

Senate Minutes  
Tuesday, September 7<sup>th</sup> , 2021  
3-5pm, ZOOM

Present: Grieco, Kilway, Turla, Van Horn, Bhat, Kador, Shiu, DeSimone, Ferguson, King, Mardikes, Keeton, Bethman, Grimes, Fields, Wellemeyer, Hiett, Ball, Boots, Lynch, Gottman, Hunt, Chatterjee, Torres, Thompson, Maher, Olsen, Riggers-Piehl, Ball, Nguyen

Excused: Zhu

Absent: Morello, Davis, Pecina, Wooten, Patterson

Guests: Hankins, Fillion, Popoola, Newby, Burrus

1. OPENING BUSINESS:

- a. Call to Order & Approval of May 18, 2021 minutes - Grieco
  - i. Motion carries
- b. Approval of Agenda – Grieco
  - i. Motion carries
- c. Introduction of 2021-2022 FSEC members/new senators
  - i. Chair Greico introduced Brenda Bethman representing Arts and Sciences, Alison DeSimone representing the Conservatory, and Marie Thompson representing University Libraries as new senators.
  - ii. Michelle Maher from the School of Education explained that the unit is currently in the process of electing two new senators after the two elected senators chose to leave office. For the time being meetings are being attended on the school's behalf by Maher and Riggers-Piehl.
  - iii. Anthony Shiu and Debra Leiter have joined the Faculty Senate Executive Committee (FSEC) as the new IFC representatives.
  - iv. Thomas Newby will act as the Faculty Senate's new graduate student assistant.
- d. COVID-19 Update - Kilway
  - i. Direct covid positive students to the website <https://www.umkc.edu/coronavirus/> for more resources. Forward their contact information to Robin Hamilton as well.
  - ii. It is very similar to last year in terms of understanding, reporting and making accommodations if at all possible
  - iii. Greico noted that there will be no further vaccine mandates. The UM mask mandate will expire on September 15th. Next week, we will have more information about mask mandates.

*Comment:* The Faculty Senate should send a congratulatory message to the Chancellor and the Provost for mandating vaccines for those who are health-care facing. It was a courageous move. -Chaterjee

*Response:* I will write that note down, note that you recommended it and send it along.

*Comment:* It is also my understanding that the Chancellor and Provost were supported by the board of curators. They should also be mentioned. It would not have been possible without them. - Chaterjee.

e. Enrollment Update – Mardikes/Grieco

i. The Enrollment Management team has been doing incredible work. In order to get to the significantly improved numbers of today, they have rolled out new programs and granted micro grants for students with debt related fees. They launched and rely heavily on Roo Advising. We're in a much better spot than we were even a few weeks ago.

ii. Enrollment: decrease of 4.5% undergraduate; increase 7% graduate; and decrease 0.6% professional.

iii. SCH: decrease of 5.3% undergraduate; increase 12.4% graduate; and decrease 2.3% professional.

iv. International students are returning to the United States. This has been reflected in the University's enrollment numbers. There are still COVID-related issues, but once those clear up we will hopefully have the same number of international students as in the past. We still need to reach out to students in any way we can. Grieco can share additional enrollment information upon request.

*Question:* We are seeing an increase in grad students, but are reducing the number of graduate programs we offer. Is the increase in enrollment in continuing programs or are those enrollments in programs we're eliminating?

*Answer:* That's a good question that I don't have an answer for. I will ask Chris Liu for additional details - Grieco

2. PRESENTATION (Inclusive Hiring Practices Presentation was moved earlier for scheduling purposes):

a. Inclusive Hiring Practices – King, Fillion, Hankins, Smirnova (30 minutes – 3:15 – 3:45)

i. Work began late last May as the Faculty Search Support Team (FSST). They are a group focused on hiring and retaining an inclusive and diverse staff.

ii. The role of the FSST team is to provide outreach and resources for inclusive hiring with a focus on candidates from underrepresented communities including BIPOC communities. They provide support through recruitment, job description language, reviewing applications, making competitive offers, and providing accountability at all stages.

iii. Inclusive hiring can feel challenging because we are creatures of habit, coherence, and plausibility. Change is hard, but necessary for growth. We need to lean into the discomfort to improve our inclusive hiring practices. FSST is here to support the search committee and the process.

iv. We strive to be an urban-serving university. Currently we are under-serving this demographic. Both in our Faculty representation and in our student graduation rate.

v. Student to Faculty ratios favor white students over students of color. Studies find that students perform better when being offered support by faculty of similar racial or ethnic backgrounds. This could lend to the discrepancy in our graduation rates.

vi. At San Diego State University, the Faculty endorsed criteria to be included in faculty searches. The criteria asks that all candidates must be committed to diversity, equity and inclusion.

vii. The FSST will work directly with hiring committees throughout the entire hiring process.

*Question:* The intent itself is not enough. Since setting up the system, what have you done to increase diversity in campus faculty? How are the things you've implemented been working so far?- Bhat

*Answer:* This initiative is brand new. We just started meeting with these committees in May. Our intention is to look at the diversity of candidate pools from previous years compared to now. But we don't have a way to do that quickly. It is going to take us some time to do research and tricky to do direct comparisons. We plan to survey more search committee members. We've talked with some of these members and have heard concerns about a limited pool of qualified applicants, poor salary and lack of internal support as reasons for hiring less diverse faculty. Over time we hope to see a change in the overall process, and in the size of diverse pools if candidates.- Filion

*Question:* Do you have the student/faculty ratio for black students in the law school?- Ferguson

*Answer:* We can share that info with you. But you can request that information from <https://data.umkc.edu/> as well. - Smirnova

*Comment:* We should move latinx faculty who are non-tenured onto the tenure track. We also let go of some faculty of color during recent cuts of adjunct faculty that we should consider inviting onto the tenure track as well. Many concerns voiced by search committee members are assumptions that have been dispelled by research. Consider talking to your latinx faculty when you're looking to hire. I have many qualified contacts in different fields that could be beneficial. -Torres

*Comment:* Cross disciplinary contact is an interesting idea. Also, Luke Wood is presenting on some of those myths and how they debunked them at San Diego State on September 13.

*Comment:* During the summer I chaired a search committee and went through the training. It's very enlightening. I'll send out invites to the meeting with Luke Wood. -Greico

*Question:* Is the Luke Wood meeting for everybody or just for senators? - King

*Answer:* It was initially a meeting for Chairs and Directors, but senators have been invited. -Filion

*Question:* Can we share the slides with senators?-Greico

Answer: Yes you can. - King

### 3. CONTINUING BUSINESS

f. Dean Evaluations Truman (School of Computing and Engineering, SCE) & Klaas (Bloch School of Management) – Mardikes

- i. These were supposed to be performed last year, but with COVID, we got a late start.
- ii. We met with the Bloch School Faculty last week. We are meeting with SCE this Friday and will finish our reports shortly after.
- iii. This year I believe we only have one evaluation to do. The Dean of the Law School.

g. Dean Searches Update – Mardikes/Grieco

- i. The Committee met this summer with the Provost this summer. COVID made the Dean Searches difficult and led to delays.
- ii. Things are starting to turn around. Some searches have been launched and will be announced soon. These include the Dean of Libraries and the Dean of the new School of Humanities and Social Sciences (SHSS). The Conservatory is in the process of putting together a search committee.
- iii. Steven E. Haas is the new Dean of the School of Dentistry. There was a change in the leadership of the Conservatory this summer, and Andrew Granade is now serving as Interim Dean of the Conservatory.

h. Budget Update – Olsen (15 minutes)

- i. As of now, we have not received the year-end budget info for last year. But we know the outlook for this year is better than the previous year.
- ii. This year there is no \$10M withhold but there is a one-time \$2M increase (earmarked for special projects and IPhD program).
- iii. We would like to commend the administration for stewarding us through the challenges of last year, the cooperative relationship in university governance, their transparency in information sharing, and their commitment to both new faculty hires and increasing faculty salaries.
- iv. There are Issues that we would like to address in the upcoming year. They include: the decline of faculty at all employment classifications, modifications to the budgeting process and the treatment of course/lab fees, possible disparities in the student to faculty ratio by academic unit, concerns about the disproportionate growth in campus-wide administrative spending and efficiency, low faculty salaries and salary compression, faculty involvement in future changes to F&A allocation, the implementation of UMKC-forward initiatives, and the UMKC foundation taxing all gift accounts by 5%.
- v. What should we be working on this year? We'd like the senator's opinions.

*Comment:* Add decreasing salaries for summer teaching to your list of issues to address - Kilway

*Comment:* The decline of student credit hours and the decrease in tuition is worrisome from a budget perspective. - Olsen

i. Interfaculty Council (IFC) update – Leiter/Shiu (15/20 minutes)

- i IFC met with the President and two Curators to discuss key areas of coordination and concern. IFC heard from four key system-level administrators. Ryan Rapp, Marsha Fisher, Beth Chancellor and Matt Gunkel.
- ii. The key goals for the IFC this term include Investigating shared governance, and discussing the continued usage of myVITA.
- iii. The IFC plans to look into the retirement policy and tuition discounts for children of faculty. They also expect a comprehensive overview of relevant governance groups by IT/Elearning.
- iv. The Economic state of the system is more optimistic than the past. However, UM System faces continued issues of financing. We plan to have new financial plans completed this fall and will present it to the board in February. We are investigating new tuition models based on differential tuition models. (i.e., different costs for different majors.) These could be implemented as early as fall of 2024.
- v. Open enrollment for healthcare is from October 25th to November 5th. I asked the reps from System about alternative vision and dental as I have found the current ones to be fairly useless. They had not looked into those specific plans but said they would. Also, there are some changes to pre-65 retiree medical plans that will increase costs to that plan.
- vi. There were concerns over how small of a window was given to faculty to complete training. The representatives were receptive to these critiques. They noted that the titleIX training has to happen early because most title XI issues happen in the first 30 days of the semester. It was suggested that the trainings be made available over summer. The representatives noted that they didn't want to implement only over the summer to respect 9-month contract employees. There was some discussion of making trainings available in the summer for those who choose to complete them early.
- vii. There are new efforts to streamline the hiring processes by having more local-level HR authority.
- viii. There is a series of issues with OneCanvas and Panopto rollout. More staff have been hired and dedicated to support for those issues at the beginning of the semester. IT and E-Campus have made plans to try to schedule major change implementations so that they do not happen on top of each other in the future. Security issues have been a key concern (especially phishing), and much of IT's efforts is on keeping security protocols as sufficient levels to maintain insurance coverage. Cost-cutting issues have been discussed. University IT is beginning to shift towards more cloud based-storage. In the long-run this will save money on storage fees, although they're about the same right now. There will be Security Councils at all Universities with faculty representation meant to increase communication with faculty about these changes.
- ix. There are conversations in the works to replace PeopleSoft, which has been a real pain to use.

*Question:* What's the plan to replace Steve Grant, the leader of IFC for many years? -Mardikes

*Answer:* They're in the process of establishing the committee to hire. They may do some restructuring to the role. It's high-priority for the president's office. -Lieter.

4. DISCUSSION: Faculty representation in governance and committees after reorganization – Kilway (15 minutes)

i. As we realign into 3 new units, how do we look at the faculty senate? Historically, we have had a certain amount of representation. We think that every unit should have two senators as a start and then look at adding senators to larger units. We need a critical mass at Faculty Senate. We're looking at other units for inspiration but we don't have the answer yet.

*Comment:* We need to start thinking about important university-wide committees that will need to be restaffed according to the new units. Not just senate but other crucial committees. -Grieco

*Comment:* The bylaws have 2 per academic unit, then 1 for the arts, 1 for social sciences, one for science, one for the Faculty Chair of the College, and one for an at-large elected member. We should begin by figuring out how large the voting faculty pool is first. -Mardikes

*Comment:* There will be changes in the bylaws this year.- Kilway

*Comment:* You should ask your faculty/units if they have an opinion about Faculty representation at the Senate and how they think we should move forward. - Greico

*Comment:* We had to go through a campus-wide bylaws change two years ago. To make the changes we had to go through two senate meetings: one session to be changed and proposed, and another for the changes to be voted on by the senate. All voting faculty have to approve it. The Provost office then sent it to the Curators for approval to make it final. -Mardikes

5. ADJOURNMENT

i. Motion carries