

Faculty Senate Minutes
Tuesday, February 20, 2024.
3:00-5:00 p.m.
Zoom

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

Absent: Song

Guests: Burrus, Gomez, Holt, Hankins, Lundgren, Thompson

1. Opening Business: Shiu

- a. Call to Order & Approval of 02/06/2024 minutes; motion passes.
 - i. Shiu mentioned there was a suggestion for a revision of the minutes of the 02/06/2024 Faculty Senate session. Senator Keaton and Jackson suggested changing the line concerning room vulnerabilities that might be mitigated through appropriate modifications or faculty training. This revision was included in the approved minutes.
- b. Approval of Agenda for 02/20/2024; motion passes.
- c. Announcements: Shiu
 - i. Shiu mentioned that Senators Torres, Mardikes, and himself have now access to the Faculty Senate email account. In the future, Senators may also receive communications from faculty senate@umkc.edu
 - ii. Senator Torres sent the Physical Accessibility Survey through the Faculty Senate email and has requested that Julie Myer, Staff Council Chair, send the survey out to staff.
 1. Shiu explained that given the survey is run as a Google Form, Senators may directed to an “error page” should they be logged into another Google account. In this case, they should go to their avatar is which are in the upper right-hand corner. They should click on it and sign in by using USERNAME@umsystem.edu. It'll take users to the SSO login to access the survey after accepting the terms.
 - iii. Shiu invited all Senators to the job talks and interview/conversation with the four candidates for the Vice Provost for Faculty Affairs position. Job talks begin at 9:15 am and Interview/Conversation Times begin at 10:15 am. The remaining schedule is as follows:
 1. Alexander Holsinger; February 21, 2024, at Bloch Executive Hall, Room 414 or <https://umsystem.zoom.us/j/94822361897>.
 2. Thiagarajan Ganesh; February 22, 2024, at Bloch Heritage Hall, Room 006 or <https://umsystem.zoom.us/j/93690366893>.
 3. Candidates' CVs and evaluation surveys are posted at the Provost's website, as mentioned in a previous Canvas announcement.. Shiu

highlighted the importance of the position of Vice-Provost for Faculty Affairs since this person is the main administrator who works directly with the Faculty Senate.

- iv. Board of Curators Update: Shiu
 - 1. Revisions to the UMKC Strategic Plan (Pillar 4) were approved, as well as all the proposed doctoral programs and the B.A. in Architecture. A formal announcement will come sometime in the future.
 - 2. Shiu invited Dr. Steve Dilks to the Faculty Senate session in April to talk about all of the academic changes, as well as Cayuse, the new Graduate Management System that will be online this coming Fall.
 - 3. Provost Lundgren mentioned that the meetings for the Vice-Provost for Faculty Affairs are not recorded because the candidates don't necessarily want their videos circulating. She encouraged Senators to email her any kind of feedback they consider necessary.
- a. UBC & FSBC Update: Olsen
 - i. Olsen pointed out that the main purpose of the February meeting and the two subsequent Spring meetings is to meet with the representatives from the unit-level budget committees.
 - ii. FSBC is trying to understand what people are doing at various unit-level budget committees to improve communication between those committees and the Faculty Senate budget committee.
 - iii. Olsen mentioned that FSBC has started working with the representatives of the SHSS Administrative and Budgetary Affairs Council (Crystal Doss), SSE Budget and Operations Committee (Tina Niemi), Bloch Faculty Leadership Committee (Erin Blocher), Law Policy and Planning Committee (Tim Lynch), and the Conservatory Advisory Committee (Tom Mardikes).
 - iv. The first item discussed in these meetings was the BRRR document, (Budget Rules, Roles, and Responsibilities).
 - v. Olsen highlighted that all five schools have functioning elected faculty budget committees.
 - 1. None of the committees reported playing a proactive role in “advising” the dean on the preparation of their budget.
 - 2. None of the committees participated in financial strategy meetings.
 - 3. There was a discussion about training in budget issues for faculty and committees and guidance materials for faculty budget committees.
 - vi. Q&A
 - a. Shiu asked Olsen if he had a sense of whether the Faculty Senate should consider developing budget committee guidance materials in concert with anybody.

- b. Olsen noted when it comes to the FSBC (Faculty Senate Budget Committee), people don't usually cycle off so frequently, so people start developing competency around budget issues.
 - c. Olsen also pointed out that FSBC should take a role in developing some materials to provide the unit-level budget committees with guidance information.
 - d. Provost Lundgren agrees with the importance of the participation of the FSBC in developing training materials, but she also highlighted the importance of being aware of all the nuance and constant changes that budgeting requires. Provost Lundgren urged Olsen to bring this up in the next meeting.
2. COACHE (Collaborative on Academic Careers in Higher Education) Survey Report: Lori Holt
- a. This survey was sent out to all TT, FT-ranked, NTT, and Medical faculty to measure their satisfaction level with their jobs.
 - b. Holt provided the Faculty Senate with a general background of what COACHEE is used for in terms of faculty satisfaction and the improvement of work life. The participation rate was 58% based on participation which is a high response rate compared to other institutions.
 - c. Benchmarks that were surveyed are teaching, nature of work, research, service, and leadership, collaboration and mentoring, and governance, among others.
 - d. Holt mentioned UMKC was tasked to compare the survey outcomes of the UMKC survey to other peer institutions. Out of the 86 institutions that participated in the survey, UMKC decided to compare its results with peer institutions: University of Cincinnati (Main Campus), University of Louisville, University of Missouri-Columbia, University of North Carolina-Charlotte, and Wichita State University.
 - e. According to Holt, the obtained data is broken down in different ways and comparisons are made in multiple ways too. Some of the criteria for comparison are academic rank, gender, ethnicity, and tenure status in various disciplines.
 - f. Holt presented the data concerning UMKC faculty as a whole with important highlights.
 - i. Areas of concern were tenure expectations, policies, and governance. Areas for improvement are the areas of interdisciplinary work, promotion to full professor status, and leadership in terms of divisional leadership.
 - ii. Areas of less satisfaction are related to facilities and work resources, health and benefits, tenure policies and expectations, leadership concerning UM President, UMKC Chancellor, and Provost, and insufficient shared governance.
 - iii. Best areas noted: supportive and quality colleagues, geographic location, cost of living, and academic freedom.

- iv. Areas of concern: salaries, quality of facilities, lack of support for research and creative works, too much service and too many assignments, and quality of leadership.
- v. Faculty answers to questions concerning specific improvements: compensation and benefits, facilities and resources for work, leadership, nature of work, and culture.
- vi. The COACHEE steering committee will continue to explore data and consider additional data sources. This committee has identified 5 or 6 themes that stood out from the COACHEE report and they are collecting additional data.

g. Q&A

- i. Shiu asked Holt about the possibility of requesting information related to demographic categories and their responses.
- ii. Mardikes asked Holt about the governance category in the survey.
- iii. Holt noted questions about governance are not necessarily about the Faculty Senate but more about questions regarding faculty leadership.
- iv. Holt noted that questions about shared governance can be answered in different ways. Holt pointed out that some faculty don't know about the Faculty Senate and its role in governance on campus.
- v. For more detail, survey categories can be filtered by units and employment categories to dig into the data.
- vi. Shiu asked Holt if there was some overlap between COACHE and Climate Surveys. Holt mentioned that COACHE might help inform the climate survey.
- vii. Bethman asked about when the final results of COACHE would be shared with the general public.
- viii. Mardikes was curious about the course of action based on the result. Holt mentioned that this is the part the COACHE committees are working on right now.
- ix. Torres noted the importance of welcoming and engaging other faculty to participate in these processes of shared governance and to encourage faculty to attend Faculty Senate as observers.
- x. Shiu also confirmed that all faculty are welcome to participate in Faculty Senate sessions, except when there is an Executive Session.

3. UM System Libraries and Shared Budget Update and Discussion: Dean Cindy Thompson

- a. Budget model for shared UM System library funds, and UMKC collections funds.
 - i. Thompson mentioned there are two funding models.
 - 1. Shared Funding Model
 - a. System makes regular funding allocation to individual campuses

- b. Small pool of funds are placed in an account held at MU Libraries
 - ii. Budget managed by MU Libraries with all decisions subject to vote from all campuses.
 - iii. Shared funding only supports resources that all campuses agree to purchase.
 - iv. Total budget is \$2,737,240. UMKC has a 17% allocation.
 - v. Shared collection decisions concerning shared budget.
- b. UMKC Collections Budget
 - i. Funding Sources: General Allocation, Library Fees, Gifts and Endowments.
 - ii. Library fee money is spent on library services students use the most—databases, etc.
 - iii. Collections Decisions are made based on multidisciplinary or specific discipline needs.
 - iv. Serials/journals inflation keeps on increasing compared to normal inflation.
- c. Thompson highlighted that scholarly communication is broken. Especially, between faculty and publishers. This makes resources extremely expensive.
- d. When it comes to strategies to improve purchases to make them more meaningful and equitable, it is important to work together to advocate toward a more sustainable model for scholarly publication and access.
- e. Thompson asked the Faculty Senate the following questions that should be also extended to other faculty to better serve the UMKC academic community:
 - i. What are your priorities as a body: journals or fixing the larger problem?
 - ii. Would you be willing to take a leadership role in promoting changes to the scholarly communications system, with our support?
 - iii. How can we work together over time to promote these changes?
- f. Q&A
 - i. Shiu asked Thompson if there was a network of faculty that UMKC libraries work with concerning the collection and databases.
 - 1. Thompson replied that historically, there had been a faculty library advisory committee. However, that committee went inactive during COVID. The library liaisons are still active and working with different departments on questions and specific information about materials and other resources.
 - ii. Mardikes asked about the cost distribution when it comes to purchasing materials. He noted that the cost of digital materials should be different from physical resources.

1. Thompson explained that the reason why the cost of materials is extremely high is because publishers can get away with it.
 - iii. Wooten asked Thompson if the Health Science library works with the Health Science library in Columbia to get discounts on materials.
 1. Thompson responded that UMKC libraries have access to the same collections as MU. However, when it comes to the cost of materials in Health Sciences, publishers are less interested in negotiating with UMKC libraries because there's a larger pool of people interested in buying those resources.
 - iv. Keaton mentioned that when finding articles and complimented Interlibrary Loan service. Keaton asked Thompson if Interlibrary Loan would be affordable in the future given it is a good service.
 1. Salvo mentioned that some articles are very easy and inexpensive to access while other scholarly works are held by publishers to get more money on recently published works.
4. Application for Dean Emeritus Status for Dr. Mary Anne Jackson: Wooten
 - a. Wooten presented the CRR related to applications for Dean Emeritus Status: 320.090.B
 - b. Dean Jackson has been involved in the KC community, UMKC, and extensive publications on pediatric infections, judicious use of antibiotics, and vaccine trials, she's mentored many students at UMKC.
 - c. Dean Jackson accepted the position of Dean School of Medicine at UMKC in 2018. She was one of only 28 women deans when her tenure started.
 - d. She was a leading force the UMKC response to the COVID-19 pandemic.
 - e. Jackson has helped increase MD enrollment due to the new UMKC SOM St. Joseph which is focused on rural healthcare.
 - f. Jackson has promoted faculty education and well-being.
 - g. Motion to approve the application for Dean Emeritus Status for Dean. Jackson: motion passes.
5. Call for Nominations: University Faculty Committee on Tenure: Shiu
 - a. Shiu asked Senators to nominate candidates for two of the positions that are needed to staff the UM System University Faculty Committee on Tenure. One member and one alternate are needed for this committee.
 - b. Turla nominated Baek-Young Choi (SSE).
6. Call for Nominations: Undergraduate Curriculum Committee
 - a. One of the Senate representatives to the UCC has resigned, leaving an open seat.
 - b. Hunter volunteered to serve on the UMKC Undergraduate Committee with her expertise in Education and Instruction.
 - c. Turla nominated the following SSE faculty: Baffour, Chen, Chirandas, Fischer, Gharibi, Hutchinson, Scott, Snyder.

7. Call for Nominations and Approval of Parking and Traffic Committee Representative:
Mridul Mukherji
 - a. Motion to approve Mukherji passes.
 - b. Turla nominated two SSE faculty for the remaining spot on the committee: Hart and Magaña.
 - c. Shiu will send out a link for Senate members to vote on the UMKC Undergraduate Curriculum Committee and UMKC Parking and Traffic Committee.
8. Adjournment
 - a. Motion passes.