concern with the sciences. It's important that we maintain the portfolio for interdisciplinary studies to be effective. - Liu

Q: Do you have numbers on the number of degrees that would cross those disciplines? If you had someone applying to your department with a degree outside of your specialty would that hinder their hiring in the future? - Kador

A: I have not presented a conclusive list today. I don't remember those numbers. One of the issues is that the IPhD's database was created ages ago and we can't modify it. We are exploring the possibility of purchasing a commercial product to address the issue. - Liu

Q: Many of the issues and concerns raised by the external committee we have been aware of for a long time. I would recommend removing the "I" but continuing the interdisciplinary program. The whole idea is that students get trained in more disciplines and have more job opportunities. Do you envision decentralizing the IPhD program? I feel that will cause many more problems than it will solve. - Bhat

A: We need to maintain flexibility. Maybe IPhD works for some programs but not for others. Those options are open. The task Force working on this will maintain communication during the process. - Liu

Q: It's a good observation by the Washington team. The funding for PhD students is very critical. We often have to get external grants to support PhD students. This does create uncertainty. Is there any thought or discussion on how to address this problem? - Chatterjee

A: We are leading an academic year workshop to help faculty write competitive proposals. I have 8 teams in my workshop for the whole year. I'm confident we're going to grow our research. - Liu

Comment: Karl, as a humanities rep (Conservatory, musicology) yes a Ph.D. in the humanities would definitely disqualify applicants. We specify a Ph.D. in musicology in our job advertisements. - Desimone

Comment: My comments are similar to Hari's. Current IPhd model has worked real well for us in geosciences and our graduates have gone on to build excellent careers in academia and industry. Will argue for maintaining flexibility as we move forward. - Adegoke

Comment: We all need to maintain flexibility. We'll open all options for discussion. UMKC has to move forward in education, research and community. Data science is a major priority. If you use any big data, please make yourself aware of the opportunities. If you do we'll move this even faster. - Liu

Comment: The IPhD model did not help much for Engineering PhD students. - Chatterjee

BUSINESS CONTINUES ...

a. IFC Report – Leiter and Shiu (15 minutes; 3:40 – 4:05)

i. IFC's December meeting covered some changes in the library funding and the vaccine mandate. The system libraries are facing increasing funding and service challenges, especially as the cost of books, journal and database subscriptions have increased, and these are potentially having an impact on access to research materials, which has led to the discussion of shifting funding back towards campuses, except in cases of efficiency or cost gains.

ii. IFC continued to discuss merit based salary reductions.

iii. They continued their review of existing procedures of campus faculty review at other university systems that had a combined president-chancellor system.

iv. Research board tier 3 funding was suspended during covid outbreaks and now the board is trying to bring them back along with changes.

v. Morale issues were also discussed as a major source of concern for the stability of the UM system.

Q. With interlibrary loan requests, what happens when too many people request the same thing? Your presentation mentioned something about charges being shifted if there are too many requests. Do you know the costs of those requests?

- Keeton

A: After a significant number of requests for a single journal they dictate switching to a subscription for that. I'm not sure of the cost but could find that info for you. - Leiter

Comment: Journal costs vary wildly. I can provide more information upon request. - Wellemeyer

Q: Did you discuss the president's announcement of a 5.4% increase to core budgets? - DeSimone

A: That happened after our recent meeting. We will discuss it at the next meeting- Leiter

Q Have you discussed the impact of canceling subscriptions to those of us who are teaching online regularly? Have you considered that we have to share resources from one library that aren't available to students in other systems? It presents a problem with course sharing. Have you considered this when deciding what subscriptions we share across the system? - Torres

A: I brought this up to the IFC several years ago. I'm under the impression that some of the access to some of the ebooks have been granted. - Grieco

A: It's difficult to share those because of the licenses written by the publisher. Ebooks can be tricky too. Shifting from a system-wide approach to a campus model would have some benefits, but it exacerbates the problem of our campuses not having the same resources. People end up having to exist in two systems. - Wellemeyer

Q: Could online teachers make specific requests for ebooks or articles? How would I do that to a specific campus library? -Torres

Comment: I believe that has happened on some level, though we should continue discussing this. - Grieco

b. University Committee on Tenure: terms expiring – Grieco (5 minutes; 4:05 – 4:10)

i. Thank you to Hari Bhat and Donna Davis for agreeing to continue to serve on this committee.

c. Forthcoming Elections in FSEC – Kilway (5 minutes; 4:10 – 4:20)

i. Kilway will be taking on the role of associate dean of the school of science and engineering and will no longer be available to serve as Chair of next year's faculty senate. Debra Leiter will complete her IFC term. Anthony will have another year in IFC.

ii. We need to staff this committee with a new chair, chair-elect and one IFC position.. It would be great if we had a real election with multiple candidates. I'd like to see associate professors getting involved in taking on the committee. Please advertise the position among your colleagues to help us recruit.

3. DISCUSSION:

a. Senate representation after reorganization; staffing UMKC's committees after reorganization – Kilway (30 minutes; 4:20 – 4:50)

i. How do we move forward with representation amongst the reorganization. minimum of 2 representatives per unit. Either everyone has 2, or we can increase your representation based on the number of faculty employed by the unit.

Comment: Here's how our sister schools do it. It seems like the only wildcard is umsel. These should be included in the CRR.-Shiu

Comment: Your points are well taken, though some departments are going away right now. They would have to be voted into the unit bylaws. - Kilway

Q: I'm concerned about administrators with ten year. You can either be instructional, administrative or service-focused faculty. I'm wondering if we should include administrative-focussed faculty in these considerations. .I don't know how we would count faculty in non-instructional service positions either. - Olsen

A: In my mind it comes down to if they can be voting. But thank you for your very good points. - Kilway

Comment: We presented this to the school of education and we found that they widely preferred organizing it using the senate model. They felt 2 senators were the right number. They liked the consistency. - Riggers-Piehl

Q: Has anybody ever complained about only arts and sciences getting 2? Is there push for more representation. - Lynch

A: Behind closed doors I've heard some mumblings. But I haven't heard anything official. If it isn't broken, don't fix it, right? - Kilway

Comment: From the CRRs: The Senate shall consist of two elected Faculty representatives from the Henry W. Bloch School of Management, School of Biological and Chemical Sciences, the School of Computing and Engineering, the School of Dentistry, the School of Education, the School of Law, the School of Pharmacy, the Conservatory, School of Graduate Studies, School of Medicine, School of Nursing and Health Studies and the Library. The College of Arts and Sciences shall have one representative from each of its three divisions plus one additional member selected by the college. The Chairperson of the Steering Committee of A & S shall be a member of the Senate by virtue of his/her office. The Senate may elect to accept as non-voting members representatives of major campus constituencies, such as the Staff Council and the Part-Time Faculty Association. - Shiu

Comment: The college now has 5. - Mardikes

Comment: The library has been staffed by NTT faculty and are being represented proportionally. But other schools and units have different proportions of different types of faculty. We need to be representing all of our voting faculty proportionally. I believe all units have extended all voting rights to members. It should be up to the units on how they elect those representatives.- Wellemeyer

Comment: CRR link on UMKC Faculty senate constitution.

<https://www.umkc.edu/facultysenate/docs/300.020-faculty-bylaws-of-the-university-of-missouri-kansas-city-2-2020.pdf> - Van Horn

Comment: From MU's CRRs: The minimum T/TT number of representatives on the Council shall be 25 and the maximum shall be 30. Four additional representatives on the Council shall be NTT faculty. - Shiu

Comment: From MU's CRRs: The minimum T/TT number of representatives on the Council shall be 25 and the maximum shall be 30. Four additional representatives on the Council shall be NTT faculty. - Adegoke

Comment: I think those are really good points to take back to the units, Dani, that NTT folks should have a stronger voice within their units. - Riggers-Piehl

A: School "largeness" may also consider: (a) enrollment, (b) degree programs, (c) research funding and (d) total number of faculty. (This includes administrative faculty - because they also support the school.) We may take a note of this and hence the number of senators would depend on these factors too. Currently we are considering only faculty numbers. - Kilway

Comment: Currently SCE has two senators, SBC has two senators, and one senator in the college is from Sciences. So five senators at least representing these programs. That's a big change from 5 down to 2 representing sciences.- Mardikes

Comment: In SBC, NTT faculty have service requirements. - Turla

Comment: There's a sharing of responsibilities among my unit. Maybe that'll change. - Torres

Q:Do we have the same number of faculty after the transition? I'm not sure that the data is correct. - Olsen

Comment: It's important to consider the role of the senators as well when thinking about how many per unit. Representation is one piece. But also dissemination and feedback from the unit to senate. The new SSE unit is large enough that conversations across the divisions will be quite small compared to within a division. Therefore if the dissemination and unit up reporting is important then more representation from bigger units may be necessary. - Fields

Comment: MU guarantees a number of tenure tracked representatives. That would be worth looking into. It'll be challenging for senator from larger units to communicate with their unit if we only have 2 per unit.- Shiu

Comment: Does that impact the committee workload? I keep going back and forth on the best way to move forward. - Kilway

Q: But what factors would decide the "largeness" of a school? In my earlier text I also indicated that enrollment in the various degree programs would be a factor. - Chaterjee

Comment: Currently, the system is set up so that each senator represents an average of 22.5 faculty members, with a range of 11 to 39. if we use the 2 senator model in the new system, its an average of 28.3 senators per unit, ranging from 11 to 52.5 faculty members per senate. - Leiter

Comment: We will make a master list. Give it a try for a few years and then reassess to see if we need to reorganize again. I want faculty to own this process. Bring all these points to your colleagues. - Grieco

Comment: Sorry, Correction. We use the 2 senator model in the new system, it's an average of 28.3 faculty members per senator, ranging from 11 to 52.5 faculty members per senate. - Leiter

Comment: Please bring this back to your unit so we can discuss it more thoroughly at the next meeting. - Kilway

Comment: We need action items on how to update our SOPs and bylaws. - Grieco

4. ADJOURNMENT

i. Motion Passes