

Minutes
Tuesday, December 7th, 2021
3-5pm, ZOOM

Present: Turla, Maher, Grieco, Patterson, Gottman, Grimes, M Thompson, Mardikes, Zhu, Ball, Riggers-Piehl, Torres, Shiu, Bhat, Keeton, Kador, Ferguson, Lynch, Hiatt, Hunt, Van Horn, DeSimone, Boots, Wellemeyer, Fields, Kilway, Leiter, Olsen,

Excused: Wooten, Bethman, Chaterjee

Absent: Adegoke,

Guests: Swink, Newby, Bergerson, Popoola, Blanton, Meyer

1. OPENING BUSINESS:

- a. Call to Order & Approval of November 16th, 2021 minutes – Grieco
 - i. Riggers-Piehl asked to amend the minutes to note that Maher was absent.
 - ii. Motion passes.
- b. Approval of Agenda – Grieco
 - i. Motion passes.
- c. Introduction of Julie Myer Staff Council Representative to Faculty Senate – Grieco
 - i. Grieco would like to welcome Julie to the faculty senate.

2. PRESENTATION:

- a. Enrollment Update – Doug Swink (30 minutes; 3:00 – 3:30)
 - i. Swink noted that spring enrollment is up 5.7% from this time last year. Currently, new students coming in are down by about 75 students from last year.
 - ii. Continuing enrollment is up for undergrad grad and professional enrollment.
 - iii. Transfers are down, which is typical across the country right now.
 - iv. SCH is at 8.9%
 - v. African American undergraduate students are up 13.4%. Latinx undergrad enrollment is up by 26% in undergrad. We also have a much larger international population this year.
 - vi. Our FTC retention trends dipped during the pandemic and again this year. Transfer enrollment dropped off significantly in the last few years.
 - vii. We're launching the professional mobility escalator program, to help propel students to a career. We're looking to develop retention initiatives for 2nd to 3rd year and 3rd to 4th year. We're utilizing data via Civitas to target at-risk students. Roo Advising is implementing an every 3-week campaign targeting different groups. We've launched a new financial wellness center and we've opened the UMKC central (one stop service center) in Administrative Center 120.

- viii. Our recruitment goals for the fall of 2022 include marketing the mobility escalator program, expanding the First Gen Roos Scholars Program, launching a partnership with the boys and girls club of Kansas City and continuing to focus on HSCP Growth and develop a strategic plan to move HSCP students to form dual credit degrees seeking students. We'd like to recruit and engage with students of color, provide more outreach to schools via student ambassadors, launch diversity and STEM pieces for targeted recruitment, market Residential Life via videos and communicate new contract opportunities and explore recruitment vendors to ensure UMKC is innovative and uses all digital touches to attract students.
- ix. New Roo Blue Awards for students who may have excelled in high-school but don't take tests well.
- x. UMKC remains as a destination campus for KC Scholars.
- xi. Enrollment planning is critical. We're reviewing data trends for all entering classes. Yield rates are a critical component in building our classes and filling seats. We need to work to diversify enrollment by focusing on other key markets such as adult learners, certificates, etc. Regional competition isn't going away and the fight for every student will become even more fierce. Retention of students is important.

Q System-wide, Missouri is starting to export students to nearby states. Has System talked about recruitment strategies for students from outside states at all?- Shiu

A: We established the heartland rate a few years ago to address these issues. We've also implemented the Kansas rate. -Swink

Q: What are you doing about under informed first gen students concerning financial aid? -Torres

A: We've implemented financial-aid focused webcasting. The Hispanic Development Fund sent out financial scholarship opportunities to both current and prospective students last week. During orientation programs financial aid is discussed. And we have various workshops throughout the year- Swink

Q: I've heard that a lot of people working in admissions have left UMKC recently. How are we doing with hiring and retaining those people? -Mardikes

A: We had some organizational changes in the summer/early fall to streamline our processing. We're keeping up. We've also had some of our recruiters who have moved into new positions or left the university. We're continuing to focus on retention and are planning new experiences for you, the units, and prospective students.

Q: Do you look at the differences between urban/nearby and state/larger region demographics? -Van Horn

A: Being an urban serving institution is at the heart of what we do. The pandemic has slowed our students of color from entering universities. We're trying to get the word out there with Kansas City public schools and others in the area. As we

continue to recruit we must be innovative. We're planning to make a lot of short videos as part of our new push. - Swink

Q: What can I do personally to change the numbers? What about at the department level? - Van Horn

A: When we engage faculty, we want to do it the right way. We'd like to showcase faculty work and arrange meetings between prospective students and faculty. In the next few months we'll be launching a new tool called a program finder. It will showcase faculty and other aspects of departments via short videos. - Swink

3. DISCUSSION:

a. Promotion and Tenure Guidelines (follow up from Spring 2021) – Blanton (30 minutes; 3:30 – 4:00)

- i. Blanton shared that the Task force asked to review these guidelines. Faculty were friendly and supportive of units. The task force was carefully chosen with representation from each unit across campus.
- ii. Memorandum 35 is being rewritten and will focus on policy and procedure. Our guidelines will focus on the things we hope committees will consider when revising their guidelines. We have worked to come up with a series of guidelines based on shared UMKC values.
- iii. We want to make sure your unit's guidelines address your unit's particular set of challenges.

Q: Did the committees talk about how to cultivate mentorships? - Shiu

A: A unit should check in on what the national organizations are saying about these sorts of issues. It makes good sense to talk through these things in Cafe to see what else is happening across the campus. Guidelines will help to clarify how activities are evaluated. Do we see mentorship as a research or teaching activity? Our committee didn't feel comfortable legislating that. This document is meant to invite conversation on the granular level. - Blanton

Q: Different units can interpret the guidelines differently. Is there anything school-wide, to apply to all applicants? - Bhat

A: That yardstick is going to differ in the fine details. We're suggesting that departments are more forthright about their yardstick and how it compares to other national organizations in the same field. Campus-wide yardsticks are tricky because the unit's needs are so varied. We don't have a set standard, rather we work with the policies that come from the units. - Blanton

Comment: My concern is that different schools and different units have different yardsticks. That could make comparisons very difficult. - Bhat

Comment: With the lack of a universal yardstick, we're trying to provide some guidelines that will help units to make their guidelines transparent. Are senators ready to approve these documents? - Grieco

Comment: I appreciate the overarching guidance of this allowing us to be specific to our own units. I appreciate the work the taskforce did on this document. It offers clear guidelines that seem to apply to all units. - Riggers-Piehl

Q: Will this document be shared with different schools? Will UMKC ask for a response on how the schools adopt these new guidelines? - Bhat

A: No one is going to hold you accountable, but the assumption is that in updating your guidelines you can use this as a template. We'll welcome and encourage new revisions in the future. - Grieco

Q: How do we know the schools are reviewing this document sympathetically? - Bhat

A: That's the senators' job. We need to bring this back to our units and use them to guide these revisions. - Grieco

Comment: Point of recommendation. Documents should be signed and dated. That will help to increase accountability -Torres

A: The Provost office collects the guidelines. They are carefully reviewed to make sure they address the collected rules. They'd like to establish a regular review every 5 years or so. It's required that these guidelines are dated. - Blanton

Comment: It sounds like there's a process for accountability behind the scenes. - Patterson

Comment: Do we have a motion to approve these guidelines? - Grieco
Motion carries.

b. Statement of Principles regarding Scholarly Discourse (follow up from Spring 2020) – Bergerson (15 minutes; 4:00 – 4:15)

- i. Bergerson presented this document for the 2nd time, hoping that the faculty senate can act on it in a meaningful way.
- ii. We've been facing an increased attack on facts in American culture. An executive order was released a year and a half ago mandating both sides of issues. This would have caused problems with gigantic problems for scholars of race, antisemitism and other sociological prejudices. Efforts to exclude critical race theory from the classroom is another example.
- iii. About 5 years ago a group of scholars got together to discuss what we should do about this. We decided that most issues are covered in CRRs and are above faculty paygrade. However, we do have an obligation to discuss how we talk about scholarly discourse in classrooms, in mentoring, in lecture halls. There's an unspoken set of guidelines of what it means to be a scholar. But there is nothing explicit.
- iv. We drafted a set of guidelines that would define good scholarly procedures. You now have an updated version of these guidelines that have been peer-reviewed multiple times. It is also a working text. I'm asking that a committee look at the document more closely and then bring it back to the senate for approval.

Q: Are there faculty members interested in joining a committee to study the document on behalf of senate? - Griceo

Comment: I'm happy to see this document and would be happy to join the task force. - Turla

Comment: I'm volunteering to head the task force.- Grieco

Q: I think the previous version had active working links. Could we get those as well? - Shiu

A: I can try to update those - Bergerson

Comment: I'm in support of taking a task force approach to the review. -Riggers-Piehl

Comment: I propose a motion to establish task force -Turla

Comment: Motion passes. - Grieco

Comment: I'm happy to join this task force if the senate would like to invite an outsider. -Bergerson

c. Senate Representation after Reorganization – Kilway (30 minutes; 4:15 – 4:45)

- i. Employee ID vs FS reps. It's assumed there are two per unit at least. The question is if we give more to units depending on the amount of voting faculty.

Comment: Reorganization will cause us to redraft many documents. Be ready to engage with these documents as we move along the spring semester. - Grieco

Q: Basically, we have a total of 9 representatives from the old system that would be distributed to the new organization. Based on the population of faculty, a number of 2, 3, and 3 would be acceptable. Or 2,3,4 for those 3 new units. -Van Horn

A: I think we all agree that we should look at the number of faculty. We made need to revisit this over time as faculty numbers fluctuate. - Kilway

Q: What are the minimum number of senators to do effective work in this body? Also, what's the values of having equitable representation? - Rigger-Piehl

Comment: Tiffany brought up good points. To set up a formula with flexibility as things change. - Wellemeyer

Comment: When the college went to 5 it had close to 180 faculty. They've seen a lot of losses from that. Would it be good to ask the new school of sciences and engineering how many they think they should have? I wouldn't say more than three. It would be interesting to hear their response. -Mardikes

Comment: I agree with Tom. We've been trying to figure out why that number floated up to 5. I worry about pegging any numbers towards divisions. - Shiu

Comment: The senate numbers are probably based on the philosophy of the US senate. One way to change the organization is by divisions. That's one way. I would probably suggest that units with 50 or less have 2 senators and units with more than 50 staff could give the option of an additional member. - Bhat

Comment: The current range is 11 faculty per senator (libraries) to 39 faculty per senator (dentistry) with an average of 22.5. - Leiter

Comment: The new Conservatory operates with four Divisions -Mardikes

Comment: Pharmacy has mostly NTT -- so yes good point - Patterson

4. BUSINESS CONTINUES ...

a. UBC/FSBC Update – Olsen (10 minutes)

i. There is an issue of concern we brought to the chancellor: reversing the decline of faculty at all employment classifications (T/TT, NTT, Adjunct). We agreed to meet every semester with the provost. My goal is to make the FSBC more action oriented. Additional issues discussed include: Modifications to the budgeting process, including the treatment of course/lab fees. Investigating disparities in student/faculty ratio by academic unit. Concerns about the disproportionate growth in campus-wide administrative spending; we are still waiting for the full report of the consultant study of administrative spending and efficiency. Low faculty salaries and salary compression. Faculty involvement in future changes to F&A allocation. Faculty involvement in implementation of UMKC Forward initiatives and Issues related to summer salary.

ii. Over the past 6 months the UBC has been focused on revisions to our budget model (The Resource Investment Model or RIM). It's been concluded that it's impossible for UMKC to implement that budget model. Recently, the Bloch Family Foundation has offered money to hire a consultant for the university to come up with a new budget model.

Comment: IFC will be releasing a white paper report by the end of next spring to detail this information- Shiu

A: I'm glad to hear there's been discussion about this across campuses. We get highly aggregated information and are often asked not to distribute it. It's very frustrating. - Olsen

Q: Did the chancellor say if the data was pre-pandemic or during the pandemic? - Kador

A: Budgeting would have been done pre-pandemic. We don't have the report those slides are based on. We asked for that report more than a month ago. It's been frustrating. - Olsen

5. ADJOURNMENT

a. Motion passes.