October 2, 2001

Note: The BluePrint process is being changed, though it is hard to tell how important the changes are. At this point the name, at least, is being de-emphasized. More significant, perhaps, were changes in a draft COPE review proposal that emphasized BluePrint experience. (See p. 2) Additionally, the Chancellor is trying to reach beyond the BluePrint groups and has asked for Senate help in doing so.

Beyond BluePrint?

The Chancellor was not able to attend the Senate meeting, but sent a letter that read, in part:

I would appreciate it if you would offer to the Senate the possibility of hosting a forum on questions, issues, concerns, opportunities, and possibilities provided by the process in which we are engaged toward a gold star future (currently dubbed the blueprint process). I would happy to participate in such a forum and would likely ask a few others to join me.

I was told at the recent extended cabinet meeting that a perception exists in some circles of "an in group" and "an out group"; such a bifurcation is certainly not my intention. For those who feel "out" I want to provide every opportunity to hear issues; I'm sure there are arenas in which I can learn how to do this better and I hear strongly the commitment of the faculty across this institution to UMKC. The extent to which we can access the collective wisdom of the entire organization is the extent to which we will be successful.

I am open to other possibilities for interaction which the Senate feels might be valuable.

Thank You
Martha

The Senate spent some time discussing how it should respond. Clearly it was an invitation to work together,

Contested Election for Senate Chair

Campaign statements, even :-)

Senator Ellen Suni has devised a tamper-proof secret ballot system. The Chair of the Senate is an important position, and its legitimacy will be enhanced if a large proportion of faculty vote. Don't be cynical or apathetic.

Chancellor's Memorandum 100 promulgated a new Sabbatical policy. Senators believe it is flawed. Read the story (p. 2) and give feedback to your dean by Nov. 1.
and Senators thought that was good. But Senators weren’t sure that a meeting hosted by the Senate was the best format. Some said we should participate by helping to design the format, rather than hosting a meeting. The forum envisioned by the Chancellor might not be the best way to achieve her purpose; perhaps informal weekly or monthly meetings, not mediated by any organized group, would work better. Other possibilities were mentioned. Senators agreed to discuss the issue on the Senate mail list, and vote on a response at our next meeting. [Faculty can send suggestions to the Senate at Senate@umkc.edu, since we have not yet started a faculty forum, the mail list letters can only be read by Senators. Additionally, people can also contact their own Senators with suggestions.]

Discussion with the Provost

**Leaves Policy**: Chancellor’s memorandum #100 [on the web at http://www.umkc.edu/aaap/ap-ch-100.html] changed the leave policies of the University in significant ways. It is now possible to get a sabbatical at full pay for one term, and the policy has been made more flexible. At the same time faculty have lost the right to a sabbatical, and the separate Development and Research Leave policies have been folded into the one general policy. The result of the melding process is that sometimes there is less flexibility on salary and frequency of leaves. Fulbright leaves to countries with high living costs, for example, might be jeopardized.

Ballard said that he was told there were committee reports before the policy was adopted. Senators said that the proposed policy should have come back to the faculty and deans for comment, but this step was skipped. People hadn’t seen the draft policy, and there was little discussion of it. The Provost will discuss the issue with the deans, and requested that faculty get their feedback to them by Nov. 1.

**COPE**: The first section of a draft for revised COPE policies read:

1. The COPE process supports the implementation of UMKC’s vision of “a community of learners making the world a better place.”
   A. The Council on Program Evaluation will be comprised primarily of tenured faculty members who have participated in the Extended Cabinet or a Transformation Workshop.
   B. The self study’s five-year plan focuses on the realization of UMKC’s vision and provides plans and projections for incorporation into UMKC’s budgeting process.
   C. The self study establishes outcome measures for the unit and provides data on the unit’s progress towards those outcomes. Among the most important outcomes to be addressed in each self study are academic excellence and enrollment increases. Each unit should clearly link outcome measures to the Blueprint for the Future.

Some faculty disagreed with the central role assigned to BluePrint, but apparently most deans didn’t voice objections to the Provost. Ballard said only two of the thirteen units expressed any problem with the language in the draft COPE document. Specifically, there were objections to sections 1A & 1C. Ballard said 1A had been eliminated. To serve on this committee people should be experienced, fair and judicious. Period. Additionally, the Blueprint reference in section 1C was replaced with a generic
statement that units needed to link outcome measures to UMKC’s visions and values. When asked what these were Ballard said they were developed during the BluePrint process and included commitments to an ideal learning environment, the life sciences, the visual and performing arts, etc.

A second set of questions about COPE had to do with the utility of the process. Reports took a great deal of work, but were characteristically ignored. Ballard said he had been through several COPE-like processes before, though he obviously didn’t know how it worked here. One difference between this round of COPE and previous ones is that Deans will have more authority to implement policies. Reports did need to be related to strategic plans, hiring priorities and resource availability.

**Cancellation of Classes:** The cancellation of classes for the Convocation elicited a negative reaction from some Senators. They urged a return to a policy of cancelling classes only if there were an emergency. If classes were cancelled for things like Convocations, they should be built into the course schedule. Some faculty had scheduled exams etc. at the announced cancellation time. Perhaps Convocations should be held on Saturday? Ballard said that he had not gone through a Convocation yet, and so did not want to comment on future policies.

**Indirect costs**

In response to questions raised at a previous meeting, Graduate Dean Ron MacQuarrie discussed indirect grant costs with the Senate. He said these costs were set by a complicated accounting formula, but they were often modified for state agencies, for granting agencies that had written policies limiting the indirect costs that they would pay, and for other reasons. Though there had to be some justification for reducing or waiving indirect costs, the school tried to be flexible, and had even accepted grants where the granting agency refused to pay any indirect costs. The Graduate School is willing to negotiate for faculty if there is a problem, and they can help in this and other matters.

**Undergraduate general education requirements**

The Coordinating Board for Higher Education (CBHE) has adopted a revised general education policy and “all public institutions of higher education... and each independent or proprietary signatory institution is to develop, document, and submit a curricular design and assessment plan indicating how that institution plans to implement the statewide... policy.”

The deadline for posting the new requirements was October 5th, 2001. There had been little discussion on the campus, the Senate was concerned. Laurence Kaptain (Asst. Provost) said all the UM campuses were requesting delays. Senators asked why there had been so little public discussion about an issue central to the university. The Undergraduate Council was disbanded when the BluePrint program was instituted, and there didn’t seem to be another suitable institution. Kaptain said he had discussed the issue with various people, including academic advisors and deans, and he intended to talk with a larger group.
Senators wanted to develop a suitable structure. Perhaps the Undergraduate Council should be revived? Perhaps another mechanism to give approval to university wide curriculum changes should be created? Some resolutions were formulated, but ultimately the Senate decided it needed time to think about the issue. They thought it was important, that it would involve a lot of work, and that the process had to be started quickly. Meanwhile, Kaptain heard the concerns and interest, and said he shared them. This issue will be discussed again at the next Senate meeting.

Resolution against ethnic discrimination passed

The Senate voted on the following resolution and passed it without dissent:

The UMKC faculty, like all Americans, and most world citizens, were hocked and appalled at recent tragic events in New York, Washington and Pennsylvania. The loss of life and threats to our national security and well-being are indeed troubling. The perpetrators of these actions should and will be brought to justice.

However, we strongly condemn blaming these despicable acts on an entire religious or ethnic group. At UMKC we are committed to valuing diversity and nurturing the education of all our students, as well as the right of our entire faculty and staff to perform their work in a safe and welcoming environment.

Therefore, we stand firm against any kind of action that victimizes or verbally or physically abuses any of our students, faculty, staff and campus visitors. Additionally, misinformed people may assume that members of the campus community are our enemies based solely on appearance. Again, we strongly object to and condemn any viewpoint that identifies an entire group as at fault.

The UMKC faculty support and affirm the rights of all peaceful and law-abiding people to pursue their educational and vocational objectives at our institution.

The Senate Report of Sept. 18th was officially approved.

Respectfully submitted,

Harris Mirkin,
Faculty Secretary