

Faculty Senate Minutes
Tuesday January 18, 2011
Plaza Room, Administrative Center, 3 p.m.

Present: Ebersole, Ward-Smith, McArthur, Stancel, Burnett, Plamann, Gardner, Pick, Durig, Peng, Baker, Mirkin, Mutti-Burke, Thiagarajan, Madison-Cannon, Sherburn, Rice, Wang, Carbone, Luppino, Hinds, Alleman, Krantz, Stanley, Bethman

Absent: Holt, Nilsson, Hermanns, Johnston

Excused: Sohraby, Yang, Wyckoff

Welcome at 3:00 p.m. Called to order by the Chair, Gary Ebersole.

Informational items

A Faculty Senate meeting is scheduled for the Health Sciences campus on April 19th in room 5309 of the Health Sciences Building.

Chair Ebersole will attend the Coalition on Intercollegiate Athletics meeting in Chicago to represent UMKC.

The Special Advisory Committee commissioned by President Forsee is not ready to carry any recommendations, but will try for March. The President's charge to the Committee was to mitigate risk to the University. The Committee is modeling three different options, a straight defined contributions plan, the current defined benefits plan, and the one with most interest is a blend, looking at a lower level of defined benefits coupled with defined contribution and a smaller match from university.

Approval of Agenda

Motion for approval of the agenda was made by Senator Durig, approved by acclamation.

Approval of Minutes

Senator Krantz moved and Senator Fincham seconded a motion to approve the Minutes of December 7, 2010.

Chancellors Remarks: Leo Morton

The Curators will start the search process for a new President on the 26th of January. The Curators approved the three bonding issues for our campus. Budget performance is up on the revenue side, enrollment is up 5% as of last week, more students are taking more credit hours, but spending on salaries is far ahead of what we expected. Year before last, we ended \$172

million in total compensation and benefits, last year we ended \$ ½ million below, this year will be \$10 million above that. Last year we put an additional \$7 million into reserves and thought we had the chance to repeat that and provide everybody with a one-time 2% incentive pay. That is not in the cards anymore. However, we still have the 2% pay raise built into next year.

Laura Confer, the student Curator, praised UMKC for getting it right in terms of student advising. A student told her that a UMKC faculty member gave out a cell number and that really impressed Laura.

Provost's Remarks: Gail Hackett

There is nothing new to report on the (low producing) program review initiated by MBHE.

Two things: 1) The National Center for Academic Transformation is contracted to work with public higher education in Missouri on course redesign. Each university will have at least one, possibly more, projects that involve major course redesign. We are encouraging people, to participate in the first course redesign workshop in Columbia, Friday February 18. It's free. UMKC will fund two course redesign projects. But the redesign effort can be applied to any courses, so it might make sense for interested others to attend.

2) On February 14-15 there will be a Student Success/Retention Retreat to reinvigorate efforts across campus. Our retention graduation data indicate stagnation so it is necessary to get more aggressive about addressing these issues. There's no one problem, but multiple problems. Most of the students that drop out don't drop out for academic reasons. It boils down to different groups of students needing different interventions. Everybody needs to be engaged, including staff, because in a lot of cases the front office staff plays a really key role in helping students feel welcome and get to where they need to go. The agenda will be published beforehand so that if faculty can't make it the whole time, they can come to parts of it. Senator Pick suggested that in terms of welcoming, our surveys indicated a real need for parking staff to be more welcoming. The Provost thought that was a very good idea.

Definition of Voting Faculty: Peggy Ward-Smith

Vice-chair Ward-Smith presented the definition selected at our last meeting for voting eligibility asking whether more discussion is needed. Chair Ebersole offered a friendly amendment to the second sentence so that words agree, "the faculty of each unit shall develop their own rules, identifying eligible parties."

Discussion continued. It was noticed that these changes in voting eligibility for campus wide elections might prompt changes in the units.

Chair Ebersole explained that any problems that come up would go to the Administrative Affairs Committee. But that Committee would not necessarily know what's going on in the different

units (such as Nursing or Pharmacy) so it is important to involve a Senator from each unit to verify the voting list [to be added to the Standing Operating Procedures].

Chair Ebersole reminded us that the Collected Rules and Regulations require a secret ballot after the second reading. We can waive the rules or we can create ballots.

Senator Mirkin moved to waive, Senator Fincham seconded. There was no discussion about waiving the secret ballot and the motion was approved unanimously.

Vice-Chair Ward-Smith read the final version: *For the purposes of campus and university-wide elections, voting faculty of UMKC shall consist of all benefit-eligible ranked faculty, including instructors and lecturers. For the purpose of unit elections, the faculty of each unit shall develop their own rules, identifying eligible parties.*

The change passed by a vote of 19 for the motion and 5 against. The next step is to carry this proposed amendment of our Bylaws to the full faculty at a general all faculty meeting (which is held annually). The proposed change must to be circulated two weeks before the meeting to all voting faculty (in this case not NTT faculty); then the amendment is officially presented at the general faculty meeting; then faculty have two weeks after the general faculty meeting to vote electronically. If it passes the faculty vote, it becomes effective upon ratification by the Board of Curators.

Senator Mirkin suggested having a list of arguments for and against the proposal to complement what is reported back to the different units. It is important to present why the change is needed and why the majority supported the change. Chair Ebersole underlined the duty of the Senators to take it back to each faculty. The Secretary offered to create a summary of the reasons.

Vice-chair Ward-Smith asked about proceeding with the Dean's evaluation process using the old or new voting criteria. Chair Ebersole advised use of the pre-existing criteria. Another question was raised about Spring elections. Chair Ebersole responded that there is one faculty executive committee position (Senator Stancel's IFC seat) opening up. However, it would be good to figure out a stagger of the officer positions and there might also be some issues to present.

General Education Oversight Committee Update: Scott Baker

Two open forums are being held to discuss and receive input on the initial proposals for student outcomes. Only 50 responses to student outcome proposals. The forums are to solicit more feedback, and the documents are not at all finished products. This process is a quick one; it needs to be done in the next couple of years to satisfy the needs of the accreditation agency. Open forum tomorrow is the last opportunity to have public debate over student outcomes.

Grievance Panel Revisions: IFC Representative Stancel

This is a pilot project three years in making. These are the final revisions and Senate approval is desired. There aren't a lot of changes from the previous document. Most of them are merely cleaning up language. For example, all references to UMKC and MU are changed to "the campuses." Another change concerned holding a face to face meeting with parties early in the process. One addition is that the administrator could suggest that these face to face meetings be either separate meetings or simultaneous meetings depending on the situation. The hope is to take the document to the March meeting of the Board of Curators.

Senator Mirkin moved approval and Senator Baker seconded the motion. The changes were approved unanimously.

Statement on Academic Integrity: Gary Ebersole

Chair Ebersole stated that this document is to assist in interpreting the Collected Rules and Regulations (CRR). It does not alter more general policies of the University. The IFC found that the CRR were being interpreted in diametrically opposed ways on different campuses. The UMKC position was that students could not be failed in a course for plagiarizing, but only failed for the assignment. Locally, there was significant push back from Pharmacy and Nursing arguing that part of the evaluation of a student included professional standards, not just academic coursework. That language is worked into this statement. The most important point: it is incumbent upon all departments and divisions to make the expectations for students very clear. If there are professional standards students have to be aware of them. Notification can be on a website, in a handbook or syllabus, but every student has to be aware these are the standards to which they are held. Then faculty has the right to evaluate performance academically and in terms of professional standards. Any violations should be reported. The point person on this campus is the Vice Provost for Faculty Affairs.

If the Senate is okay with this statement, then the IFC representatives will go back to the meeting to make a four campus final statement.

Other Committee Reports

Senator Luppino submitted a report that the Budget Committee echoes what the Chancellor said. Their next meeting is scheduled for Jan 31st and will provide input on the budget proposed from UMKC and continue to monitor the Retirement plan discussions.

Senator Durig asked if it would be possible to have the Chancellor provide a breakdown of the \$10 million increase in expenses? Chair Ebersole said he would make the request.

Adjourned 5:01p.m.