**DEATH BY A 1000 CUTS presentation: 10-21-2014**

Presented by members of the Ad Hoc Committee on Priorities and Reform

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*Summary: Our research has shown that in spite of modest enrollment, many construction projects and loss of State funding, the UMKC Administration has grown the ranks of high paying administrative positions at the expense of tenured/tenure-track faculty. Data submitted by UMKC to the U.S. Department of Education shows a loss of 54 tenured/tenure-track faculty and a gain of 39 high-salaried administrators. The number of Vice Chancellors at UMKC has grown from 4 in 2005 to 10 in 2014. A Strategic Plan with 41 initiatives is being implemented with only two listed faculty projects. A survey of chairs in the College of Arts & Sciences shows low faculty morale, inadequate resources, stagnant salaries, reduced benefits, increased workloads and a general lack of confidence in the current Administration and their Budget Model.*

Response to questions from this presentation:

1) *31* FTE (NTT and TT) *A&S faculty losses were reported by 16 of 18 chairs in the survey taken* Summer 2014. We are working with our Dean’s office to determine how many are still open faculty lines and how many have been replaced by NTT’s. According to the Dean’s office 11 of these were tenured/tenure-track. We are not in favor of replacing tenured/tenure-track faculty with NTT’s, which is what is happening now.

2) *The issue Larry Bunce raised is specifically acknowledged in our presentation.* This is a change in occupational classification between 2010 and 2012.

The slide UMKC “Instructional Staff By Classification” (slide 24) notes “Data for Fall 2012 not comparable with prior years due to changes in classification.” We are aware of this, discussed it when organizing this portion of the presentation, and mentioned this issue during the presentation.

This does not affect the conclusions of the analysis using the IPEDS data. It was a routine change in the occupational classifications, as discussed on the IPEDS website:

<http://nces.ed.gov/ipeds/resource/soc.asp>

The change in occupational classification moved some physicians from the “Full-time non-tenure track” category to the “Technical/Paraprofessional” classification.

This change did not affect the classification of tenure and tenure track faculty or the decline that was reported in the data. It also did not affect the classification of Executive/Administrative/Managerial personnel reported in the data. Therefore, this change to the occupational classifications does not alter the conclusion that UMKC has significantly increased the number of highly-paid administrative positions while also reducing the number of tenured and tenure track faculty.

The impact of the change in occupational classifications is obvious in the full set of data for UMKC (available from the references given in the slides) and we are happy to discuss this with anyone who is concerned that it undermines the integrity of the data we used.

3) We showed that UMKC has grown from 4 to 10 Vice Chancellors since 2005. Provost Hackett challenged the veracity of our data.

(a) The image of the Chancellor and his Vice Chancellors (slide 30) is taken from the May 2014 Graduation Program. (We mistakenly added the newest Vice Provost for Online Education as a Vice Chancellor.)

(b) We have looked through UMKC Salary lists submitted to Miller Nichols Library and all but Translational Research and Online Learning have Vice Chancellor specifically in their title.

(c) All of these people have salaries consistent with being a Vice Chancellor. The exception is Susan Wilson of Diversity & Inclusion (newness of her appointment) who is either a Dean or a Vice Chancellor and probably received a raise with the new appointment. That data was not available to us. Karen Dace who had the position before her and is also missing from our report was a Deputy Vice Chancellor.