

Senate Notes
Tuesday, October 19th, 2021
3-5pm, ZOOM

PRESENT: Adegoke, Ball, Bethman, Bhat, Boots, DeSimone, Ferguson, Fields, Gottman, Grieco, Hunt, Kador, Keeton, Kilway, Leiter, Lynch, Maher, Olsen, Patterson, Plutta (guest covering for Libraries), Shiu, Mardikes, Riggers-Piehl, Shiu, Torres, Turla, and Zhu.

ABSENT: Davis, Hiatt, and Van Horn

EXCUSED: Thompson, Wellemeyer, and Chaterjee

GUESTS: Hankins, Goodenow (presenter), Friedman, Johnson (Mark), Koulen, Newby, Popoola, and Sutkin

1. OPENING BUSINESS:

- a. Call to Order & Approval of October 5th, 2021 minutes – Grieco
 - i. Motion passes
- b. Approval of Agenda – Grieco
 - i. Motion passes
- c. IFC Report – Leiter & Shiu (10 minutes)
 - i. Shiu reported that the October 6th IFC meeting focused primarily on identifying and discussing concerns with President Choi on faculty and university issues, including continued discussion criteria-based pay cuts of Mizzou Medical School faculty, the cancelled hiring process for the MU Asst. VP for Academic Affairs and Administration, campus mask mandates, and shared technology issues. In addition, the IFC taskforce on faculty governance provided guidance on the goals of the taskforce, including the production of a white paper. Finally, the IFC met with the Intercampus Student Council to allow for students to express concerns to the IFC
 - ii. IFC discussed questions of faculty review of administration as practiced by member universities. A report from MU legal counsel identifies that IFC may conduct reviews of the UM System President. Further discussion of exact processes will be forthcoming, with IFC potentially acting as a coordinating body. (rather than evaluators) It's unclear where the conversation is going, but we'll update as we go.
 - iii. White paper shared governance procedures using AAUP guidelines.
 - iv. Issues of emeritus access to email and other IT resources were identified and discussed. Concerns about Mizzou making decisions on database access that affected system-wide access were addressed.
 - v. The Assistant VP of academic affairs and admissions search has been discontinued. A decision about filling the positions will be determined "in a few months". We are continuing the discussion of criteria-based salary reductions for Mizzou health faculty. We specifically addressed 12-month faculty without a minimum level of NIH grant funding. Concerns were also raised about changes to CCRs. There's a lower likelihood of salary reduction affecting 9-month faculty.

IFC will meet with president Choi and Marsha Fischer (UM system legal counsel) to discuss this in the near future.

vi. We've received an update about the masking policy. The board of curators is not in support of a system-wide mask policy. We've been asked to follow our local health boards when forming our guidelines.

2. PRESENTATION:

a. Cybersecurity – Andy Goodenow, Chief Information Officer (30 minutes; 3:15 – 3:45)

i. Higher education is a target for bad actors. We switched analysis tools a few years ago. During a random period in 2020, we had over 36k identified attack attempts.

ii. Phishing scams have been prominent. This includes email impersonations, gift card scams and capturing information via a website after clicking on email links. The UM system has annual security training and we'll now have new phishing tools from Office 365.

iii. Ransomware is something UMKC has often dealt with, although we don't talk about it much. We have a UMKC playbook we use to deal with ransomware attacks. We generally don't pay ransoms, but will consider it depending on the ransom amount, time to restore or rebuild the application, and lost data. Dentistry, medicine, pharmacy, nursing and the cashier's office are often targets of these kinds of attacks.

iv. We've doubled our IS staffing over the past three years. We've needed additional expertise to help with hardware and security reviews. Research is a big driver and future staff will be required in this area based on requirements from federal research dollars.

v. The SOC (Security Operations Center) is a multi-campus security effort that went live in early 2021. Each campus has a staff member work about 2 days a week, handling security incidents that are either reported to the SOC mailbox or which show up as office 365 alerts.

vi. Every campus computer has a unique admin password. Admin rights are removed from all computers for individual users. Firewall block machine to machine sharing. All Microsoft computers have endpoint protection constantly running. All servers have required a smart card login for over 15 years.

vii. Advanced security tools are available through Microsoft advanced threat protection, Endpoint protection, Data loss prevention, Palo Alto networks and Cisco.

viii. Contact Goodenow (goodenowa@umkc.edu) to schedule further training or conversations about internet security.

Q: I know IT has been working to try to increase staffing. Can you comment on how that is going in the context of CUI compliance - Fields

A: Yes, we've made some progress. We hired a new staff member a few months ago. - Goodenow

Comment: Steps are being taken to work on security because the threats are bound to increase. We're scheduling a cyber security exercise in a few weeks to help us prepare better in the future.

Q: You've mentioned that using email as a storage unit is never a good idea. Is there an easy way to back-up your emails on a private computer securely? - Grieco

A: We recommend that Staff make folders for each year and organize important emails in there. You can export your email to your desktop or cloud storage as well. - Goodenow

Q: Is stuff stored on Box equally vulnerable to a ransomware attack? - Keeton

A: Yes, they are vulnerable, but they back up that information in multiple places as well. - Goodenow

Q: What do ransomware attacks look like? What should we be looking out for? - Shiu

A: We'd be most concerned about somebody's specific software being hacked. Personal data and financial information is then controlled by a hacker, who ransoms their release. - Goodenow

Q: How do you upload emails to the cloud? - Bhat

A: Call our IT liaison, they'll walk you through the process. You can drag and drop those files through your web browser. - Goodenow

Q: Is Box going away at the end of the year? - Pluta

A: That's a rumor at this point. Our campus likes Box, and at this point, I'm committed to continue using it. We're looking at other storage solutions but right now Box is our preferred system. - Goodenow

3. DISCUSSION:

a. IFC Report continued (Q&A, 10 minutes)

Comment: IFC met with the Intercampus student council. - Shiu

Comment: Policies on academic misconduct. It's not being routed through the IFC. There were questions on continued accessibility after COVID. We heard from the Provost on a follow up. No parallel or hybrid course plans are going to be required. We only need to ensure students get the appropriate accommodations if they get sick. - Grieco

Q: What's the connection between the workload policies for 9-month faculty and the salary reduction policies? Are those related? - Patterson.

A: They're not related. There was a fear that the policy would be applicable to 9-month appointments. That doesn't appear to be the case right now. - Grieco

b. F&A Faculty input - Grieco (30 minutes, 3:55 – 4:30)

I. The Executive committee would like to ask senators (and senators should ask their colleagues) what would you like to see supported by F&A revenue? Travel grants and startups bridging for funding gaps were both mentioned along with funding technological purchases. These aren't set in stone and we would like to get your input.

Q: Did you consider using funding to bring possible speakers to campus? -Torres

A: Yes. We're taking suggestions now. I'll add it to the list - Grieco

Comment: Some background: F&A stand for facilities and administration. Funds are used for research support and maintenance. Some of these funds go back to departments as well. The initiative is to reallocate the F&A. That centralization is going to take place and now the conversation is a chance for us to voice what we'd like to prioritize as far as funding is concerned. - Patterson

Comment: Our meeting with the chancellor is coming on November 2nd. This is one of the issues I would like to bring up with them then. - Grieco

Comment: We need to consider that the F&A is typically how we pay for service contracts for equipment. I'd suggest we get someone from the research office to come in to discuss this, as there are federal regulations we have to abide by. - Kador

Comment: We have equipment listed among the issues we'd like to consider. I'll be happy to dig deeper into these regulations. Thank you for your input. We'll have VC Liu at Senate soon. - Grieco

Comment: Part of the service contracts are very expensive. It's not really a wish list if these expensive service contracts need to be covered. - Killway

Comment: Chris Liu might not be as versed in the compliance issue as others. - Kador

Comment: I'll find out who's leading compliance. - Grieco

Comment: Traditionally: a portion comes back to us to use. It's not a slush fund. We're not wasting it. We use returned F&A funds for chemical waste removal, to fund our research, radioactive water removal, bridge funding, seed funding, repairs, service contracts, modifications to the building. All of this will have to be taken over by the administration. - Friedman

Comment: I wish we could plump up the FFE funds. Bridge funding is a concern along with seed funding. We should have a system-wide effort to seed new ideas. I'm taking note of all of this. I'm not sure if seed funding is through F&A - Grieco

Comment: Seed funding is funded from F&A via a riff account. I use those funds to turn ideas into new grants. - Friedman

Comment: I've had continuous grant funding since arriving here. We purchase equipment by pooling money from different senate funds that are supported by F&A. Is the university going to support the personnel salaries that we pull from F&A? I use the RIF recovery funds to keep my personnel employed. We have a zero-dollar budget of general revenue to support our research. All of our funds come from external funding and the RIF recovered funds. RIF funds have been an incentive to stay here. These are not trivial things. A year ago, there was a request for all the units to provide a detailed budget of how they use their RIF. What happened to that info? Who's got it? I don't know, but it exists already. Is this a one for one exchange or do they have a whole list of new things they want to do so that we end up losing vital services? There's a lot of valuable grants that

are brought into the university that generate little or no dollars to riff or F&A. - Johnson

Q: Does our wish list to the chancellor include "items/initiatives" or "the way we implement or carry out the F&A initiatives? Or Both? - Patterson

Q: Right now, budgeting is done for expenses. Will the university offset the difference? That's a big push depending on the unit. It does play with budgeting right now. - Kilway

Q: Where will the offset come from? Tuition? Right now, it's mixed into the GRA pot and you end up with, for lack of a better term, "money laundering" they provide that facilitate our ability to do research that will be lost unless the dollars that are supporting us are restored via another source of funds. - Johnson

Comment: We were told that this shift is non-negotiable with the exact details being worked out. My suggestion is that before the administration implements any plan we have a town hall meeting where we can present our points. I would like the chancellor and vice chancellor to be present. - Bhat

Comment: Mark Patterson did an excellent job last year explaining F&A use last year and this discussion is helpful. Some units have not gotten funding that is basic to our research as scholars such as going to conferences. The amount of money given to some units is very small, so we are talking about \$200 more per faculty. We are not asking for a lot of money. Some of us have discussed the fact that national federal grants for fields outside of STEM are practically non-existent. One of the concerns from the college of humanities and sciences is that our money to go to conferences have been cut. - Torres

Comment: I'm in favor of the university supporting research in all departments. The question is, what's the source of funding for that? We're talking about a 2 million-dollar shift. Couldn't you get that from the general budget? I'm worried this will damage us. - Johnson

Q: I was told by the Provost that the Research Advisory Council has been discussing this issue for about a year now. Does anybody on that committee know if that's been happening? It's their responsibility to advise the provost and chancellor and they've been relying on conversations with the RAC. - Olsen

A: We've been discussing this extensively. There's been uniform resistance to this. I'd like to add retention of productive faculty to the list. The current system helps to retain the most productive faculty and if that goes we'll lose them.- Friedman

Comment: It sounds like there's underlying concerns about the shift to centralization. Those need to be voiced as well. It seems obvious to me we have to have a wish list of the implementation as well. - Patterson

Comment: Both faculty senators from education are NSF-funded, and neither are happy about this. - Maher

5. ADJOURNMENT

i. Motion passes