

**IFC Summary Report
UMKC All-Faculty Meeting
Tuesday, March 14, 2023**

Summary Period: August 2022-March 2023

Action items:

New staff leave policy. This is intended to provide staff more flexibility by converting leave to PTO. This one caused a lot of confusion and required several discussions to iron-out misinterpretations.

SB 1077, introduced and currently under review. This Bill changes the way universities report enrollments—these will conform to performance metrics, which reflect more favorably on the UMSystem.

Student Resolution 2223-01. Students requested faculty at all four campuses not schedule tests, etc. on national election day (Nov. 8). This resolution was passed on all four campuses.

IT—Beth Chancellor, the System’s Chief Information Officer retired. A consulting firm led by Phil Goldstein was hired to review entire IT system, as well as infrastructure, to make recommendations for the new hire and determine ways to improve efficiency of operations as well as growth strategies to support teaching and research. Decisions inspired by his report will be made in April.

Issues giving faculty heartburn:

Faculty salaries. Two campuses are still at the bottom quintile of AAU charts. Despite 4-5% increases last year, these are not being equitably distributed within Departments and are still not sufficient to address inflation.

Faculty retention. While MU Forward has invested heavily in hiring research faculty, other campuses struggle to retain talent.

What to do about impending “demographic cliff.” We have more public institutions of higher ed than most states. And, we have eliminated reproductive and 14th Amendment rights of women in the state. Curators insist we all focus on increasing enrollments, but without compromising standards.

Racism and racial climate on campuses. White pride stickers, students spreading hate on social media. Faculty of color struggling to get tenure. We are also losing faculty of color for a variety of reasons. We need to collect data, perhaps from COACHE surveys, from all

campuses and ensure we have a full sense of why we struggle to attract and maintain a diverse faculty.

P&T. Several issues coming together here--pressure to implement benchmarking to ensure faculty performances correspond to peers at other institutions. Pressure on departments to ensure guidelines correspond to CRRs. Pressure on chairs and departments to ensure all faculty receive equitable support. Depts need to have healthy diversity of research interests and epistemologies. New discussions at S&T and UMKC regarding shift to R1 are creating tremendous confusion, particularly in light of struggle to retain research faculty across units.

Conflict of interest—Todd Graves, currently serving on the Board of Curators. He is also chair of the Hertzog Foundation, dedicated to Christian education with an interest in changing in the school voucher program. He wrote an opinion piece for the *KCStar* disparaging public education. Faculty feel strongly he should choose between Christian and secular educational systems rather than advocating for both.

Legislative activity—administrators and govt. liaisons at all campuses are busy guarding higher ed from anti DEI attacks.