

UMKC Forward: Updates

- PME Program
- CAFE
- New Schools
- Research Infrastructure Investments (pre/post award staff, grant writer)
- Talent Link



PME Core Experiences



Career Guidance & Development (assessment/feedback, various milestones each year)



Mentoring (faculty experts, community professionals, advanced peers, personalized assessment & student support referrals from Advisors each year)



Applied Learning Experience (service learning, internship, shadowing in years 2, 3 and/or 4)



Access Preparation (test prep, personal statement, interviews, letters of rec., timeline for next steps in years 3 and 4)



Leadership Development Credential (weekend summer bridge, inclusive excellence, durable/soft skills, ethical decision making)

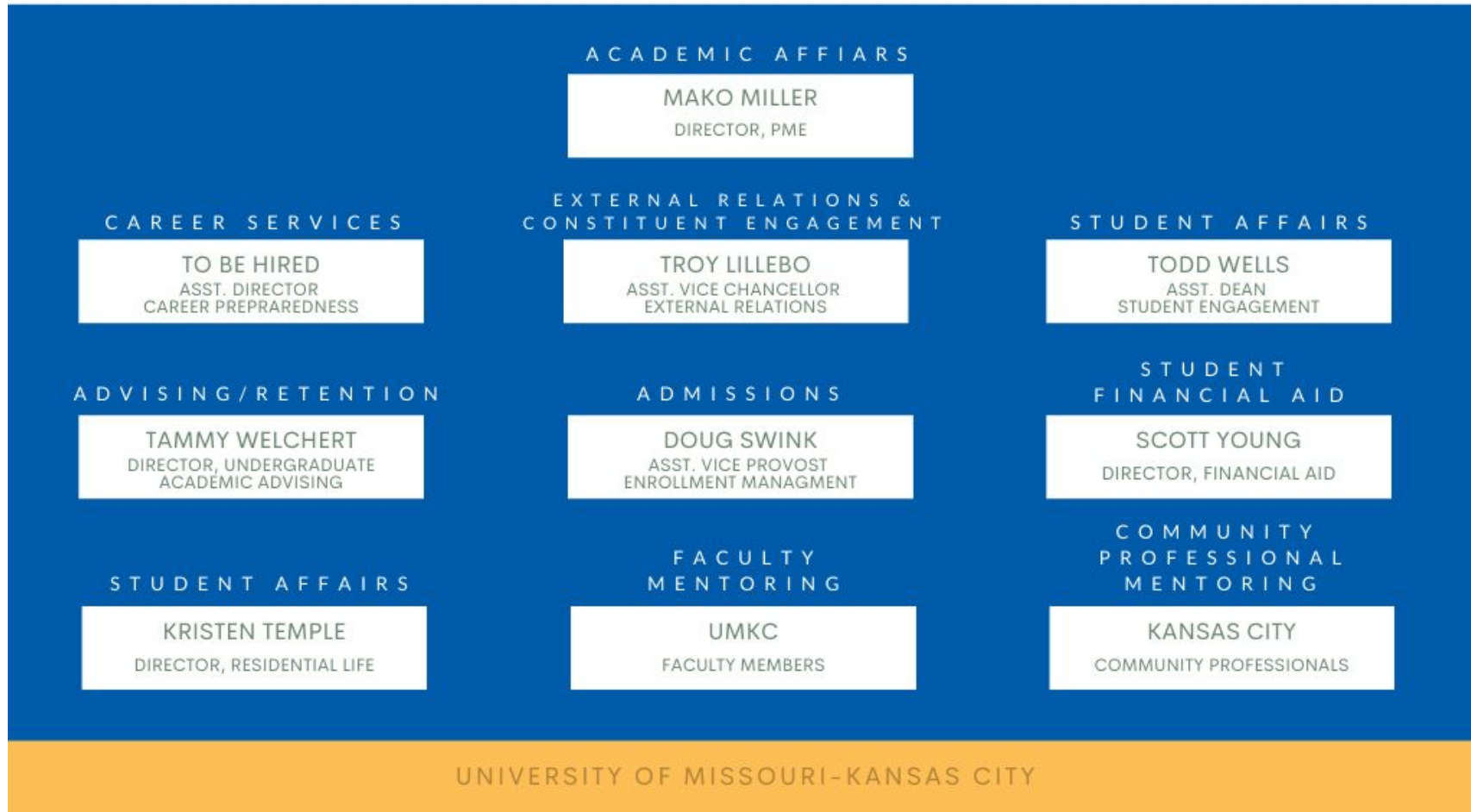


PMEs: What they are/aren't

- Provides **additional supports** for success through key components
- **Centers the student**, connects what has been disconnected
- Recognize and foster resiliency, community engagement and leadership
- Additional financial support related to program expenses (e.g., technology, professional access prep)
- **All majors are acceptable**, tracks not tied to majors
- **Flexible**: Can switch escalators in response to career discovery
- **Cohort model and LLC** (housing scholarship) provides lifelong connections
- Focus on what happens after degree attainment during UG study
- Develop professionalism and profession (not just a job post-college)
- Mentors matched based on specific professional goals, networking
- **Remove mystery of professional/grad. school** for advanced degree goals
- Provide “Insider” information about navigating entry into disciplines/professional world



PROFESSIONAL MOBILITY ESCALATORS™



CAFE

- <https://umkc.edu/cafe/index.html>
- New Faculty Orientation: launched
- Chairs and Midcareer programming: in development
- SOAR (Supporting our Academic Researchers): launched
- Faculty learning communities/resources: launched
- Adjunct resources: launched
- Pilot peer observation program: launched
- Community engaged learning resources: launched



CAFE Fellows

- Research and Creativity
 - Rebecca Best (CAS)
 - Yong Zeng (CAS)
- Faculty Life and Leadership
 - Arif Ahmed (Bloch)
 - Sarah Tyrrell (Conservatory)
- Teaching and Learning
 - LaVerne Berkel (Education)
 - Matthew Edwards (CAS)
 - Henri Wood (Honors)
- Service and Engagement
 - Billie Anderson (Bloch)
 - Hadara Bar-Nadav (CAS)
 - Peter Morello (CAS)
- Diversity and Inclusion
 - Michelle Smirnova (CAS)
 - Sandy Rodriguez (Libraries)



New Unit Implementation

- Each new school has two implementation committees and a facilitator
 - Student Affairs
 - Faculty Affairs
- Current unit faculty governance structures lead/make decisions about current academic year issues
- Implementation committees, with voting guidance, lead and organize decision making for new schools



Voting Guidance: Student Affairs

Decision Needed for New School	Guidelines for Voting	Notes
Student Affairs Focused Implementation		
Degree specific requirements for the new school (e.g., BA or BS requirements for all BA/BS degrees offered by the new school)	Vote of full faculty of new school , using the most inclusive approach based on current voting eligibility in each of the units comprising the new school (henceforth referred to as "vote of full faculty")	<p>*Note: UMKC's bylaws, contained in CRR300.020, specify the following:</p> <p>"Curriculum and Degrees -- The Faculty of a school and/or department, together with the appropriate administrative officers, shall be responsible for recommending all academic courses and programs and for recommending candidates for degrees."</p> <p>Degree specific requirements for the new school must be proposed, if they are desired by the faculty. The default for each new schools is that there are no degree specific requirements at the school level.</p>
GPA for academic standing	Vote of full faculty or program specific (when program has different criteria than school).	
Dean's list	Dean decision	
Latin honors	No vote needed; senate develops and votes on criteria campus-wide	
Enrollment restrictions	Vote of full faculty or program specific (when program has different criteria than school).	
Program-specific degree requirements (e.g., 30+ credit hours specific to a program)	Developed by department/committee overseeing program and routed through current curricular reviews in courseleaf. Current unit curriculum committees can review*, ad hoc curricular committees could be added to review, and both the current and new dean will review	<p>*This is the only instance where current unit governance structures are recommended, with or without modification. For example, if physics rep is on curriculum committee they could be asked not to vote on program changes for programs that will reside in SHSS. Similarly, physics could ask that their program changes don't go through the current CAS committee, but an interim ad hoc committee created by the SSE implementation committees, until new bylaws are developed and approved. The rationale is that 1) this level of review has never involved a vote of the full faculty and has typically included out-of-department voting members (e.g., CAS curriculum committee, UCC, Graduate Council).</p>



Voting Guidance: Faculty Affairs

Faculty Affairs Focused Implementation		
Decisions about departmental mergers	Dean decision. Vote is not required*, although straw polls, vetting, feedback from impacted departments/divisions should be obtained so that dean has faculty feedback before implementation.	*Note: initial guidance was that vote was required. Based on CRR, this is not the case. Deans should adequately vet plans and incorporate faculty feedback into final decision-making. Within-unit structural changes require approval of provost and chancellor.
Decisions about divisional structure	Dean decision. Vote is not required, although straw polls, vetting, feedback from impacted departments/divisions should be obtained so that dean has faculty feedback before implementation.	
School wide faculty workload policy	Vote of full faculty; must adhere to the CRR and requires review and approval of the provost and chancellor	
Annual evaluation and Post-Tenure-Review updates for Tenured and Tenure-Track faculty	Vote depends on the level of criteria (department/division level or full unit criteria); per CRR vote can only include tenured faculty.	CRR320.015
Annual evaluation criteria and appointment processes for NTT faculty; Promotion criteria for ranked NTT Faculty	Vote depends on the level of criteria (department/division level or full unit criteria); Per CRR, evaluation and promotion criteria for NTT faculty should be determined by each academic school, college, or unit, with approval from the Provost.	CRR310.035
P&T updates; unit levels of review	Vote depends on the level of criteria (department/division level or full unit criteria); per CRR vote can only include tenured faculty.	*Note: CRR320.035 outlines the levels of review required for units containing departments or divisions: (1) department/division committee, (2) department/division chair,(3) school committee, (4) dean. For schools with departments and divisions, decisions are needed as to whether the first level of P&T review will occur at the department or division level and they must determine the criteria to be used at that level, keeping in mind that current faculty will have the option to be evaluated against the criteria in place at their date of hire or against any new criteria established under this process.
Unit bylaws, interim or longer-term	Vote of full faculty	*Note: UMKC's bylaws, contained in CRR300.020, specify the following: "Bylaws -- Each school shall have a written set of Bylaws prepared in such a manner as is determined by the Faculty of that school. These Bylaws shall implement the provisions of this section of the UMKC Bylaws. A copy of these Bylaws and any subsequent amendment thereto shall be filed with the Chancellor and the Chair-elect of the Senate. The Bylaws shall not contain any provisions inconsistent with the UMKC Bylaws."
Unit committee structure/campus committee representation	Unit committee structure decisions should be included in bylaws and voted on by full faculty; representation on campus-level committees depends on the rules of those committees and bodies convening the committees.	
Space/Moves	Dean decision, with provost/chancellor approval	
summer teaching practices/policies	Dean decision with provost approval	
Title/salary equity	Dean decision with provost approval	



Other Processes Underway

- Finance/HR
- Endowments (faculty/student)/Scholarships
- Pathways/Catalog/Enrollment Management
- Web/Marketing/Recruitment
- Campus committee representation
- UMKC Faculty By-laws (to reflect new schools)
- Foundation/Alumni Relations



Research Infrastructure

- F&A
 - Expect modification to F&A, with a great portion retained centrally to support research infrastructure to benefit all faculty and grow research across the university
 - Note: Modifications to F&A will likely impact budget model, particularly if we were to pull F&A out of general revenue pool and GRA
 - What infrastructure investments should take priority?
- Research Space
- UMKC Forward Investments
 - Staffing
 - Funded over time with research growth



CRRs

- 300.020 (Faculty Bylaws of the University of Missouri-Kansas City) need to be updated and sent through Chancellor and President to Curators for Ratification
- HR-720 Policy on Salary Reductions for Faculty and Other Academic Appointees (Temporary Policy in Response to COVID 19)
 - Current policy text: "Please note: On June 1, 2021, President Choi rescinded three HR policies related to COVID-19: HR-700 Enhanced HR Policies for Employees in Response to COVID-19; HR-710 Payroll Reduction Measures for Administrative, Service and Support Employees; and HR-720 Policy on Salary Reductions for Faculty and Other Academic Appointees. While HR-700, 710 and 720 have been rescinded, some of the measures outlined in those policies may continue to occur based on existing authority."



CRRs

- CRR 320.020: President's Authority

1. The President shall have the following specific authority:
 1. To make or change academic appointments or salaries within the budget,
 2. To accept resignations and discharge faculty,
 3. To make or change appointments, change salaries, accept resignations or discharge employees in non-academic positions, including the Crippled Children's Service.
 4. **Exception** -- Any appointment or change of appointment of Vice Presidents, Chancellors or Curators Professors shall be reported to and approved by the Board before the effective date thereof.
 2. All such appointments shall be made, regardless of the terms named in the appointments, subject to termination at the pleasure of the Board of Curators.
 3. All annually appointed personnel actions shall be made in writing and filed with the Secretary of the Board prior to the date on which the action shall become effective, and shall be reported to the Board of Curators at the next meeting thereof.
 4. Any appointments so made shall be in accordance with existing policies and scales of pay for the University in effect at the time of such appointment.
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CRRs

- CRR 320.030 (Delegation of Authority)

1. Criteria-Based Salary Reductions for Tenured Faculty: Each chancellor may approve and implement criteria for reducing salaries of faculty members on continuous appointments. Criteria may be established by the chancellor on a university-wide basis, or they may be developed by a college, school, department, or other similar unit for use within that unit and submitted to the chancellor for approval.

1. Criteria must rely on published departmental standards for satisfactory performance or objective and documented indicators of productivity, budget, enrollment or workload needs. Criteria must be developed and applied so that salary reductions will apply on an equitable basis to similarly situated faculty members and will not be used to single out individuals.
2. A faculty member will be notified by the department chair or dean of the amount of any salary reduction, when it will go into effect, and the reason for the reduction based on the established criteria. The faculty member may seek review of the reduction by submitting a written request to the provost within 5 days of being notified. The provost will approve, deny, or modify the salary reduction.
3. The salary reduction may not be more than 25 percent. If it is 10 percent or more, it will be accompanied by a commensurate reduction in FTE if requested by the faculty member.
4. A salary reduction based in whole or in part on performance or productivity criteria will go into effect no earlier than the beginning of the next academic year. A salary reduction based only on criteria concerning budget, enrollment or workload needs can go into effect in the pay period following notice to the faculty member.

