Faculty Senate Minutes
Tuesday September 7, 2010
Administrative Center, Plaza Room, 3-5pm


Visitors: Chancellor Morton, Vice Chancellor Mel Tyler, Klassie Alcine

Excused: Carbone, Madison-Cannon

Absent: Hinds

Welcome at 3 p.m. Called to order by the Chair, Gary Ebersole

Informational Items

1. A reminder about how to get an item on the agenda. Just contact any member of the Executive Committee: Peggy Ward-Smith, Cathleen Burnett, Nancy Stancel or Carole McArthur. We gather the Monday before the meeting to set the agenda.

2. Every Faculty Senate committee should meet as soon as possible. Last year’s chair should call a meeting and elect a chair from among the membership. Notify Cathleen and Gary so we can get a list. Very soon Gary will send out campus-wide call for volunteers to join the committees.

3. The Faculty Senate has a budget that begins the year with $15,000. At the end of each semester we will provide a detailed expenditure accounting. The major expense is the All Campus Meeting in the Spring. We also host a breakfast for the curators meeting on our campus. It may be that such a meeting is not planned for this year. Gary will find out and let the Chancellor know what he finds out.

4. Put on your calendar the Sept 28th meeting with Betsy Rodriguez to talk about the staff benefits survey. We will also want to ask her other things. Directors and chairs have also been invited to attend.

5. Gail Hackett is out of town, returning from Vietnam where she is exploring possible relationships. Normally she attends all of our meetings.

6. The new ombudsman person, Nancy Day, will join us on the 21st to introduce herself and her office, and what sort of issues she will be fielding. One hope is that with her presence, faculty grievances might get rectified earlier.

Approval of Agenda
There were no additions to the agenda and all approved.
Introduction of Visitors:
Klassie Alcine, the new president of the Student Government Association (SGA). Their goal is to work with the administration on faculty issues, to be a liaison. Their initiatives are parking and safety, and educating students on student issues, e.g., The Dream Act. Their website is www.umkc.edu/sga. On the Sept 27th weekend, they will hold a Robot dance for Homecoming.

Mel Tyler, Vice Chancellor for Student Affairs and Enrollment Management.

Approval of Minutes for May 4, 2010
There were some corrections suggested by Senator Krantz: spelling of names; the minutes should be written in complete sentences; corrected some numbers and the name of a program; and wanted some context provided for the discussion of Professor Kobach’s activities. With these revisions, the minutes of May 4 were approved.

Chancellor’s Report
We are off to a pretty good start. Thank you for this past year. Last year our net income allowed us to move some funds ($ 7-8 million) into fund reserves because we increased enrollment, held the line on expenses for head count and everyday expenses. Some maintenance and repairs were delayed. This year we are facing a decline in state support, so we have to increase revenues. Compared to other states, we’ve been very fortunate. This year with a 5.4% cut in state funding, we held the line on ‘tuition’ fees but were able to increase some other fees. We will continue to face some challenges. The Chancellor has met with the University Budget Committee (UBC). The Governor called a summit for Higher Education two weeks ago. Rumors were running high. This past year we lost $8 million in state support. In FY 2012 the cut will be more like 15 percent or and additional $12 million. Maybe that’s on the high side. There is some evidence of confidence returning in the economy, although it is too early to declare a trend. This year we are in FY 2011, with the 5.4% reduction leaving us with $80 million in state support. If we repeat last year’s enrollment increase, student fees, and other elements including holding down expenses, we could add additional dollars to the reserves to prepare for 2012, which could be even worse. It is prudent to plan for this. The Chancellor reported that he was modestly optimistic about 2012. President Forsee is not up for another deal with the Governor to not raise tuition. We’re now below KU in tuition, but still more than K-State, so we can compete in this metropolitan area. The President’s recommendation for tuition increase is 6-8%. The Chancellor, though, suggested that UMKC plan on a 3% increase in tuition and 2% for the Med School. We have to do as well in enrollment increases (our extended metro rate into KS helps) as we budget for a 2% across-the-board salary increase added in for faculty and staff, and a projected 3% increase in benefit expenses. We believe this scenario would mean dipping into our reserves for about $4million. This would not require any layoffs. We are doing our own market study to see what impact a greater raise in tuition would have on enrollment and retention.

Senator Luppino: 40% of UMKC’s current operating budget is state revenue. If we experienced a 15% cut, our net tuition would need to be increased. A UBC subcommittee has concluded that we have capacity to raise enrollment while holding overhead costs steady. We’re on a good path relative to other schools. We are managing expenses well.

Chair Ebersole: We need to thank faculty and staff for handling a lot more student traffic, with no additional help. An important marketing point is that we do have relatively small classes with a 12/1 student–faculty ratio.
Chancellor Morton: Retention is a big issue for us. Our freshmen are in the top quartile of ACT scores. When he talks to high school students, his message is that he is not interested in their going to college, he wants them to graduate from college. At UMKC, only 26% of our undergraduates graduate in 4 years; 46% in 6 years. Yet, our student athletes have an 88% graduation rate. This indicates that support of the sort Athletics provides is necessary for retention. Classrooms are another big issue. The Chancellor’s message to the community is that it is the right time and right place to invest because we do make a difference in the city, region, and state.

Senator Finchman—Thank you for your summary. However, there is lingering concern. Are we going to be penalized for our frugality? Will our reserves be taken away? Chancellor Morton: Our reserves are not at a level where folks will say we have too much. We are 23% more efficient than we were. ‘They’ will go to other places first.

Another Comment: There may be efficiencies in the University, but there may be inefficiencies in administration. For years, the rate of growth at UMKC was lower than other universities, but our growth in instructional faculty was negative. Maybe we should spend some chips to increase faculty. Where are we going after 2012? Chancellor Morton: At the System level, shared services are being talked about to improve processes so as to put more money into front-end investments. There is also the question of how you define administration? Just central administration or administration in the units? With central or core costs we’re competitive, but when you look at cost of instruction dollars, we were at the top. I can explain some of that. Graduate students are expensive and we have ten professional schools, so we are focusing on recruiting undergraduates. The Support Cost Review Committee will also look at administrative costs within academic units. We also need to ask how many teachers we need given our enrollment increases and growth goals. If we get through this fiscal period, then what? We will be larger as a University, stronger financially, and more engaged in community. I anticipate a 16/1 student-faculty ratio. Other universities are at an 18/1. Senator Krause asked how these ratios are generated and who are counted as faculty? Are lecturers included? At UMKC, this number has to include both tenure-track and non-tenure track faculty. The Chancellor noted that no matter how faculty are counted, they are counted the same way on all campuses, so that we really do look good in comparison. It was also noted that the 2020 Taskforce has been charged with doing some of these long-term and strategic planning issues. We should ask the Provost for more information about some of these issues.

New Student Union Use Policies and Enrollment Picture
Vice Chancellor Tyler reported that while head count is down 3.5%, credit hours are up at a 6% increase.

A handout was provided for scheduling at the new student union. Recognized student organizations have priority scheduling. Students agreed that others could make requests. Those who want to use space in the student union have to fill out an on-line Facility Request Form. An advisory committee will review usage at the end of the year. Scheduling won’t be as easy as it has been in the past. We have seen a huge increase already in student interaction. Question: Do you have any numbers about enrollment of students staying on campus compared to the national average? Not yet.

Chair Ebersole expressed some concern that some of our enrollment increase is “soft” enrollment—that is, individuals who are unemployed or underemployed and who have come back to improve their resumes. When the economy improves, many of these students will reenter the labor market and exit university. How many are of our students are soft? We need to know, so we do not build our longer term plans on them. Senator Mirkin: Athletes stay and get a lot of help. Lower- and middle-class
students, though, drop out in greater numbers because we have decimated support services. Chancellor Morton wants a meeting with Deans to look at their 5-year plans in this regard. How can the Provost and Mel Tyler offer support?

At the IFC meeting there was reported a dramatic increase in enrollments. Both Rolla and St. Louis are close to capacity. We saw a drop in visiting students, and that is a good thing. We want more degree-seeking students.

Question about the use of Student Union: Is there a charge for use of the facility? Vice Chancellor Tyler: A fee schedule may be charged, but, generally, we have not charged campus groups for rooms. The language is there in the policy for use with non-campus groups who ask to use space.

Comment: The 4 year graduation rate is a flawed indicator of success – If a student changes major and graduates in 5 years they are considered a failure. Graduation should be emphasized, not how long it takes.

**Nominations Committee Report**
Carole McArthur is filling in for Rochelle Ziskin. The Faculty Senate is asked to nominate people for various committees. That committee is charged with inviting faculty to fill vacant slots, however, sometimes during the summer we are asked to find members. The Executive Committee has acted on behalf of the faculty over summer when these requests for staffing arrive. We need a female full professor if possible for the Faculty Grievance Committee. We are in the middle of piloting a new process and are trying to staff one panel of two faculty members for 2 different panels. Three have agreed to serve (white males), we would like to have a female full professor if possible. Please let us know if you are willing to serve or have a name to suggest.

We need the approval of the Senate for the following appointments:

- **Student Success Taskforce:** Lorie Holt, Dental School
- **Facilities Planning Committee:** Hali Fieldman, Conservatory
  Yasuyoshi Ueki, Dental School
- **Parking:** Ling Ye, Dental School

Approval moved by Senator Krantz and seconded by Senator Pick. All approved.
Chair Ebersole will send out an invitation to all faculty, requesting volunteers to staff the standing Senate committees.

**Non Tenure Track Faculty Chart**
Chair Ebersole presented a chart indicating that Tenure-Track appointments have declined from 50.2% to 34.5% in the last 10 years. This decrease is matched by an increase in Non-Tenure-Track (NTT) appointments to 65.5%. We don’t have percentage of credit hours taught by NTT faculty. These numbers have consequences for faculty governance since two thirds of the instructional faculty is not organized. The majority of the instructional faculty are unranked non-regular appointments.

We can invite Larry Bunce to the Senate to hear faculty concerns. This is not a new trend but gives us perspective. **Question:** Is it possible to get student credit hour numbers? It would be good to have the numbers per unit/ per credit hours. It is worth our time to get good numbers so as to consider the implications for the education we are delivering. Most categories are supervised, but it is the part-time
unranked, non-regular faculty who are more worrisome. At the local level, we can control quality, but
care must be taken that an inhumane system that exploits a class of instructional faculty does not
continue to grow.

Senator Bethman: full-time staff also teach A&S 100s. Senator Luppino: Once we receive the numbers
from Bunce, there needs to be an additional step to verify them. We need to send the numbers back to
the units to verify. **Question:** What is our goal in obtaining these numbers? Quality education and it
should be part of planning for the future. We need to ask where instruction is coming from? How are
you going to retain faculty? Think about the 16/1 student-faculty ratio. What category of faculty will
make it possible for us to reach that goal? Senator Mirkin: The dilemma is that we don’t want to
increase tuition but regular faculty are expensive relative to part-timers and NTT faculty.

**Dean’s Evaluation Process**
The Provost would like us to tweak process with the dean’s input, including setting out the context of
the review process and making it clear to participants that it is one part of a larger set of elements that
the Provost takes into account. This will be considered by the Administrative Affairs Committee, with
Nancy Stancel from the Executive Committee temporarily joining that committee to push this issue
forward.

**Election Process Improvements**
There are some serious problems not addressed in the CRR’s, Senate Bylaws, and unit by-laws. (1) We
do not have an explicit definition of who has the right to vote in campus-wide elections. (2) How we get
the voting lists from schools is problematic. Heretofore nobody ever saw, let alone over-saw, these lists;
they were just used as they came in. We do not know who compiles them or if they are accurate
Chair Ebersole checked with our UM sister campuses and there is a clear need to clarify this issue with
the Collected Rules. A Senator said that he didn’t see the problem. Ebersole replied that a few years
ago the issue emerged in the Medical School. There, if everyone with the designation of “faculty” were
allowed to vote, the SOM would overwhelm the rest of the university in numbers. Even medical
residents—that is, medical students—are classified as faculty. Definitions vary widely across schools.
Another possible problem with be that those with little investment might be voting.
(3) How the campus-wide election for the Faculty Senate Executive Committee is to be held needs some
specifications, so that there is a candidate forum, for example. We need to address this during the Fall
semester. [Secretary Burnett offered to have a shortened term so as to provide some turnover in the
Executive Committee.] Ebersole asked Peggy Ward-Smith to join that subcommittee of the
Administrative Affairs Committee to help bring forward timely recommendations.

**UM Benefits and Retirement**
Running out of time and people, we will bring this item back to the next meeting. A question was raised
about who serves on the UM Benefits Committee. They should be elected, not appointed.

**President Forsee’s letter regarding possible changes in Benefits**
Senator Luppino: A UBC special ad hoc subcommittee will dig into this data and make
recommendations. Max Skidmore, Bill Black, Chris Hoyt, Randy Garner, and other experts on our faculty
have agreed to serve on the subcommittee. The committee is also compiling questions to ask of Betsy
Rodriquez when she visits our campus on Sept. 28th. Broadly these include: (1) Do you see any
inaccuracy in the UMSL data (referring to the UMSL White Paper)? (2) Do you have any internal reports
of the pros-and-cons of keeping the effective pay cut resulting from the benefits “tax?” We should not
talk about deferred benefits without talking about undoing the benefits tax. (3) What is the plan to get
Faculty and staff morale and alienation are another cost to consider. It is important to involve staff in this discussion also, but faculty with tenure need to speak truth to power. One Senator wondered who on the Board of Curators is championing the defined contribution? There is some concern is that President Forsee is not representing the faculty in this matter. Ebersole replied that at IFC meetings, at times we have blunt conversations with President Forsee, but off-the-record conversations are also important.

5:15 p.m. Adjournment