

Faculty Senate Minutes
Tuesday, February 6, 2024
3-5 p.m.
Zoom

Present: Belcher, Bethman, Bloemker, Brown, Dallas, Ferguson, Ganesh, Gottman, Hunter, Jackson, Johnson, Keeton, Leal, Likins, Lynch, Mardikes, Mukherji, Niemi, Olsen, Peterman, Riggers-Piehl, Shiu, Salvo, Smirnova, Smith, Torres, Turla, Weber, Wellemeyer, White-Lewis, Wooten

Absent: Song

Guests: Burrus, Gomez, Hankins Lundgren, Popoola

1. Opening Business

- a. Call to Order and Approval of 12/5/23 minutes: motion passes
- b. Approval of Agenda for 12/5/23: motion passes
- c. Announcements & Updates
 - i. Senators were reminded of the upcoming job talks and Faculty Senate sessions with candidates for the Vice Provost for Faculty Affairs. All Senators are encouraged to attend.
 - ii. Senators were asked to provide the FSEC with the names of their respective School/Unit faculty chairs in order to create a directory for communication purposes.
 - iii. Undergraduate Curriculum Committee: Due to a resignation, there is an open spot on the UCC. The elected representative must be a Senator; if no Senators volunteer, one will be elected from the Faculty Senate Academic Issues Committee. Please contact Anthony Shiu to either self-nominate or nominate another Senator.
- d. IFC (Intercampus Faculty Cabinet) Update: Jackson
 - i. Please see the full IFC minutes on the Senate website and on Canvas.
 - ii. The Provost recommended the following book on campus free speech: Edwin Chemerinsky's and Howard Gillman's *Free Speech on Campus*, which is available as an e-book:
<https://search.ebscohost.com/login.aspx?direct=true&AuthType=guest&db=cat09210a&AN=umkc.oai.edge.umsystem.folio.ebsco.com.fs00001083.e1815a20.9a34.5656.bb63.e6395c67c1fe&scope=site&custid=078-820&groupid=folio&profile=eds>
- e. UBC & FSBC Update: Olsen
 - i. Gov. Parson has proposed a 3% increase in UM System appropriations in his budget.
 - ii. Budget priorities were discussed with the Provost; conversations seem to have been effective so far.
 - iii. There will be another University Budget Committee (UBC) meeting in March.
- f. Ad Hoc Committee on Campus, Employee, and Student Safety Update: White-Lewis

- i. Keeton relayed his concerns about active shooter situations at the Bloch School facilities to the Committee
 - 1. Some rooms have large amounts of glass and flimsy walls.
 - 2. White-Lewis approached Mark Diedrich (UM Director for Emergency Management) about the issue.
 - a. Diedrich communicated that this is an issue for campus police
 - b. The UMKC Police Department has not yet been in contact with Diedrich.
 - c. White-Lewis mentions that active shooter situations and training don't seem to be prominent in safety plans for UM System, though she hasn't yet seen the UMKC plans.
 - d. White-Lewis has requested to be part of future discussions about this and to be present when the Bloch School is being reviewed, noting the need for faculty perspectives to be considered when developing/revising safety plans.
- g. Accessibility Survey: Torres
 - i. The Physical Accessibility Survey will be sent to all faculty and staff in the next few weeks.
 - ii. The survey is meant to ascertain what accessibility concerns exist, noting the campus and location.
- h. Discussion Item: Salary and Budget Issues: Torres
 - i. Context: Over the years prior to 2022, faculty regularly expressed their concerns about salary compression and the loss of faculty and faculty candidates since the university did not offer market-rate salaries nor regularly raise salaries to meet the keep salaries in line with inflation. With increases in funding from the state and general revenue, the Chancellor and Provost have included funding for salary increases. This funding focused on those schools whose salaries are far below market rate. FSEC requested that the determination of the school on pay raises focus on equity concerns be given due consideration based on the schools with the lowest faculty pay scales. While faculty senate members do participate in the Faculty Senate Budget Committee, FSEC, have stressed the importance role the Senate can play in conversations about salary and budgetary issues. FSBC has representation with University Budget Committee (UBC) to make recommendations about this process.
 - ii. Provost Lundgren further addressed the issues noting that currently rank and disciplinary comparisons are considered when selecting the schools that will receive an increase in their pay scale. These decisions are based on the Oklahoma State University data collection report on faculty as a starting point for calculations for faculty pay. This annual report will be sent to University Budget Committee (UBC) in March or April. Over the last few years, the university has been able to offer faculty an increase in pay when they have been a new job offer with better pay and hire new faculty at salaries closer to market rate.

- iii. Comment from Shiu noting a concern from the IFC Report on Shared Governance that some NTT salaries don't meet living wage standards: <https://livingwage.mit.edu/metros/28140>
- i. IFC Report on Shared Governance & Discussion: Shiu
 - i. The report includes information from the UM System-wide survey of faculty on shared governance issues.
 - ii. Senators should distribute the report widely among faculty in their Schools.
 - iii. Primary Findings
 - 1. 81% of UM System faculty report being extremely dissatisfied with shared governance at their university. 78% report dissatisfaction with shared governance at the UM System level.
 - 2. 76% of all faculty believe shared governance has gotten worse at their own universities. Sentiments improve at the College or School level, with 56% of all faculty reporting being somewhat or extremely dissatisfied.
 - 3. Faculty feel disempowered in areas where they traditionally play predominant roles, such as institutional curriculum decisions; setting promotion and tenure standards; and tenure-track faculty searches
 - 4. A common concern for all faculty is the issue of top-down decision-making structures that ignore or fail to seek faculty input. Common examples include failure to adhere to the CRR and/or Faculty Bylaws; lack of transparency in decision making; and irregular sharing of information.
 - 5. Faculty morale is low across all UM System campuses. Among the faculty, there is a lack of trust in administration at all levels. Concerns about faculty departures and the recruitment/retention of good faculty are common.
 - iv. Recommendations
 - 1. Faculty, administrators, and Curators should work together to ensure that faculty retain primary responsibility in the following areas: curriculum, instruction, research, faculty status, degree requirements, appointments, promotions, and recommendations for tenure and faculty dismissal.
 - 2. Regular communication between faculty and administrators is crucial. Administrators should view their interactions with faculty as opportunities to solicit feedback on important and pressing issues.
 - 3. Information should be shared early and often through shared governance channels.
 - 4. Campus committees offer strong opportunities for collaboration between faculty and administration. It is vital to view faculty as key players in advancing the well-being of the university.
 - v. Comments from the Discussion
 - 1. Self-reflection is important.

2. Faculty leaders should communicate to other faculty about the importance of active participation in academic and administrative decisions.
 3. There is a lot of discomfort across campuses concerning decision-making.
 4. Advice on how to inform faculty about their rights is extremely relevant to prepare them to discuss issues with administrators.
- j. Executive Session
- i. Confidential issues were discussed by Senators in a closed session.