The Resolution passed

It was argued that the University often does not meet code requirements on property that it rents, and there have been several accidents and fires in university rental property. Some claimed that the university was often a slumlord.

Additionally, on red ozone alert days the university often runs lawn mowers, etc., despite city requests to reduce use of polluting equipment.

Senators thought compliance with city code regulations would improve relationships with the community and unanimously passed the following resolution:

The University should voluntarily comply with city requirements to protect health, safety and the environment.

Senate Requests information on pay discrepancies: Is there a pattern of paying older faculty, hired when salaries were lower, less than younger faculty? Institutional research will be asked for information. During the discussion on salaries it was noted that President Pacheco got a $50,000 raise last year, and the University lawyer got $40,000. Faculty got 4%.
VERIP money has not yet been released since there might be a shortfall in enrollment, and enrollment generates income. A $1.1 million deficit could be covered, but if the shortfall was larger than that plans would need to be altered. Gilliland did not want to distribute VERIP funds until she knew the final budget picture.

When the funds are released the campus will not simply replicate what it had been doing, hiring people to fill the positions that had been vacated. We don't get a large body of uncommitted funds often, and we needed to apportion the money carefully.

Multiple criteria will be used in distributing the funds, and units would be able to qualify in various ways. The Chancellor said that she had a bias towards plans that leveraged resources, so that we could increase the total amount of money available for the campus. Enrollment was important, and it generated income, so units that can increase enrollments will benefit. Gilliland acknowledged that not all units can increase the number of students or generate additional SCH, since they have a cap on the number of students they can accept and relatively set curriculums. But they can meet other standards:

- Shared positions are strongly encouraged. It might be possible for several units to cooperatively hire a person that would meet all of their needs. For example, Nursing, Biological Sciences, Pharmacy and Medicine could jointly hire for some positions. Also, various units could hire so as to create clusters of expertise that were related to Blueprint objectives.

- In some areas we might be able to hire so as to create endowed chairs. We had used state matching funds to create these in the past, and UMKC had been highly successful. The state matching funds had ended (perhaps because UMKC had been too successful) but VERIP funds could be used to raise money for endowed chairs.

- For some positions we might be able to raise matching money from other institutions in the urban area. This seemed to be especially true of the sciences.

Other concerns: Some Senators said that though the campus has an interdisciplinary thrust and talks about interdisciplinary programs, these are not separately funded and don't even have library budgets. Another issue was that work on interdisciplinary Ph.D. committees was not recognized, and generally working with doctoral students was not rewarded. The Chancellor acknowledged problems in these areas and said that the faculty, the Senate and the administration needed to work to solve them.

Athletics

The new athletic director, Bob Thomas, met with the Senate. He said the Program generates a great deal of publicity for the University. When coaches go out they contact about 1,500 students. They start with academic performance and interests, and take care to recruit people who will do well here. The athletes do well academically, and have a higher average GPA than the general student body. Their graduation rate is also good. In answer to a question Thomas said that the tutoring staff for student-athletes is small. He denied a claim that women receive poorer treatment than men do, and said both groups were treated equally.
Thomas said the athletic program supplies significant support for the community, supplying coaches to various schools and sports clinics. They are especially active in working with young kids. The program costs $4.1 million, of which $1.4 million is used for scholarships. Few of the athletes at UMKC are on full scholarships.

One person familiar with the athletic program commented that Thomas had brought clarity to the program. Its budget was finally clear and available, and clear plans for recruitment and for minorities were being developed.

Short notes

Rhonda Blanner, Staff Assembly Chair, visited the Senate and urged that there be communication on common issues. Currently the Staff Assembly is focusing on issues of tuition assistance for staff and immediate family. Of course faculty has been interested in this issue too, but the Curators have blocked any action. Since it is a new Board the IFC will explore this issue again. The staff is setting up a scholarship fund. Blanner and the Senate agreed to share Staff Minutes and the Senate Report so that we would each know what the other was concerned with...

Ed Mills, Chair of the Senate was ill so Senate Vice-Chair Kathleen Schweitzberger chaired the meeting. A discussion of the Ph.D. Executive Committee issues was put off until the next meeting. There has been a lively debate on the Senate e-mail list...

The Senate Report of Sept. 19, 2000 was approved.

Respectfully submitted,

Harris Mirkin,
Faculty Secretary