

Senate Minutes
Tuesday, October 5th, 2021
3-5pm, ZOOM

PRESENT: Bethman, Adegoke, Wellemeyer, DeSimone, Hunt, Hiatt, Fields, Zhu, Mardikes, Grieco, Kilway, Bhat, Ferguson, Maher, Turla, Keeton, Shiu, Lynch, Patterson, Thompson, Olsen, Grimes, Torres, Van Horn, Kador, Ball, Boots, and Chatterjee.:

ABSENT: Gottman, Riggers-Piehl, and Davis

GUESTS: Hankins, Popoola, Lundgren, Newby, Kahwaji, Frehner, Oyler, Blackmon, Maly, and Nguyen

1. OPENING BUSINESS:

- a. Call to Order & Approval of September 21st, 2021 minutes – Grieco
 - i. Motion carries
- b. Approval of Agenda – Grieco
 - i. Bhat noted that there were typos in the minutes and suggested two amendments. There is an additional line on page 3. On page 6 the typo “his” should be replaced with “this.”
 - ii. Motion carries
- c. Senators’ Accomplishments - Grieco
 - i. IFC reps Leiter and Shiu have been awarded the Haskell Distinguished Research Award and the Norman Royall Distinguished Professorship, respectively. Lieter will develop a research project about public confidence in political systems. Shiu will work on a book titled *Race Reimagined: Asian American Ethnofuturisms*,

2. PRESENTATION:

- a. Updates from Provost Lundgren (60 minutes; 3:05 – 4:05)
 - i. The Professional Mobility Escalator (PME) Program is open to all first time college students and transfer students. It is meant to help students consider their career path. We’re imagining that the first few years are focused on faculty mentoring. After that, the students transition to community mentors and applied learning experiences. The program also focuses on access preparation and leadership development credentials. PMEs provide additional support for success through key components. They center the student. The program is about taking away the mysterious aspects needed on a successful career path. PMEs include: grants that could cover the costs of courses or pay students a stipend; grants for internships; test prep along with a technology grant. We have a good sense of how to create synergy between this and similar programs. The marketing and the application are being built out now. We anticipate having the application ready by later this month.
 - ii. Lundgren hopes that faculty have been taking advantage of the programming on the CAFE website (<http://umkc/cafе/index.html>). We have launched a new year-long Faculty Orientation. Curriculum for Chair, and Mid-Career support is in development. The Supporting of our Academic Researchers (SOAR) program has launched. A new collection of resources for adjunct faculty has been launched. A pilot peer observation program for teaching has been launched. Lundgren would like to thank the CAFE fellows for their work. These programs are meant to be one year, if not longer.
 - iii . Each new school has two implementation committees (Faculty Affairs and Student Affairs) and a facilitator. Current unit faculty governance structures are taking the lead on making decisions about the current academic year issues. Implementation committees, with voting guidance, are leading and organizing decision-making for new schools. The faculty should decide and propose distinctions between BS and BA requirements. There needs to be a consensus on the unit level of minimum GPA for a student to stay in good standing. Program-specific requirements would be developed at the department level and have to go through the CourseLeaf process. We suggest using the current committee to review courses this year. Decisions about departmental mergers is a Dean decision, although they plan to seek feedback from faculty concerning any structural changes. Divisional structures should be a Dean decision that needs support from the Chancellor. The annual evaluation of post-tenure-review updates for tenured and tenure-track faculty should be voted on by level. All of these changes have to align with the CRRs.

iv. Other processes underway include thinking through structural changes to finance/HR, assuring that endowments and scholarships are distributed and moved to the correct school, and working on the back end and tracking systems for pathways/catalog/enrolling. Additional web, marketing and recruitment support, campus committee representation, changing UMKC Faculty by-laws to reflect the new schools and restructuring of foundation/alumni relations

v. Unit budgets will be similar next year to what they had this year. We received a one-time extra 2 million dollars from the state. The chancellor has committed \$1 million of that to graduate support. The other million went into a pool to be redistributed out to academic units.

vi. Expect modifications to F&A distribution. It is non-negotiable. What infrastructure investments should take priority? We'd like to hear from the faculty on the subject. Our goal is to create a research space policy that isn't cumbersome. The chancellor has committed to increased staffing of grant writers and pre/post award staff. This would be funded over time with research growth.

vii. 300.020 (faculty Bylaws of the UMKC) need to be updated and sent through the chancellor and president to curators for ratification. HR-720 is a policy on salary reductions for faculty and other academic appointees. The president has been delegated authority by the curators. Delegation of authority has been included. To Lundgren's knowledge it has been used only one time.

Q: Are we going completely in-person starting spring of 2022? Will faculty have any choice in the matter? -Chaterjee

A: When talking about going in person this year, we meant that people are returning to their offices. We have a lot of hybrid classes right now. Historically, between 70-80% of our classes were face-to-face. Last academic year, we were closer to 50/50. This fall, we ended up at about 70%. There is a real push for optional hyflex online courses right now. My guidance would be to plan a spring schedule that looks similar to our fall schedule. If anyone feels that there are health risks, there are forms of accommodations available. We need both online and in person classes. We need to be thoughtful of students' schedules. - Lundgren

Comment: The Board of Curators make decisions for mask mandates. They extended ours to October 15. The city order is expected to expire next week and the board may choose to no longer enforce masks. -Lundgren

Q: Is the Avanzando mentoring program going to continue? - Torres

A: Absolutely. Please send recommendations for the program our way - Lundgren

Q: About CRR.030: If there is a rule/policy on the books, then there is every possibility of this being used again or subject to misuse by future Chancellors. How can we as faculty safeguard ourselves against such misuse in the future? - Bhat

A: It's my sense that the reason why this might be used is to deal with faculty who are performing worse than when they were hired. I don't see it being used very often. In order to combat misuse in the future I suggest you document everything. Push your colleagues to have operationalized and objective criteria. Continue to voice concerns through IFC. - Lundgren

Comment: It was brought to the attention of the IFC. We will be starting this conversation tomorrow at the next IFC meeting. We will keep senate posted - Grieco

Q: Is it accurate that IFC was consulted for HR-720, but not for the CRR? - Lundgren

A: I was not in IFC when they were discussed in the past. We'll look into it at IFC starting tomorrow.- Grieco

b. Roo Pantry – Anthony Maly & Taylor Blackmon (20 minutes; 4:05 – 4:25)

i. Maly presented a history and update of the Roo Pantry. It serves any student, faculty, or staff in need due to food insecurity. They had a Food Security Task Force that was launched in spring of 2020. The Roo Pantry has expanded hours and is now open 4 days a week. They've added the position of basic needs coordinator. (Blackmon) The pantry offers dairy products and produce through partnerships and donations.

ii. Blackmon clarified that her role includes providing access to stable housing, food insecurity, mental health services, financial wellness and community resources. If a student is in crisis, please feel free to contact Blackmon via email.

iii. The Pantry is seeing a steep increase in students using their services. The pantry always provides proteins and tries to make adjustments to fit the needs of our students. Online orders have

gone way up. If you would like to help we could always use donations of spaghetti, peanut butter and beans along with other canned items. If faculty would like to run a food drive, they can contact Blackmon about coordinating resources.

Comment: We wanted to make everyone aware of the pantry and the logistics for donations. We appreciate the work you do. - Grieco

Comment: Please send the information on the pantry to faculty so that we can share it. Thank you for coming in. - Kilway

Q Does RooPantry also exist at Hospital Hill? What other locations? Thanks! - Patterson

A: Our main location at 4825 Troost locations is our largest. Room 1-402 on the first floor of the school of medicine is another location. We also have a satellite pantry in the student union building. - Maly

Comment: <https://info.umkc.edu/get-involved/food-pantry/> has all of the hours and location information - Maly

3. DISCUSSION:

a. Removal of Exhibit from Missouri Capitol – Wellemeyer & Brian Frehner, Chair, UMKC's History Department (20 minutes; 4:25 – 4:45)

i. Wellemeyer informed the senate that in 2016, a class of public US history students created the exhibit, *Making History: Kansas City and the Rise of Gay Rights* (<https://info.umkc.edu/makinghistory/>). In the fall of 2021 we had an agreement with the Missouri's State Museum to have the physical exhibit installed from September to December. It was removed 4 days later due to the content of the exhibit. The exhibit covers the history of gay rights in Kansas City. A lot of public attention was paid to the removal. The exhibit ended up being moved to a different location down the street from the Capitol. It will be returned to us in December. Demand for the exhibit is so intense that we've found funding to create a duplicate of the exhibit.

ii. Frehner stated that The UMKC History Department proudly supports the fourteen students and two faculty members who produced the traveling exhibit and accompanying website, *Making History: Kansas City and the Rise of Gay Rights*. This work received funding from multiple sources as well as two national awards in 2018, the *Student Project Award from the National Council on Public History* and the *Alice Smith Prize in Public History from the Midwestern History Association*. The removal of the exhibit from the Missouri Capitol and its relocation after four days to a more obscure site has been well documented in the New York Times, Washington Post, Kansas City Star and other national and local media. There is nothing controversial, unseemly, or in any way inappropriate with this content or scholarship. Rather, this is exactly the type of work that UMKC should cultivate, champion, and celebrate. Removal of this exhibit from the Missouri capitol constitutes a form of censorship and undermines the efforts of public constituencies who attend and pay for institutions like UMKC. Similar sentiments were recently echoed by two of the most prominent associations of the historical profession. In a letter to the Governor of Missouri, the American Historical Association stated that "removal of the exhibition and its relocation to a remote and less accessible alternate location censors historical scholarship, threatens the integrity of historical work in the state of Missouri, and perpetuates the kinds of discrimination against LGBTQ+ people that the exhibition documents." In addition, the National Council on Public History criticized the removal of the exhibit and called for its reinstatement. In another letter to the Missouri Governor, this organization states that the exhibition's content demonstrates how "communities make history both inside and outside mainstream institutions and that public historians' support and collaboration can elevate these stories and their own practice." In targeting the exhibit for removal, "its opponents have perpetuated the very pattern of discrimination ... that the exhibition carefully documents." As these letters make clear, this prize-winning exhibit demonstrates how humanities disciplines such as history among others enable this university to fulfill its obligation as a research institution by employing methodologies that illuminate the diverse voices, heritage, traditions, and history relevant to communities living in Kansas City and throughout the state of Missouri. While we recognize the unease generated by political decisions coming from Jefferson City, it is unfortunate and discouraging that there has not been any effort or public sentiment celebrating this scholarship and supporting the people whose lives it captures. Indeed, this university's own Statement on

Diversity declares that UMKC values and embraces a “broad spectrum of diversities, including sexual orientation.” An expression of support for the students and faculty who produced this exhibit presents an excellent opportunity for the university to demonstrate its commitment to the professed values of Diversity, Equity, and inclusion.

iii. In response to a question on the chat, Grieco confirmed the silence of authorities at both UMKC and UM-System before welcoming input from the members of the senate.

Comment: It’s disappointing that UMKC hasn’t made a statement about the exhibit yet. I’m disappointed in the state and that there isn’t more outrage about it. It was disappointing. - Patterson

Q: When the UNiversity was approached by the history department, did they give any reasons for not getting involved other than avoiding the political circus? - Bhat

A: We released a version of the statement I read giving support to students and faculty on social media. M-Comm contacted me and I sent that statement to them. They provided a 2 sentence statement saying that they knew the exhibit existed. The statement I shared was never released to the public. I can’t speak for why there was no public statement. - Frehner

Q: Is it true that there’s an official method to show that display? Have we tried using that procedure? - Lynch

A: The Museum has exhibits in its hall all the time. They say the approval process is through the Board of Buildings. But notes show that the Board of Buildings don’t actually do that. We would have to dig further to find out if there is a procedure and that would probably have to be completed by museum staff. - Wellemeier

A: This approval process hasn’t been used in 9 years at least. It’s my understanding that it was planned to be there until December but was pulled after 4 days in part due to objections by a state legislature’s aide on social media. - Frehner

Comment: Point of information, earlier this year a group of faculty approached the administration about making a statement against violence against asian americans. They refused and said they only make statements if they were educational. We referred them back to their statement after George Floyd. This is an educational moment, I think. I’m disappointed that nothing has been done. They should rethink they’re lack of a decision on how to address this issue. - Shiu

Comment: Senators should express their concern and pass it on to the Provost and Chancellors. Say we regard all races, cultures, LGBTQ+ and everything else on equal footing. If they don’t want to issue their own, they can say that our faculty are interested in making a statement and that they support that. If our history department did not follow the proper permission process, we should make sure we go through the proper process and then see if they still refuse to have the exhibit - Bhat

Comment: Motion to express the faculty senate’s dissatisfaction with the authorities over not issuing a statement in support of the exhibit. - Bhat

Several senators contributed to wordsmithing the following motion:

UMKC’s mission is to support diversity and inclusion in our community. Therefore, Faculty senate is disappointed in the lack of response on the part of UMKC’s leadership related to the removal of the exhibit "Making History: Kansas City and the Rise of Gay Rights" from the Missouri State Capitol.

Motion passes.

5. ADJOURNMENT

i. Motion passes