UMKC Faculty Senate Minutes

Meeting of 15 April 2014, 3:00—5:00 pm

Plaza Room, Administrative Center (Volker Campus)


Absent: Dilks, Petrie, Richardson, Rydberg-Cox, Solose, Srivastava, Van de Liefoort

Excused: Bethman, Ellinghausen, Flowers, Pennington, Sykes Berry

Guests: Gail Hackett (Provost), Jennifer Dehaemers (Associate Vice Chancellor for Student Affairs and Enrollment Management), Betsy Rodriguez (UM System Vice President for Human Resources)

Welcome and Announcements (Peggy Ward-Smith, Chair)

Dean Pyle addressed her evaluation with Dentistry faculty.

Some faculty received an HR/Ombudsperson survey last week. The UMKC Faculty Ombudsperson, Faculty Senate, and Human Resources at UMKC are collaborating to identify training that would enable faculty to improve their skills toward productive and satisfying workplace relationships. A random sampling of non-tenure and tenure track was sent the survey and it will be available through next Friday. Ideally the faculty educational programs would be started by the end of the semester but might not be started until the fall. Every unit is represented with the survey and it is to find out what faculty members want in a training program.
Dates for the dean evaluations of Witte, Suni and Truman will be conducted in the fall (October 7-24). They will be done the same as the Provost and Dean evaluations the previous fall, through SurveyMonkey. If there are any questions or comments on procedures, please send it forward.

Approval of Agenda/Minutes (March 18)

Agenda approved. Minutes approved.

Provost Comments

Jennifer Dehaemers will be speaking about walk-in review days. Most faculty have seen the local AAUP analysis, prompted by an article about faculty bloat. The Chancellor informed the author that there were problems with the data. Despite the article’s conclusion, our data shows the opposite conclusion of that analysis. The Chancellor will come to the Faculty Senate meeting on May 6. Revised data and tables will be published.

One problem could be that the head count and salary were based on different data and it should have been cleaned up to ensure it corresponded. Five hundred thousand dollars was miscategorized. The clinical faculty at the Dental School was categorized as administrative. The bottom line of the data was correct, but the distribution was inaccurate. More recent series of redone tables have concluded that the salaries in administration were far below the increase in compensation for faculty, which was low also. Revisions will be published soon.

Dean search committee is going forward with the search for the dean of the honor’s college. This was part of the strategic plan and has been planned for five years. This search is being underwritten as well as part of the dean’s and faculty salaries. Some merit scholarships are
also being underwritten from the system’s strategic funds. Over one million dollars will be recurring for four years. This was recommended as part of the implementation of the strategic plan.

The honor’s college is a strategy for a number of reasons. One is that most research universities use an honor’s college to serve its highest achieving students. It’s not a separate school, the students will still belong to the other schools and those schools can offer honor’s courses or sections. There are thirty-one trustees scholarship. There are six or seven national merit scholars. The honor’s college will change the academic environment on campus and be helpful to all the schools. When the system money ends after four years, there will be money from the capital campaign to replace it.

The search is going on right now. There has been a task force working on this and planning what the honor’s college might look like. There is money to hire NTT faculty, to teach core curriculum. Most of those faculty will be in Arts and Sciences, but not all. Units should begin to think about how they will engage with the honor’s college.

**Voting Process (IFC/Vice-Chair)**

If there are any voting issues, please let Peggy Ward-Smith or Buddy Pennington know. Voting is open until the 25th of April and the results will be announced at the final meeting.

**Walk-In Review Days Plan (Jennifer Dehaemers)**

The walk-in review day allows students to come to the university and start the admission process and enroll. It is a very busy, hectic day and some units on campus expressed the urge to get rid of it, but UMKC does enroll many students on the walk-in review day.
Because of the issues around walk-in review day, UMKC did a study to see if there was a relationship between a student’s commitment to the university and the time that they enrolled. It was found out that when students enroll very late, there is a diminishment in the return, because they often drop out. The real problem was with first-time undergraduate students.

Senate made a recommendation to the Provost and Vice Chancellor for Student Affairs and Enrollment management to impose the deadline of July 1 (Fall semester) and November 1 (Spring semester) for freshmen and sophomore students that were making their first application to UMKC.

Walk-in review day will continue for juniors, seniors, as well as graduate and professional students. By making this change in practice, academic unit personnel will have more time to serve the continuing education students and positively impact retention of students.

This will be operationalized by a June 15 deadline to students so they may be admitted by July 1, which will allow them an opportunity for orientation and a better chance to get through the financial aid process. Exceptions will be reviewed on a case-by-case basis.

**Web Availability of Course Material (Kathleen Kilway, Vice Chair)**

Students are using websites to view materials from courses, and many of those materials are copyrighted. There are different websites that students can upload materials, one of them is called Course Hero (http://www.coursehero.com/). This is not only academic dishonesty. These sites are pay-sites with a monthly rate, which means the sites are profiting off of material that is owned by the faculty who taught the course. If faculty want to get their course material off of the website, he or she has to file a cease and desist. The question is whether faculty would like to do this as a group or individually.
The Provost agreed to work with the faculty on this, because it goes beyond the individual faculty.

**Total Rewards Summary**

Betsy Rodriguez, UM System Vice President for Human Resources, reported to the Faculty Senate on recommendations provided by the University of Missouri Total Rewards Ad Hoc Task Force. This group, formed in June 2013, is charged with assisting the Vice President for Human Resources in developing and communicating recommendations to improve the university's Total Rewards Program offerings. The presentation provided a summary of the work done by the task force and eight specific recommendations.

The presentation material as well as the full report from the task force are available at [http://www.umsystem.edu/totalrewards/reimagining](http://www.umsystem.edu/totalrewards/reimagining).

**Adjournment**

Meeting adjourned at 5:10 p.m.