

The UMKC Faculty Senate recognizes the right of Chancellor to seek council from any person or group. We, of course, retain the right to comment on the composition and actions of these groups.

The Chancellor's "Cabinet" is a group that seems, by its name, to claim that it represents the campus as it gives advice to the Chancellor. Yet, only two of the twenty members are either faculty members or can claim to represent faculty, and only one of those two (the Faculty Senate Chair) can claim to have legitimacy as a representative of a faculty organization. The Cabinet does not normally seek the view of the Senate or other faculty organizations when it makes its decisions and recommendations, and does not do a good job of informing the faculty about decisions and recommendations that have been made.

In particular the Senate deplors two recent actions of the Cabinet:

* The Cabinet unanimously passed the following resolution:

It is the position of the UMKC Cabinet that the Chancellor and Provost have followed and exceeded the requirements of due process in their efforts to collaborate with the faculty of the School of Biological Sciences in designing an integrated life sciences initiative aligned with the mission, vision, and values of UMKC. As a Cabinet, 1. We endorse the immediate implementation of the interim leadership plan for the School of Biological Sciences announced by Chancellor Gilliland on July 31, 2002. 2. We invite the faculty and staff of the School of Biological Sciences to join their colleagues across the campus in supporting the life sciences initiative. 3. We further endorse the formation of the Life Sciences Task Force chaired by Dr. Danforth. 4. We further support the necessary administrative structure and processes that will assure excellence in integrated life sciences research and broad-based life sciences education. In the event that the School of Biological Sciences does not support the interim leadership plan, the Cabinet recommends the immediate reorganization of the School of Biological Sciences consistent with the mission, vision, and values of UMKC.

The Senate deplors the resolution and the implication that it is illegitimate for faculty members to explore and oppose administrative actions. The exploration of options is at the heart of university life, and the recommendation that a school or unit be dissolved if it does not "support" an unimplemented (at the time) and untried administrative plan has no place on a university campus. The statement was both illegitimate and unwise, in that it inflamed an already contentious situation.

* The Cabinet allowed a statement with the following preamble to be sent to the deans:

As promised, attached is a list of all of the fulltime (100% FTE) employees in your unit, along with indication as to their participation in a transformation workshop, on the G-80 or Extended Cabinet, or as a member of a breakthrough project team or a theme team. This list is provided as a resource for you to know the extent of involvement of your faculty and staff - those in your unit you can look to contribute to the conversation regarding our mission, vision, values, and goals.

A successful completion of our activities in the next few months, specifically those related to the development of unit-level expressions of our vision and goals, needs the involvement of everyone in the unit, but particularly those past transformation participants taking a leadership role, along with you. The intended result of your unit-level expression is that everyone in your unit finds their place in the vision and goals. As we prepare to form the next Extended Cabinet, I invite you to discuss membership with everyone in your unit, at the same time inviting those who have been through a workshop to assist you in recruiting great representatives from your unit.

The Cabinet apparently did not recognize that the document might be viewed as a mechanism for punishing faculty that did not adequately engage in a "transformation" process. It did not advise the Chancellor of that possibility, and did not inform the faculty or the Faculty Senate of the document.

The Faculty Senate does not question the right of the administration to circulate factual documents or lists. However, if the Cabinet was to meet its function as an advisory body, it should have warned the administration that many faculty members would view the list with

great suspicion. The Cabinet did not serve either the Chancellor or the campus with its silence.

The Cabinet, in its composition and its actions, does not represent the faculty and does not give good advice. It is an unrepresentative unit with a grandiose name, and is used primarily to give a patina of legitimacy to administrative decrees. We recognize the desire of the Chancellor to have a group to advise her on campus issues, and urge her to appoint a representative group that can do the job well.