

UMKC Faculty Senate Special Meeting

13 January 2015 3:00—5:00 pm

Plaza Room, Administrative Center

Present: Peggy Ward-Smith, Kathleen Kilway, Buddy Pennington, Carole McArthur, Nancy Stancel, Virginia Blanton, Laurie Ellinghausen, Viviana Grieco, Tom Mardikes, David Van Horn, Dee Anna Hiatt, Zach Shemon, Roger Pick, Ed Gogol, Jerry Wyckoff, Mark Johnson, Connie White, Carolyn Barber, Sean O'Brien, Tarak Srivastava, Michael Wacker, Eduardo Abreu, Margaret Brommelsiek, Orisa Igwe, Mark Sawkin, Brenda Dingley, Susan Sykes Berry, Jacqueline Hawkins

Absent: Gregory King

Excused: Marilyn Taylor, Yugi Lee, Julia Atilas, Christopher Holman

Welcome and announcements

Tom Mardikes is replacing Nathan Oyler as A&S Senator for Spring 2015 term. Virginia Blanton is returning as A&S Senator. Chair Ward-Smith expressed her appreciation to Burton Dunbar for filling in for the Fall 2014 term.

IFC Representation

IFC rep McArthur (Dentistry) is taking a leave of absence, resulting in a vacancy in our IFC representation. The Intercampus Faculty Council section of the Collected Rules and Regulations (Section 20.100) provide options to fill a vacancy on a temporary basis or for the entire balance of the unexpired term. The UMKC bylaws (Collected Rules and Regulations

Section 300.020) require the Senate to conduct a campus election to fill the vacancy for the unexpired term.

There was much discussion as to whether Senate had to follow the bylaws to the letter in this case as the leave of absence is relatively short. An argument was made that Senate could follow CRR 20.100 and fill the position temporarily, as the UMKC “Bylaws are subordinate to all Bylaws, rules, regulations and policies established by the University or adopted by the Curators of the University of Missouri.”

A question was raised as to whether Senator McArthur could continue to represent UMKC at IFC during her leave. Senator McArthur expressed a willingness to serve during her leave. However, leaves of absence are generally viewed as leaves from all work (all teaching, research and service activities for faculty). Ted Stahl, Senior Human Resources Specialist, was called to the meeting for clarification and confirmed that general leaves of absence excuse the employee from all work.

After a lengthy discussion on these and other points, Senate elected to appoint a temporary replacement for Senator McArthur for the duration of her leave. Nominations were solicited. Senator Wyckoff (Biological Sciences) was nominated but declined. Senator Grieco (Arts & Sciences) was nominated and accepted. Senate approved the nomination by election and appointed Senator Grieco to serve as IFC rep for the duration of the leave. Senator Sykes Berry (Libraries) expressed her objection to the Senate not following its own bylaws.

A motion was passed by Senate to amend the UMKC bylaws to follow CRR 20.100 and enable an option for temporary replacements to fill future vacancies.

Title IX Update

Chair Ward-Smith and IFC rep Stancel summarized recent updates to University processes related to Title IX and being codified in the Collected Rules and Regulations (sections 600.040, 310.020, and 310.060). There are two basic tracks, one for student conduct and one for faculty conduct. Executive Order 200.025 (September 22, 2014) was issued to address student conduct, but an allowance was made to allow amendments to that. The current revisions will be compiled into such an amendment to be presented to the Board of Curators at their February meeting.

CRR 20.010 and 200.020 outline the student code of conduct and rules of procedure in student conduct matters. Application of these policies at UMKC will be addressed by the new Title IX Coordinator. Faculty responsibilities in this area include completing the online training, serving on equity panels after additional training, and understanding their responsibilities as mandatory reporters.

CRR 600.040 addresses the equity resolution process for faculty. An investigation and resolution process was outlined. As with the student policies and procedures, the application of the faculty policies and procedures will need to be applied at the campus level by UMKC.

IFC is still soliciting feedback for changes, but the timeframe is very short.

One item of feedback presented was to amend CRR 600.040 to include a statement allowing it “to be amended by Executive Order for the 24 month period following the adoption of the Board rule.” Senators expressed their objections to this as setting a precedent that the University President could unilaterally alter policies and procedures ratified by the Board after much faculty discussion.

Another piece of feedback was to include language in CRR 600.040 that would prohibit the filing of the same appeal or grievance after the findings of the panel.

A comment was also made that this document should define employees.

A question was raised about how a complaint involving both a student and a faculty member would play out if the complaint splits into the separate student and faculty processes.

Chair Ward-Smith and IFC rep Stancel will take the feedback to IFC as they prepare the amendments to present to the Board of Curators in February.

Senator Wyckoff expressed his objection to the short timeframe provided to faculty to review and provide adequate feedback to policies that have such important consequences to students and faculty. A sense of the Senate resolution was passed stating that IFC and President Wolfe should be made aware that UMKC Faculty Senate feels that the timeframe for faculty review and feedback was both too short and provided at a time when many faculty are out for intercession. In short, this was poorly handled by central administration and implies that faculty feedback is not valued in this important process.