

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

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

**Excused:** Torres.

**Absent:** Leal, Smirnova, Song.

**Guests:** Burrus, Gomez, Lundgren, Reeder

1. Opening Business—Shiu

- a. Call to Order and Approval of 02/20/24 Minutes; motion passes.
- b. Approval of Agenda for 02/05/2024 Faculty Senate session; motion passes.
- c. Announcements & Updates—Shiu
  - i. Undergraduate Curriculum Committee and Traffic & Parking Committee Elections are closed. 18 Senators voted.
  - ii. For the Undergraduate Curriculum Committee, Senator Shelley Hunter was elected, and for the Traffic & Parking Committee, Megan Hart from SSE was elected.
  - iii. Shiu mentioned he had already posted the 2023-24 MU P&T Task Force Report on Canvas. Shiu encouraged Senators to read the report. specifically the section concerning CRRs and potential revisions.
  - iv. Senator Salvo shared the “A Process for Academic Reorganization” document in a previous meeting, and the document has been posted to Canvas. Senate will be looking at this document in the near future, and Senators are encouraged to develop feedback about possible revisions.
- d. UBC & FSBC Update—Olsen
  - i. FSBC met on 02/20/24. The next meeting is 03/08/2024. The agenda will be focused on the scheduled regular meeting with the Provost, a discussion about faculty and staff salary improvement, and an overview of FY2025 budget.
  - ii. The last UBC meeting was 02/22/2024. The first item on the agenda was the financial update. However, the Chancellor and Provost were absent due to scheduling issues. Therefore, Vice Chancellor of Finance and Administration Sean Reeder provided the update.
  - iii. Reeder shared the following information:
    - a. The Health Innovation and Delivery (HID) building is underway.
    - b. Currently working on the budget for FY2025; initial draft materials prepared for April Curators’ meeting.
    - c. Budget approval pending revisions at the Curators’ meeting in May.

- d. Governor's budget proposal for FY2025 includes a 3% increase to core appropriation for the University of Missouri System. This is not the final budget figure, as the legislature will be passing their own budget.
  - e. Some schools are facing enrollment challenges. However, no more information was provided about this.
  - f. Dean Jackson from the School of Medicine provided an overview of the School of Medicine's activities and budget.
- iv. The next UBC meeting is on March 14, 2024
- a. The agenda for the UBC meeting includes a presentation of the entire FY25 budget by Reeder.
  - b. The Provost and a subcommittee that has been working on salary improvement will give a presentation.
- e. Questions and comments by Shiu, Lynch, Mardikes, and Brown clarified the following:
- i. No decision has been made about salary adjustments. The Provost, Tony Caruso, and Tim Lynch have been working together on this. A decision may be probably made in late Spring about the unit or units that will be next in this process.
  - ii. In the Dance Department, when recruiting new students and faculty must be absent, it's customary for faculty to pay for substitute teachers out of their pocket. Since recruiting is part of the job at UMKC, payment for substitute dance instructors needs to be part of the annual budget for the Department/Unit.
  - iii. Faculty participation in the development of the budget is part of shared governance. The development of the budget needs to include faculty that facilitates regular sharing of budget planning and information with opportunities for faculty to participate in conversations and collaborations within budgetary decision-making.
- e. IFC Update—Jackson
- a. Admissions are up at all four campuses: UMKC 3%, S&T 31%, UMSL 3%, MU 6%.
  - b. Decisions made by the Board of Curators:
    - i. Approved 5-year budgets for all campuses with a 2% increase
    - ii. MU Healthcare still has net income, but it is lower than the pre-pandemic level due to increased costs of personnel and supplies.
    - iii. MU will be creating a Meat Science lab.
    - iv. PhD programs and a BA in Architecture were approved by the Curators for UMKC.
    - v. MU has been doing a test-optional experiment. It's been decided to collect more data on this. 30% of students applying are under the Test-Optional Plan.
  - c. DEI—Florida's decision to fire all personnel associated with University DEI initiatives. These decisions are stress-causing for UMKC; ongoing effort in Missouri's capitol to follow these initiatives is expected.
  - d. General discussion about shared governance related to decision-making since everything seems to be centralized.

- e. The governor proposed a 3% increase to the Higher Ed. budget but there is no definite answer yet.
  - f. CORE 60—each major needs an established criteria for transferable courses and guides for students to do so.
  - g. The performance funding model has been filed. The goal is how to design the model.
  - h. HR meeting with Marsha Fischer and her team talked about the cost of university healthcare. There are two dominant plans:
    - i. MU has a custom plan with its own hospital. UMSL has a custom plan with Mercy.
    - ii. UMKC has a tiered PPO, which consists of a network of providers. Therefore, there are different prices and co-pays. Providers can't have a custom plan for UMKC employees because there is a smaller population compared to other campuses.
  - g. Shiu noted that Kansas City appears to have a large number of smaller hospitals, which makes a custom (or “narrow”) plan more difficult to design for UMKC. For example, Mercy Healthcare is a more robust provider, therefore it can provide UMSL with a custom plan. With BJC’s purchase of St. Luke’s, there may be a future opportunity to create a custom plan. This year, faculty at UMKC and MS&T on the Tiered PPO Plan are paying about double what faculty at MU and UMSL pay on their custom network plan.
2. Deferred Maintenance—Vice-Chancellor Sean Reeder
- a. Campus safety:
    - i. Based on tragic events at national and local levels, there are safety concerns. Thus, adding locks to classrooms—around 460—is part of the safety initiative on campus.
    - ii. As of mid-February, half of the locks and doors have been replaced. The goal is to change all of them by the end of the semester.
    - iii. Another locksmith was hired to make more progress on the process. Bar handles are not as intuitive to use as other handles, so Building Liaisons should be able to provide the training on how to use those. They are also working with MCOMM to design an instruction sheet to place near the door.
    - iv. On the issue of training, the Police Department has been very active when providing training to over 6000 students during student orientations. 430 Active Shooter training sessions as well as 200 Campus Safety training sessions have been provided to faculty and staff.
    - v. Fifty-five new AED (defibrillator) units have been deployed across campus, trying to locate those at optimal places for use. Training on how to use those units will continue to be provided as well. These units are going to cost “just over” \$75,000 a year, and maintenance will be provided by Cintas, the third part handling the installation.
  - b. The master plan is the framework for considering reinvestment in capital assets and infrastructure. All changes happening on campus comply with this plan, but some exceptions have been made including additions, renovations, and new buildings. The master plan is re-evaluated every year and used for determining capital investment.

This document can be accessed through the Board of Curators website with all the updates at <https://www.umsystem.edu/ums/fa/facilities/um-capital-project-plan>.

- c. The big projects would go through a capital planning and design process. So, we engage third-party consultants, architects, engineers, and construction managers for new construction, a building addition, or a major building renovation.
- d. In the 2023 fiscal year, UMKC received \$120,000,000 for the Health Care Innovation and Delivery Building and \$4,500,000 for the UMKC School of Medicine Building in St. Joseph. In the 2024 fiscal year, 25 million dollars have been spent. 55 million dollars for the Athletic Performance Center is projected for 2024.
- e. The current Capital Plan also includes a funding strategy with some changes. The university received approximately \$40,000,000 in funding and capital appropriation from the State of Missouri with \$80,000,000 philanthropy to be raised. The university also received additional capital \$20,000,000 over the last two years from the State of Missouri. Capital projects are submitted to the Board of Curators for approval but the timing of those and these depend on the access to funding.
- f. Atterbury Success Center and the fourth floor of Miller Nichols will be renovated in the next 12 to 16 months. Classroom renovations have been taking place, specifically in the most used classrooms. Some other projects include patching and/or replacing the sidewalks. Over the last 12 to 18 months, all of the broken sidewalks on the Quad have been replaced.
- g. Questions and comments from Brown, Shiu, Keeton, White-Lewis, Mukherji, and Lynch clarified the following:
  - i. AEDs cost over \$75,000 a year. The cost of AEDs may vary by year depending on taxation and service requirements.
  - ii. Faculty are having a difficult time accessing buildings after UMKC Police lock them, since their ID cards are not coded for access—even in those buildings where they teach at night. Freedom of movement for faculty and staff is important, therefore, they should have accessibility to all the buildings they're approved for when they teach at different buildings. This can be addressed by reaching out to Building Liaisons and Facilities can be reached out when it comes to ID Card accessibility.
  - iv. The UMKC Police Department indicated they were going to look at the Bloch School classrooms since there are some security vulnerabilities. The Police Department must train students, faculty, and staff on how to react in these types of classrooms.
  - v. More advertising on Active Shooter training needs to be displayed. Training usually focuses on “Hide and Fight,” but there should be an emphasis on “how” to fight and “how” to run.
  - vi. AED training can be accessed by registering at [https://docs.google.com/forms/d/e/1FAIpQLSf9-YI45zprILxt\\_CHk6lsu3wVz0Io\\_7wjzKIjUZRqsxqPjUA/viewform](https://docs.google.com/forms/d/e/1FAIpQLSf9-YI45zprILxt_CHk6lsu3wVz0Io_7wjzKIjUZRqsxqPjUA/viewform)

- vii. Car break-ins around the School of Medicine and School of Pharmacy are causing a lot of anxiety among students and faculty. Police reports have been filed in most cases. A possible solution could be restricting access to the parking structure/garage after regular working hours and breaks that could reduce some of the car break-ins.
- viii. The annual budget for facilities is \$29,000,000 for salaries and benefits. The utilities budget has \$3,000,000 to \$6,000,000 available to spend with \$3,000,000 million to spend on projects that get funded by departments.
- ix. The campus does not have the capacity to generate energy on campus—steam plant—since it is difficult to operate those in the metro area. UMKC has boiler plants within a building and they are connected to other buildings to remedy this. The same strategy is used for cooling. Every building has chiller plants.
- x. The decision-making process for determining priorities depends on the type of project. For example, classroom renovations are dependent upon whether they are administrative or research-oriented.
- xii. Near-term projects concerning classroom renovations and hardscape issues are a priority.

### 3. Shared Governance: Bylaws Revisions—Shiu

- a. Last Summer, IFC Task Force on Shared Governance discussed the importance of communicating shared governance standards to faculty in a variety of ways. One way to accomplish this is to use MU and UMSL bylaws as a model for possible UMKC Bylaws revisions.
- b. The IFC report highlights the importance of transparency with faculty in terms of the kinds of authority they have. There are 3 different kinds of authority: 1. Primary and direct authority. 2. Shared authority to consult with administration, give feedback, and work together to come to solutions. 3. Advisory authority which has to do with communicating different viewpoints about matters faculty feel strongly about, but final decision-making power rests with the administration.
- c. UMKC's Bylaws in the CRR contain some statements about faculty authority, but the information is incomplete and nested within subsections.
- d. Only 3 sections in the faculty CRRs at UMKC where power is delineated. One of them is:
  - i. CRR Bylaws (B2)—the powers of the UMKC Voting Faculty include authority in all matters about education, research, and service as granted to the Faculty by the Board of Curators.
- e. MU and UMSL use more direct language in their Bylaws and enumerate faculty authority at the beginning of their documents
- f. The proposed task is to incorporate this language/terminology for the schools (UMKC) that do not have these definitions.
- g. Senators are encouraged to read through the CRRs to find and suggest other revisions. This is something to continually revisit, since our next revisions to the CRR should be comprehensive.

- h. Questions and comments from Shiu, Mardikes, Peterman, and Lynch pointed out the following:
    - i. This exercise is an attempt to be more synchronized with other campuses.
    - ii. Up to what extent do faculty have the authority to determine minimum admission requirements? Faculty has the authority to determine those requirements. The provisions about faculty authority in the Bylaws at MU and UMSL are not controversial, especially since the Curators have already approved the Bylaws; as far as Shiu can tell, the language in those Bylaws have been in place for at least 13 years. UMKC needs to restructure its CRR Bylaws to be more direct.
    - iii. Changes in leadership has also impacted shared governance. Therefore, this is an ongoing process.
    - iv. Creation of guidelines and materials about shared governance for Chairs and other academic leaders is advisable.
4. Motion to adjourn; motion passes.