

Senate Meeting Tuesday,  
November 2<sup>nd</sup>, 2021  
3-5pm, ZOOM

PRESENT: Patterson, Boots, Ball, Kador, Olsen, Bethman, Grimes, Shiu, Mardikes, Grieco, Hiatt, Marie Thompson, Bhat, Turla, Torres, Ferguson, Keeton, Kilway, Wellemeyer, Lynch, DeSimone, Riggers-Piehl, Hunt, Adegoke, Fields, VanHorn, Zhu, Maher, Leiter, Chatterjee

ABSENT: Gottman & Davis

EXCUSED: Wooten

GUESTS: Rodriguez, Agrawal, Lundgren, Popoola, Koulen, Petri, Friedman, Fillion, Newby, Hankins, Mark Johnson.

1. OPENING BUSINESS:

- a. Call to Order & Approval of October 19th, 2021 minutes – Grieco
  - i. Motion passes
- b. Approval of Agenda – Grieco
  - i. Motion passes

2. PRESENTATION:

- a. Chancellor Agrawal – (45 minutes; 3:05 – 3:50)
  - i. Asked HelioCampus to do an independent study about administrative overhead. They downloaded all information on all employees and determined how much time we are allocating to certain functions. Fy20 staffing intensity benchmark analysis May 2021. They use the Standard Activity Model (SAM) to map employee information.
  - ii. Non-SAM activities that aren't mapped include athletics, concessions and ticket sales, libraries and museum curators, health care professionals and the performing arts.
  - iii. They look at central, decentralized, shared services and extended labor.
  - iv. They compared UMKC to 4 other universities. And found that our FY20 AIM (administrative intensity measure) is below the benchmark average. We are underfunded. When it comes to academics, we're not the lowest but not the highest.
  - v. There's work to be done. We need to look at these numbers in more detail. The narrative that we're flush with administrative overhead is incorrect. In the past 10 years we've lost 20% of undergraduate enrollment. That's \$10 million is tuition. How do we increase enrollment to continue our mission without having

to cut back? These numbers are prior to UMKC forward. (3 million dollars in cuts.)

- vi. Regarding the vaccine mandate, federally contracted employees are required to be vaccinated as well as people in contact with those employees. It would be very difficult for us to manage this contract by contract. To comply, we'll have to vaccinate everybody. If you're not vaccinated, you still have time to meet our December 8<sup>th</sup> deadline using the Pfizer or J&J vaccines.
- vii. 85% of our full-time faculty were vaccinated and shared their details as of this October. I believe that the number will be in the 90's now. We had 100% compliance with the mandate, only having to adjust the duties of one employee.

Q: Could there be a system-wide unified mask policy? Also, what happened to the related prize drawings for the vaccine? - Maher

A: We have a policy and you can report students who do not comply to student conduct. After Oct 15<sup>th</sup> masks won't be required on any of our institutions unless it's clinical care or under local authority. Mizzou and MS&T have lifted their mandates, but UMKC is still under the city-wide mandate. If KC lifts its mandate, so will UMKC. - Agrawal

Comment: I won a gift card in September - Bethman

Q: Is there a stated policy where we can refer students for the mask policy (e.g. referral to student conduct, removal from class)? - Riggers-Piehl

Comment: C Mask/Face Covering Enforcement Protocol for Classrooms:  
<https://umkc.app.box.com/s/9sk9bxb77poxwhkpri0bfwhy5shvecyi> - Shiu

Q: How are admissions looking like for next year? - Mardikes

A: We are facing an employment issue, like many others across the country. We're having a hard time recruiting. As a university our low pay doesn't help - Agrawal

A: We rebounded in first time college students. Where we're struggling with returning students. We put a lot of retention efforts into first year students, but we need to reach out more to sophomores and juniors. We've also had a big increase in international students over last year, particularly in computer science. -Lundgren

A: The decline has leveled out a bit, and compared to other universities we've done a little better. But student decline is still an issue. - Agrawal

Q: How do we increase enrollment effectively? - Bhat

A: First, retention is a big issue. How do we retain more than 75%? Second, we need to offer more programs of high demand. Updating our language could help. We must be candid and honest about what programs have enrollment issues. - Agrawal

Q: The president's email has left me more confused. Are we going to follow the federal mandate or the executive order of the government? - Bhat

A: Decisions will be made next week. Our recommendation is that we will suffer financially if we won't follow the mandate. We asked to be let follow it. And we suggest you begin the vaccine process while you have time. - Agrawal

Q: Could you give us numbers on how F&A has to change? We use F&A to update service contracts, update the facilities, etc. Are you prepared to take on those things if we don't have the F&A funds coming back to cover it? - Kador

A: Our aim is 25/75% split. Startup funding, upkeep and travel expenses. There will still be money coming back to individuals. To be honest, we're out of line. We need to build a system that supports all our faculty. - Agrawal

Comment: A lot of variability on the current returns. Of that 25% going back, 10% would go back to PI's. We'll need to work closely with Deans to see what they can pick up unit-wide. We have to get some clarity on how we track the F&A funds. - Lundgren

Comment: 10-12% we need to collect more. There will be a tipping point if we can get there. The accounting process needs to be looked at. A lot of things get pooled together and we need to track those things independently. The same goes for faculty salaries. We'll need to look at our budget model. Our current model has been built for surplus. It becomes an issue when not everyone is in surplus. - Agrawal

Q: If the mask policy isn't renewed by KC, does that allow teachers to change the format of their class if, say, students want to move online in response? - Riggers-Piehl

A: The good news is we're almost done with the semester. There is some flexibility already built in. - Agrawal

A: We won't be changing modality. We'll still be encouraging people to wear masks. If anyone has medical reasons relating to an ADA accommodation, they need to work directly with Kasey Atkinson, or Scott Laurent if they're students. - Lundgren

Q: The reality is our university costs are higher here. We're seeing the money being removed but not the costs, at least formally. - Friedman

A: That's a valid concern. At some point we need to change the model. Please forward these concerns to the senate executive committee and the provost. We'd like those costs to become more centralized. - Agrawal

### 3. DISCUSSION:

a. Teaching Evaluations and Teaching Enhancement (TETE) Task Force (follow up from Spring 2021) – Grieco (20 minutes; 3:50 – 4:10)

i. Steve Dilks led the task force and gave a presentation. At this point we'd like to start implementing these recommendations. I specifically asked senators to look at the end of term student evaluations document. These questions should ideally be added to the end of year student evaluations.

Q: It's really long and I can barely get students to answer the evaluations as they are now. I'm concerned these questions will act as a deterrent for students. - Desimone

A: We're thinking about different ideas other than reminders, maybe getting student leaders involved. I think there's work to be done on that level. We can start a conversation about evaluations earlier by using mid-term evaluations. - Grieco

Comment: For source evaluation #1. I don't think my students read student learning outcomes or know what SLOs are. - Desimone

A: I agree with Alison on that one. I suggest we either change that question or use course leaf to auto-populate the survey with their SLO. - Leiter

Q: The truth is there's an unconscious bias towards faculty who look or sound differently than the student filling out the survey. And this is an issue with the system. - Bhat

A: That is definitely an issue. We are proposing a system that includes a series of practices making the evaluation of teaching more thorough. We need to incorporate them by the end of the calendar year if we want to use them. - Grieco

Comment: This may be too late. We're getting ready to deploy ours. - Kilway

A: I was notified we still have time. We'll find out. - Grieco

Q: Most of the time students are filling these out from their phones. We need to think about the medium we're using. Look at ways to cut down on verbiage while maintaining the essence. Make it easy to check off. I'm not sure students will understand what SLO's mean. -Torres

A: There must be a way to adjust the evaluations to make them smart phone accessible. I'll bring up that suggestion. - Grieco

Comment: The major problem is student attendance. Students who don't attend the classes drag down the evaluations process. - Bhat

Comment: Prof. Hari Bhat's observation is well taken as it resonates with my experiences. I would slightly generalize to articulate that students who are not appropriately motivated, can give biased or inaccurate evaluations and hence that may not be worthwhile. - Chaterjee

Comment: Some of the wording is convoluted. One way to insensitize students with a few extra credit points, if you're comfortable doing that. This will skew evaluations because we're moving the baseline and that should be addressed as we look at faculty looking at promotion. - Kilway

Q: Will this be added to the existing questions? It seems like a few of these double up on old questions. - Keeton

A: I would assume we'll consolidate these questions before putting it on the form. - Grieco

Comment: We do this through email but If I had the link I'd build it into canvas and make it a class requirement. If it was part of an assignment I think students will just do it. Right now, it seems like distribution is going out in the form of an email. Many students don't really use their email. - Mardikes

Comment: Great idea Tom. We need to be notified when it is open and we have the link, the students will do it. - Torres

A: I'll make note of that suggestion. - Grieco

Comment: You can get the link and put it up onto canvas. I've been doing that and offering extra credit points. Mid-term evaluations lead to better end of term evaluations. We should keep things fairly anonymous and keep things fairly short. I've also been adding one or two questions on quizzes and tests to get their responses. - Van Horn

Comment: Required evaluations aren't as useful (the data) but knowing when the links are available and being able to promote them to our students makes a huge difference. (And knowing the response rate can be really valuable - we can incentivize the class for a high response rate) - Riggers-Piehl

Comment: We use a platform where students can write in the comments anonymously. - Bhat

Comment: Whatever changes we put forward at the end of this academic year will be enforced for the spring of 2022. Would any senator like to propose a motion to approve this document with all the caveats we've added?

Comment: SLO's are good guidelines for students and teachers, but the question of achieving student learning outcomes doesn't feel like it has a place in this course evaluation. - Van Horn

Comment: I don't think this is an assessment instance. I see them separately. - Grieco

Comment: At this point I don't think this is the right question. -Torres

Comment: I'd like to see the suggested changes and vote next time. - Kilway

Comment: That's fair. We've been dragging this issue out for more than a year. But we'll table it until our next meeting. - Grieco

- b. Inclusive hiring practices; discussion & senate recommendations – Shiu (20 minutes; 4:10 – 4:30)

- i. Search committee meetings with FSST. Emphasis on sourcing strategies including advertising copy; equitable review and pool certification. Motion to support the FSST's approach to inclusive hiring practices
- ii. Overview of the hiring process, including meetings with FSST, creating a recruitment plan and certifying the application pool.
- iii. Future possibilities include post-hire quality of life, mentorship programs and training, faculty retention and level of CAFE involvement.
- iv. This is meant as an introduction to these concepts. This discussion will continue at our next meeting.

Comment: I was on a search committee supported by FSST and it was a great experience. Having access to this resource was very important. I'm strongly in support of the senate supporting the FSST's approach. - Wellemeyer

Comment: I agree with Wellemeyer. The only thing I could add is that it's about the process of the hiring so that we don't bring our biases into the hiring process. The FSST's training about diversity has been one of the best experiences I've ever had. I'd appreciate a refresher course on a regular basis. - Torres

Comment: If we're going to be asked to vote on a motion of support for the team i think we need specific language about what the committee's support is, - Keeton

Comment: We will make sure your specific points of concern are being addressed. - Grieco

#### 4. LAST TEN MINUTES

- i. Grieco would like to discuss Inclusive hiring practices recommendations and the promotion and tenure guidelines shared presented at senate in the Spring of 2021.

#### 5. ADJOURNMENT

- i. Motion passes