

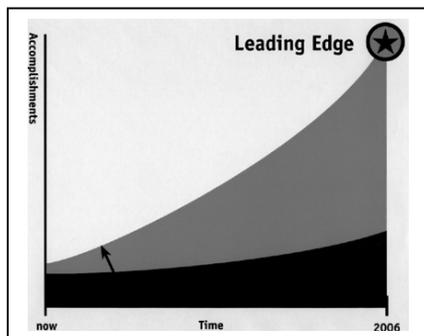
Report

The Voice of the U.M.K.C. Faculty

September 5, 2000

CHANCELLOR GILLILAND MEETS WITH FACULTY SENATE:

“When people get turned on, these kinds of things happen... We need to dream. People don't step up to incremental change.”



Handing out a graphic that showed UMKC reaching for the stars, Chancellor Gilliland initiated a discussion of the proposals put forward by the Blueprint retreat groups. [The reports are at <http://www.umkc.edu/blueprint>]. There were several Senators who had participated in the retreats, and they were all enthusiastic. They felt the meetings had been open and productive and had avoided the us/them approach that had characterized faculty/administration discussions in the past. Faculty and staff could dream of what might be done. The

meetings had been a powerful experience, and the participants wanted to share their feelings and get others to join the dialog that had started at the retreats. They strongly encouraged participation in the discussions of the proposals. It was an opportunity. It was the faculty's shot and they should join in the process.

It is rare to see so many faculty members enthusiastic about a series of retreats, and that was fun. Most Senators just listened, so it is hard to say what they thought. One Senator raised the question of contradictory goals (increase research, improve teaching, move towards a high tech campus). Where were the

Over the summer...

Several people were hired:

- ❖ Bill Scott, Interim Vice Chancellor for Financial and Administrative Services.
- ❖ Darlene Scott-Scurry, The Chancellor's Administrative Assistant.
- ❖ Kerry Kerber, Director of Continuing Education. [It isn't clear yet how the Continuing Education Program will change.]

Some were let go or left:

- ❖ Dean Durig, Dean of the College

Some searches were started:

- ❖ Interim Provost Smelstor leaves in December and a search committee is forming. Julie Cheslik (Law) is Chair. The search for a College Dean will be delayed until December so that the new Provost will be in place.
- ❖ The search for a Vice Chancellor for Student Affairs continues.

Some VERIP money was released for short-term appointments. The Deans have been charged with making plans for permanent positions. Gilliland would like to leverage the money.

What the Chancellor is concerned about in appointing administrators:

- ❖ Does the person have a vision or plan?
- ❖ Can they get results?
- ❖ Do they have high standards and know what excellence is?
- ❖ Are they highly collaborative and cooperative?
- ❖ Do they have people skills? Are they effective in meetings and in bringing people together?
- ❖ Are they supportive of what UMKC is about?

money, the time, the people and the energy to come from? Another person questioned the wording in the project that urged we establish an “urban center as a catalyst for engaging the community in problem-solving with interdisciplinary teams.” The Senator thought the focus was too negative and the approach paternalistic. Later on a third person said the web-site was poor and didn’t invite a dialog.

A Senator who had participated in the retreat said that if we decided what to do,

funding would follow. That was the administration’s job. It was important to get beyond normal faculty cynicism and apathy. Additionally, part of what needed to be done was simply to recognize what was already happening on the campus. Chancellor Gilliland agreed with these comments, and at the end of the discussion she said that the specifics of the proposals were not as important as the process that had been initiated. If people got turned on, great things could happen. Her job was then to get the barriers out of the way. We had to dream, but the dream couldn’t be a pipe dream. The campus needed to pick some projects that were important, and then we had to work on them together.

OTHER ISSUES BROUGHT UP BY THE CHANCELLOR OR SENATE:

Enrollment is up about 1%. The Chancellor said that we don’t have an adequate enrollment plan, just a general statement that we should have more students. We need a strategic plan that sets goals and has a marketing component. A task force is being set up to make recommendations.... A new strategy for **Continuing Education** is probably going to be developed, and the units will play *some* role and keep *some* of the money. Details are murky at this point. ☺.... The plans for the **Faculty Performance Shares** are moving ahead, and designated worthy faculty will be awarded shares in the University’s mutual fund. [Details are on the UMKC web-site at <http://www.umkc.edu/facultyshares>] UMKC will get about \$170,000 to distribute, and the rewards will range from \$2,000 to \$10,000. When asked if there was any evidence that this type of program improved performance in a non-profit institution, the Chancellor said that she didn’t know. The program has been mandated at a system level, and she was simply trying to implement it. Gilliland did think the Faculty Shares Program might be a good way to raise funds. Donors tended to like this type of plan. Something had to be put in place this year, but Gilliland hoped for improvement when we had time for careful study.... **Treadway Hall** might become a Boutique Hotel(!) The University was negotiating with different groups that were interested in it and was examining the best way to make the deal. Different financial scenarios were being examined. The new Treadway Hall could also provide a place for University guests to stay.... **Twin Oaks** is a “huge challenge” and a “great opportunity.” The Chancellor joked that she hadn’t examined the problems carefully enough before she came here. The University wants to phase in renovations (plumbing, electrical, windows, air conditioning, & sprinklers). It needs to rent the spaces to raise money, but it needs to renovate to rent the spaces.

CHANGES IN THE SABBATICAL AND TENURE POLICIES:

Interim Provost Smelstor and Vice Provost Agapito Mendoza gave a report on suggested changes in the Sabbatical leave and Tenure policies. These had been proposed at the end of last term, but since there was little time for faculty discussion the submission of the recommendations was delayed. Unfortunately there was little time for discussion at the Senate meeting, so the proposals were only presented and briefly explained. There will be a discussed in future.

The changes in the Sabbatical policy are to make it possible for a faculty member to take one term at full pay, or two terms at half-pay. This was the pattern on most campuses. Current policy only allows for half-pay, no matter how long the leave. One Senator suggested that it should be possible to take one term at full pay and an additional semester at half pay, rather than receiving half pay for the whole year. Another Senator suggested that unless the resources were increased it would be far more difficult to get a Sabbatical. At present the resources for a Sabbatical come from the Deans. Could the Provost's office supply some aid? Smelstor said she would look into the issue. There was some discussion of adding a few sentences to the policy to make it clear that if a faculty member didn't return after a Sabbatical because of illness or accident s/he would not have to repay all the money to the University. Augie said that was the policy now, but some Senators preferred to have it in writing. It's a litigious society. ☺

The changes to the Promotion and Tenure policies seemed to involve mostly changes in the timetable. Deadlines were moved up a month to allow more time for appeals and other issues. One Senator said that the campus needed a policy for inter-disciplinary joint appointments, claiming that those faculty members are unfairly treated as members of Departments. The Interim Provost said that she would look into the issue.

AAUP Report

The Senate ran out of time, and there was only time for a brief report. The local chapter intends to network with chapters at UMC and UMSL. It also plans to do workshops on tenure, retirement and on the status of part-time and non-regular faculty.

Respectfully submitted,

Harris Mirkin,
Faculty Secretary