

## Senate Agenda

Tuesday, December 15, 2020

3-5pm, ZOOM

### Present:

#### Senators

Da Ming Zhu, Gottman, Grimes, Berkel, Kador, Hiatt, Maher, Grieco, Hunt, Wellemeyer, Robinson, Olsen, Wooten, Mardikes, Turla, Dilks, Kilway, Jefferson-Jones, Fields, Shiu, Pluta, Morello, Torres, Ferguson, Keeton, Lynch, Patterson, Boots, Bhat, Morello, Chatterjee,

**Absent:** Godley

**Ex Officio:** Anthony Lopez, Daphne Posadas, Burrus, Lundgren

**Guests:** Nancy Murdock, David Thurmaier, Cory Kinder, Chris Popoola, Thomas Stein, Andry Joswara, Ann Smith, Lori Holt, Diane Filion, Alison DeSimone, Hillary McGraw, Alexis Petri, Andy Holder, Zhonghua Peng, Thomas Menees, Shannon Jackson, Susan Hankins, Jennifer Waddell, Jess Magana, Diane Petrella, Johanna Nilsson, Tiffani Riggers-Piehl, Uzziel Pecina

### 1. BUSINESS:

- a. Call to Order and Approval of December 1, 2020 minutes – Mardikes
  - i. motion carries
- b. Approval of Agenda – Mardikes
  - i. motion carries
- c. IFC Update – Jamila Jefferson-Jones
  - i. New CRR updates
    - Procedures in case of dismissal for cause
    - Consensual romantic relationships
    - Evaluation of the ability to work
    - Faculty leave policy
    - Financial update
- d. UPDATE: 12-Month Faculty vacation and sick leave updates 12-15-2020 – Mardikes
  1. 12-month tenured/tenure-track faculty get 4 weeks of paid vacation. All days taken off except national holiday and Christmas-New Year's week. Do not get semester breaks off. Only 4 weeks. *CRR 320.070 provides 12-month full time faculty with "four weeks annual leave". HR Policy 407 further defines that 4 weeks as "20 days each year". Faculty would also have the holidays and days that the university is closed for business,*

*except for those faculty determined by their Dean to be “essential” to be on campus when the university is closed for business.*

2. no one keeps track of time off
3. no sick leave. Sick must stay home. If longer illness then there is short-term or long-term disability to work out with HR *While we don't have short-term disability, the Family Medical Leave Act (FMLA) is available to eligible faculty for qualifying conditions up to (2) 12-week instances in 6 years.*
4. No unused times carries over, because no one keeps track of it, whether sick or vacation. Nothing unused is added to retirement and nothing unused is paid out. *Faculty have leave and the availability of the (2) 12 weeks of FMLA leave.*
5. Um System has around 23,000 employees with 6,000 faculty appointments. It is unlikely that we in Faculty Senate of IFC could force a review, and if that were successful, a review at the Curators' level might result in a loss of benefits.
6. There are discrepancies between academic units among the four campuses, and this is probably due to decisions (some historical) of deans. *It is therefore recommended that faculty work with the deans for clarity of improvement of the situation.*

**2. PRESENTATION: Program Evaluation Force—Steve Dilks (55 minutes)**

- a. The committee would like to thank everyone who participated and got involved in the task force and drafting the report; everyone did an amazing job – Dilks
- b. The conclusion of the report is the following: *The primary finding of this Task Force is that the financial performance of academic programs at UMKC is excellent. This conclusion is obvious from the data provided to the Task Force and is unambiguous. Overall, instructional activities produce a net surplus of revenue, and all but a very small handful of departments generate tuition revenue exceeding their cost of instructional salaries and benefits. There is, therefore, no basis for extensive cuts to academic programs.* – Dilks
- c. Page 1 on the scoresheet has the updated data; the task force spent a lot of time updating the data given to it in September; the report spells out the methodology employed to provide scores to the different programs; explanation of the additional edits added to the report followed - Dilks
- d. Discrepancy in the total revenue generated by academic programs - Van Horn; clarification made by Olsen; the report shows that there should not be any cuts on academic programs as they would diminish revenue – Dilks
- e. Motion to vote to accept the report – Mardikes
- f. Motion carries the report was approved and will be sent to the provost and chancellor

### **3. PRESENTATION: Reorganization Task Force – Kathleen Kilway (55 minutes)**

- a. The task force did an impressive job; the charts show different scenarios that have been discussed several times by the task force; first chart shows the current organization and the schools that were considered by the task force: CAS; Conservatory; SoE; SCE; Law; and SCE; charge given was to reduce the number of deans by 2 – Kilway
- b. This is a preliminary report; presentation of possible scenarios – Kilway
- c. Some departments have remained stagnant due to the inability to hire the TT lines they lost; is there a chance to use reorganization as an opportunity to dynamize departments? – Shiu
- d. The task force looked at a bigger picture but the point made by Shiu is taken; beyond how departments see themselves, this should be an opportunity for departments to envision themselves in different ways – Kilway
- e. Departments have been innovating for over a decade but there has been neither recognition nor compensation for that; these innovations have not been supported and the chancellor wants to pitch students away from programs that appear not to lead to jobs; a School of STEM will be attractive but I would like to see an equal effort to recruit and support students outside the STEM fields; there seems to be a tension between applied and liberal arts, with support to the former – Shiu
- f. Preoccupation about limited resources and how to use them efficiently; there is room in this university for all but we need to find ways to support each other – Kilway
- g. Conversation should be about alignments and synergies across the board; support for Shiu’s comment about departments forced into stagnation; shifting things around without changing the mechanism that incorrectly sustains the status quo will not deliver any gains; a new system is needed to empower deans, chairs and faculty to innovate, find efficiencies and grow; a bottom up view of the problem would be better than the big picture approach – Van Horn
- h. Some the suggested moves do not make a lot of sense for some individual departments – Olson and Grieco; faculty should be involved in deciding where they want to go – Van Horn
- i. These are just scenarios – Kilway; there are mythological and epistemological boundaries to be considered in making these decisions; the idea was to come up with new units where departments can thrive instead of having departments being subservient to the units; however, the task force was not given a clear charge and the vision was not clear as the leadership did not come up with a development model, a budget model and an identity for UMKC- Jackson
- j. The reorganization report will be finalized and will be submitted for approval at another meeting – Mardikes

### **4. ADJOURNMENT** Motion carries.