

Faculty Senate Minutes

Tuesday, September 19, 2023

3:00-5:00 pm

Present: Belcher, Bethman, Brown, Dallas, Hunter, Jackson, Johnson, Keeton, Leal, Likins, Lynch, Mardikes, Niemi, Olsen, Peterman, Pluta, Riggers-Piehl, Shiu, Smirnova, Smith, Torres, Turla, Weber, Wellemeyer, White-Lewis, Wooten.

Excused: Bloemker

Absent: Ferguson, Mukherji, Song

Guests: Gomez, Hankins, Horn, Myer, Popoola

1. Opening Business-Shiu

a. Call to Order & Approval of 09/05/2023 minutes; Motion passes.

b. Approval of Agenda for 09/19/2023; Motion passes.

c. Announcements-Shiu

1. A Faculty Senate Canvas site has been created, and all Senators have been invited to join. The agendas, minutes, and shared documents will be house here (in addition to the official Faculty Senate website.)

2. If Senators are interested in receiving a free t-shirt from UMKC Athletics, please contact Amanda Grimes (Nursing) with your size request. Her contact information is on Canvas.

3. Roo Wellness and Faculty Leadership Opportunities can be found in the Faculty Senate Canvas site.

4. Reminder to faculty we need more senators and faculty in general to serve on current Faculty Senate Committees and a pool of volunteers for upcoming activities/committees.

5. The UMKC Faculty Senate elected Thiagarajan Ganesh as for a one-year temporary replacement IFC member.

d. Introduction of new, returning, and Ex Officio members-Shiu

e. UBC/FSBC Update-Olsen

1. As a faculty representative to UFC, the university is in better financial shape compared to previous years due to improved state funding and an increase in tuition. Revenue is up but expenditures are up; salaries have increased somewhat since some salaries were raised. All schools did receive a small salary increase to offset to inflation across the board.

2. There was a \$750,000 increase in Faculty salaries for selected schools. The method for determining the salary increase is based on market rate and salary compression adjustment. The first schools for salary increases were School of Law and School of Nursing and next is the School of Science and Engineering.

3. The Provost created a sub-committee to assist in determining the process in salary increase decisions. One suggestion for the committee is a proposal that the university set a baseline salary for each tenure rank across the university to address equity, which other universities doing.

4. The focus for budget discussions addresses only unrestricted funds, which means they never discuss the restricted budget although both funds are the part of the means for addressing the academic mission of the university. One proposal is to request more information about restricted funds. Others agreed with the proposals and supported addressing this at the next meeting with the Provost.

2. SSE Fifth Senator Approval-Shiu, Discussion: Mardikes, Turla, Keeton, Peterman, Brown, Belcher

- a. At the May 2, 2023, Senate Meeting, the Senate Standard Operating Procedure revisions were approved, along with the apportionment of Senators for each School. The changes addressed the senate representation numbers due to major restructuring of the units. Every School/unit has 2 senators, and any Schools with more than 50 faculty will receive an additional faculty representative for every 25 faculty. SHSS and SSE each have 4 Senators since both schools have 100+ faculty. Medicine declined to have more than 2 Senators although they could have requested 4 Senators.
- b. Turla proposed SSE have an additional Senator since they have 20 faculty and are short only 5 faculty needed to have another person to represent SSE. Senators discussed their interpretations of the Faculty Senate Bylaws regarding adding additional senate representatives. Shiu highlighted the section of the Standard Operating Procedure, noting previous Senate discussions on the FSEC using discretion when handling requests for additional Senators from Schools who are close to the numerical threshold. Mardikes proposed the Senate may want to amend the language for clarity regarding adding an additional senator at a later date. The discussion was divided between those who felt the bylaws did not allow adding more representatives before a school had 25 faculty, while others argued that the bylaws were ambiguous and if the Senate agreed with adding another senator after consideration of the rationale, such a change could be made. After discussion, call for a vote for an additional senator for SSE. Yes: 7; No 16; Abstain 1. Motion did not pass.

3. Faculty Senate Oversight Committee & Senate needs more faculty members—Lynch & Shiu (Note: only tenured faculty may serve on FSOC.)

- a. Lynch: The FSOC Committee monitors the grievance process and provides feedback on the process to the Faculty Senate. The committee's oversight role assures that the process is fair and that all recommendations made to the Chancellor follow due process and are equitable. For each grievance, a member of the FSOC serves as an observer. Faculty grievances are not common; usually, the committee oversees one grievance a year.
- b. Shiu: Currently, a Faculty Grievance Panel (FGP) has been convened. Due to conflicts of interest, neither of the two present FSOC members (Senators Ferguson and Lynch) are able to serve as the FGP observer. Leonard Dobens (SSE) has agreed to serve as the FGP observer, but he first has to be approved as an FSOC member. Also, Senator Dallas volunteered to serve on the committee starting in August 2024.
- c. Motion to approve Dobens to serve on FSOC.
Yes: 19
No: 0

Abstain: 2.

The motion passes.

- d. Motion to approve Dallas to serve on FSOC starting in AY 2024.

Yes: 19

No: 0

Abstain: 0

The motion passes.

4. Open Discussion: Faculty and Campus Safety: Needs & Ideas–Shiu, Horn, White-Lewis, Jackson, Wellemeyer, and Smirnova

- a. When it comes to Faculty/Campus Safety, several Senators raised concerns about safety issues on campus and why their repeated requests do not seem to get resolved in a timely manner, e.g., the inability to lock some classroom doors and any doors from the inside. Shiu shared that he, along with Jackson, have discussed this issue with Chancellor Agrawal and President Choi in the past year, with the Chancellor agreeing to a gradual updating of buildings across the campuses over the next few years.
- b. White-Lewis shared that campus safety focusing on prevention and preparation is her research area and expertise. She has conducted training sessions to prepare faculty and students to be able to handle unsafe situations—especially shootings. Current scholarship shows that these new trainings contribute to saving lives in unsafe situations.
- c. While the focus has been on student safety, several Senators noted training sessions need to focus on prevention and safety of the entire campus community, not only student safety. Others noted that they do not feel safe on campus since many classrooms do not have inside locks on doors and that trainings for safety and prevention are web-based and seem unrealistic since they do not allow for questions and concerns.
- d. A daily part of the UMKC Libraries staff experiences includes safety issues and threats. They believe a better way to address these concerns are trainings that assist in developing communication skills and de-escalation approaches to reduce potential harm, which needs to be a foundational part of the prevention and safety. Training for students and staff should be focused on the contexts of multiple services, offices, classrooms, and spaces where everyone must be safe.
- e. This discussion ended with agreement that the university needs to develop a better plan and more comprehensive trainings to deescalate situations in the classroom and throughout the campus when it comes to preventing violence. Also, more resources need to be available for students and staff mental health with concrete measures to prevent violence on the campus. One proposal is to have the Faculty Senate move as a collective body to create more effective safety initiatives. This will be part of future Senate meetings discussions and action plans.

5. Working Group: CRR Alignment-Shiu.

- a. Shiu invited volunteers from the Faculty Senate to join him in drafting revisions to the UMKC Faculty Bylaws in anticipation of the release of the IFC Task Force on Shared Governance’s report later this semester. Faculty Bylaws from both MU and UMSL contain language delineating faculty’s primary/direct authority, as well as areas of shared and advisory authority; the UMKC Faculty Bylaws should be this explicit. Any and all areas of the UMKC Faculty Bylaws should be reviewed for this AY 2023-2024 project. and the development of standard Protocols for

Reorganization. He proposed collecting information related to reorganization focusing on the areas of primary/direct, shared, and advisory authority.

6. Working Group: Protocols for Reorganization-Shiu

a. On 9/6/23, Shiu had a discussion with the Provost about the lack of formal reorganization guidelines in light of the UMKC Forward experience. To this end, Shiu is inviting volunteers from the Faculty Senate to help gather information from faculty who were involved in their School's reorganization process. One goal of this working group is to develop formal guidelines to insure proper representation on reorganization committees and fidelity to the CRR in relation to calling faculty meetings and faculty votes on curricular matters.

7. Call for Suggestions: AY 2023-2024 Goals and Initiatives–Torres. Open Discussion: Shiu, Bethman, Likins, Turla, Leal

a. SOP Duties

1. Torres reminded Senators to review their role as members and read the Standard Operating Procedures of the Senate and UMKC Faculty Bylaws, while also reviewing the Senate Minutes and Agenda before the upcoming meetings.

2. Torres also noted that updates of the Senate Bylaws and future goals and initiatives can be discussed during Senate meetings, and future revisions can be suggested through the Senate Canvas site. These could include potential online discussion as noted previously in this meeting regarding Bylaws updates, campus safety, shared governance, and budgets.

a. Issues raised: Majority of NTTs receive contracts very late, even during the semester, which are usually late—a week into the semester or later; T/TT receive their contracts late summer or later, but they are assured a contract unlike NTTs. Much frustration was expressed, which affects the morale of faculty.

b. Suggestion: to have the last few minutes of the Senate meeting to select 3 to 5 key points to tell constituents and list future plans of action.

b. Constituents/Structure of Feedback–Torres. Open Discussion: Peterman, Likins, Smith, Wellemeyer

a. Discussion regarding the various ways Senators communicate with their constituents and the role of the Senate to inform the faculty and solicit discussion, future planning, and actions. These were: some Senators give reports at the All-School meetings and ask their faculty for their feedback to ensure they voice their concerns. Other Senators contact faculty via email to get feedback. Some communicate directly with faculty but do not receive much feedback. Another Senator suggests that Senators get faculty involved with a summary or concise questions/notes from meetings to elicit feedback from faculty in their units. Similarly, one Senator saw her role was to submit a summary of the Senate meeting to send to the faculty after the meeting.

8. Adjournment

a. Motion Passes.