

FACULTY SENATE REPORT

September 7, 2004

Major Topics:

Workplace of Choice Initiative
Part-time Faculty Pay Schedules
Compensation Plan
Information Technology Issues
Senate Committees/IFC Election
Resolution from General Faculty Meeting

Announcements:

- Senators who volunteered to serve on the MNL Task Force and the Information Technology Council are Richard Murphy and Tim Cole, respectively.
- UMKC faculty representatives serving on the UM Retirement and Staff Benefits Committee are Joe Singer and Lou Potts. They will now also be members of the Senate Faculty Welfare committee.
- Application for membership on the Extended Cabinet can be filed on-line until September 15th. Senators are urged to join the Extended Cabinet.
- Applications for the Chancellor's Innovation Fund can be made via the UMKC website at www.umkc.edu/innovation. There is \$500,000 available in this fund and awards are expected to vary from \$5,000 to \$25,000.
- All senators are invited to a reception at the Chancellor's Residence, hosted by the Chancellor and the Executive Cabinet on Sept. 14th at 5:00 pm.
- The Alumni Awards Dinner will be held on October 28, 2004.

Workplace of Choice Initiative

Steve LaNasa, Assistant Vice-Provost for Academic Planning, reported to the Senate that the Provost's Office is planning to participate in the survey of universities conducted by the Higher Education Research Institute at UCLA. He distributed a copy of the survey results from 2001 to demonstrate the kind of individual and comparative information the survey provides an institution. The survey gathers data from over 400 institutions. The survey provides a university very useful information specific to the institution but also allows for very useful comparisons between the individual data and the aggregate data. Each institution can add to the survey 21 institution specific questions. Senators were asked to submit, by the end of September, any institution-specific questions they felt should be added to the survey. The survey will be sent to all full and part-time

faculty members, including librarians, over the signatures of Provost Osborne and Chair Waterborg. The last time UMKC participated in the survey was 1998. The survey is done in the fall with results returned in the spring semester. Although the survey is done with bubble sheets, senators asked about the possibility of adding written responses.

Salary Issues

Jeffery Thomas, Vice Provost for Academic Affairs, reported to the Senate on two issues Part-time faculty pay and the compensation plan.

Vice Provost Thomas explained that he had examined the minutes of a meeting between Provost Ballard and representatives of part-time faculty at which the topic of part-time faculty pay had been discussed. He found that the minutes showed intention but not action on adjusting the pay of part-time faculty such that they would receive a paycheck during the month of August. He also indicated that the payroll records show no pattern of payment in August to part-time faculty. Vice Provost Thomas suggested that the next step is to ask Deans and unit level fiscal officers how they are paying part-time faculty and what explanations and expectations exist in the hiring process of part-time faculty by academic units. At present there is not a clear record of any understanding that part-time faculty should be paid in August. He pointed out that there is some potential problem in the fact that regular faculty are paid from September to May but begin working each academic year in August.

Vice Provost Thomas also spoke about the development of a compensation plan that is being developed for staff. Difficulties arise trying to apply parts of the faculty compensation plan to staff. Market comparisons are more difficult because benefit packages must be factored in. The administration is aware that there is problem with staff leaving UMKC because of stagnation in salary schedules. Some job descriptions in staff positions are very dated and need to be revised and updated. The Executive Cabinet also has professional development for staff as a goal for this year.

Part Four of the faculty Compensation Plan, the one-time award component of the plan, needs to be developed and finalized by December of this year so that it can be announced in the winter semester of 2005. The Senate's Academic Issues will work with Vice Provost Thomas and a committee made up of one faculty representative from each unit to determine the criteria for the awards, the nomination process, and other issues relevant to implementing the award process.

Information Technology Issues

Mary Lou Hines, CIO and Vice Provost for Academic Affairs, shared with the Senate information on several issues.

Phone Charges – As of July 1, 2004 all phones on campus have a monthly local charge of \$22.50. The reasons for this change include: 1) changes in Peoplesoft billing capabilities, 2) when the phone services were originally centralized not all of the monies went to telecommunications to support the phone system, and 3) the need to focus resources to support equipment upgrades and service. Installation of new phone lines will cost \$25.00 per line plus equipment and installation and activation of new data jacks will cost \$25.00 each plus equipment. It is important that deans and department chairs accept these new charges and they have been asked to ascertain that they are actually using all of the lines for which they are billed each month. The Provost's Office is helping offset the additional costs in the academic units hit the hardest during the '04-'05 year.

Electronic Journal Access- The UM libraries have developed a joint proposal for purchasing electronic journals (Elsevier). The funding for this proposal will come from new state funding for the current fiscal year, released by President Floyd, and matching monies from the 4 UM campuses. UMKC's share of the 1 million dollar proposal, i.e. \$90,000 to 120,000, will be supplied by the Provost. The use of TIF (Technology Infrastructure Fund) was discussed. Some TIF funds are currently used only to provide access to general databases. If TIF funds are requested to support other Library databases, that would only be possible if other funding sources can be found where new TIF is used (Detailed handouts are on the Senate website).

Other Items - 1) There has been some investigation of the use of cell phones instead of regular phones for employees but there is a restrictive policy at the system level that makes such a plan difficult. 2) There is a four year plan to finally bring the UMKC network infrastructure up to par so that maybe other (digital) phone options become available. 3) The approximate 25% increase in the cost of ILE classrooms and computer labs shown in the current budget is the result of increases in both salary and wages and in materials and equipment purchases.

Senate Committees/IFC Election

There are a few Senate seats left to be filled, including one in law and one in education.

The Chair issued a last call to volunteer for anyone interested in serving on a Senate committee.

IFC Elections – Nominations closed as of this date at 5:00 PM. The candidates are Kathleen Schweitzberger, Nancy Stancel, and Gary Ebersole. The election will be conducted using an electronic ballot which is secure and has been tested. The voting list from last spring's election will be used since this election is being held to resolve an IFC representative position which was originally included in last spring's election. There was discussion of the security of the electronic ballot and the need to be able to generate a paper trail of the voting process. Concern was voiced that the organization of this election was not executed by the Administrative Issues committee.

Standing Committee Assignments –

- Academic Issues – work with Vice Provost Thomas to develop the Part Four, one time award process.
- Administrative Issues – proceed with the formal (5-year) evaluation of Dean Robert Piepho, and the informal (3-year) evaluations of Deans Pembroke, LeBeau, and Ereksen.
- Budget Committee – will report at next meeting.
- Welfare Committee – will meet soon.

General Faculty Meeting – There was a discussion of the resolution made at the General Faculty Meeting on August 26th. The discussion focused on whether the resolution was valid given the low turn out at the meeting, the fact that the motion occurred late in the meeting, and the making and passing of a motion in the same meeting. It was suggested that we have another General Faculty Meeting this semester which would be announced well in advance of the meeting date. It was pointed out that the Chancellor having announced the extension of the discussions of reorganization probably lowered the level of concern about the issue for many faculty.

There was discussion of the intent of the motion made at the General Faculty meeting and a motion was then made that the Senate forward to the Chancellor the following:

“The faculty resolve that the chancellor explain to the faculty the reasons for a proposed reorganization.” The motion was seconded and carried by a unanimous vote with no abstentions. The discussion concluded on the point that the Senate needs to engage in a full discussion of reorganization possibilities which includes exploration of the materials and ideological reasons for considering reorganization.

Adjournment

Senators Present: J. Waterborg, D. Murphy, K. Loncar, L. Green, K. Schweitzberger, C. Rice, K. Vorst, S. McAninch, K. Ballou, S. Dilks, K. Bame, E. Gogol, T. Luppino, J. Ragsdale, R. Gardner, B. Pennington, C. Jones, O. Ukpokodu, O. Igwe, J. Snell, T. Stein.
Excused: Time Cole

Submitted by
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