

UMKC Faculty Senate Minutes  
Tuesday, 10/18/2022  
3-5 p.m., Zoom

PRESENT: Ball, Bethman, Bhat, Brown, Chatterjee, Dallas, Ferguson, Fields, Ganesh, Grieco, Grimes, Hiett, Hunt, Jackson, Kador, Keeton, Lynch, Mardikes, Meyer, Olsen, Prue, Riggers-Piehl, Shiu, Torres, Turla, Weber, Wooten, and Zhuo  
ABSENT: Kador, Meyer, Nguyen, and Patterson  
EXCUSED: Wellemeyer and Zhu  
GUESTS: Fillion, Hankins, A. Holsinger, Lothfeld, Lundgren, Newby, and Popoola

1. Opening Business:
  - a. Call to Order & Approval of 10/4/2022 minutes: Mardikes
    - i. Motion Passes
  - b. Approval of Agenda: Mardikes
    - i. Motion Passes
  - c. Proposed date for All Faculty Meeting: Tuesday, 3/21/2023, 3 p.m.: Mardikes
    - i. Motion Passes
  - d. Update on Voting Faculty list: Mardikes
    - i. The list is close to being finalized.
    - ii. Units will need to determine who is faculty and who isn't.
    - iii. Susan Hankins is pulling a new faculty list to be sent to each unit. The list will include updated information about hires and departures.
  - e. Need each academic unit's bylaws; senators should send these via email: Mardikes
    - i. The bylaws will be uploaded onto the website.
2. UBC & FSBC updates: Olsen
  - a. Olsen updated the senate on research that was started in 2014 on UMKC Faculty and Non-Academic Employment. The update covers 2008 to Fall 2021. The data excludes the School of Medicine and Graduate Assistants. The data comes from the IPEDS database.
    - i. Overall, T/TT faculty have declined.
      1. Full time NTT faculty have decreased by 16%
      2. Total faculty has declined by 22%
      3. Non-Instructional Staff has declined in the areas of maintenance, service, and office/administrative support.
    - ii. Via comments and questions from Lundgren Keeton, Brown, Mardikes, Jackson it was clarified that:
      1. This data doesn't include 46 T/TT full time hires this year, including VSP replacements.
      2. Part-time NTT faculty, as well as those with contracts shorter than one year, were not included in the full-time NTT faculty data. There is some uncertainty as to how to classify and include them.

3. The student/faculty ratio has changed from 10:1 to 14:1.
  4. The employment piece has been separated from the expenditure piece. What is an appropriate ratio of administrative support staff to students? The Heliocampus report was meant to do a more in-depth study.
3. Changes in the P&T process; changes in P&T standards
    - a. Review of P&T Policy and Procedures: CRR 320.035: Provost Lundgren
      - i. The Provost gave the Senate background on information related to P&T guidelines that have trickled down to faculty over the past year, as well as the rationale for testing out a standardized review template.
      - ii. Via question from Chatterjee, it was clarified that:
        1. There is no level of required Federal/External funding for P&T, but faculty are expected to show the impact and quality of their funding and projects.
    - b. Information regarding this year's P&T process: Shiu
      - i. Shiu reviewed some information shared during the Senate's 10/4/2022 Executive Session. See document on the "Minutes" page of the Faculty Senate website: <https://www.umkc.edu/facultysenate/minutes/index.html>
    - c. Changes in MyVita controlling portfolios and access: Jackson
      - i. Jackson detailed the creation of a questionnaire meant to gauge the perception of changes in P&T standards. The perception of changes in standards is coming from a more de facto set of conditions and a change in context. The attempt to streamline letters and the establishing of a firewall between chairs and departmental committees has fundamentally changed past procedures. It's a contentious process to change these..
    - d. Promotion and Tenure Reviewer Form for AY2022-2023: Grieco,
      - i. Grieco noted that in 2020 we introduced the rebuttal system. It allows the candidate to write a rebuttal to P&T letters. In one particular case from last year's cycle, a faculty member who was denied promotion had no reason to write rebuttals since their file was approved at every stage of the P&T evaluation process. Because of this, there is a lower level of trust in the P&T process. We need to have a conversation about the process, especially in terms of eliminating any surprises for faculty.
    - e. Review of P&T decisions, past five years: Ganesh
      - i. Ganesh (chair of the Campus Promotion and Tenure Advisory Committee) shared data provided by the Provost's office about the Chancellor's P&T decisions. See document on the "Minutes" page of the

Faculty Senate website:

<https://www.umkc.edu/facultysenate/minutes/index.html>

- ii. The Chancellor has committed to future meetings with the CPTC before making any P&T decisions.
  - iii. A revamped version of “Chancellor’s Memo #35” is being developed by the CPTC in consultation with the Provost’s office. The document will be submitted for Senate consideration at the end of November or beginning of December.
  - f. Fillion added that the P&T is now tagged as a product inside of MyVita designed to manage promotion and tenure cases. The program is designed to move sequentially from level to level. The CRR says that people shouldn’t participate in more than one level of the process. The reasoning is to avoid people having too much power in the process.
4. Adjournment
- a. Motion passes.