

Considerations and Recommendations of the Faculty Senate Administrative Issues Committee

February 25, 2005

Standing Committee on Research Dishonesty*Background:*

- The functions of this committee are defined by CRR 420.020 “Procedures Governing the Disposition of Charges of Research Dishonesty by Academic Faculty and Staff”.

B. Campus Faculty Committee to Hear Cases of Research Dishonesty

1. There shall be a Standing Committee on each campus of the University which shall have jurisdiction to hear any case involving a charge of research dishonesty brought against a member of the academic faculty or staff under these regulations.
 2. Each campus faculty or other body delegated this authority by the Board of Curators shall, by written rule, establish the number of members of this Committee, the apportionment among divisions within the campus, and the method of selection of the members and alternates.
 3. Members of this Committee shall be elected from the eligible Professors on continuous appointment. If there are no eligible Professors within the electoral unit, then the members shall be elected from the eligible Associate Professors on continuous appointment.
 4. Persons who devote more than fifty percent of their time to administrative duties shall not be eligible for membership on this Committee.
- The Committee has currently the following membership, which, to the best of our information, developed historically: College of Arts & Sciences (3) and the schools of Bloch (2), Biological Sciences (1), Education (1), Law (1) and Pharmacy (1).
 - No representation is present from the schools of Computing & Engineering, Dentistry, Medicine, Nursing, from the Conservatory or from Libraries.
 - No “written rule” is known to exist for the UMKC campus.
 - Membership is for one academic year only.
 - Members may be re-elected without limit.
 - Faculty Senate requested from the Administrative Issues Committee a recommendation for Senate action to establish, “by written rule,” “the number of members of this Committee”. This recommendation for action is presented below.

Resolution A:

1. The membership of the UMKC Standing Committee on Research Dishonesty will consist of one (1) elected representative from each UMKC school with regular faculty, headed by a dean, and from UMKC Libraries, and of two (2) elected representatives from the UMKC College of Arts & Sciences.
2. The annual representatives will be appointed by the Faculty Senate following an election process in each unit in accordance to CRR 420.020.B.3 and 4, to be declared open and fair by the Faculty Senators of the unit and to be completed before the end of the Winter Semester for the following academic year.

If this resolution is accepted, the Executive Committee of the Senate will request that the senators from each applicable academic unit, in coordination with their unit’s faculty governance, initiate a timely process to elect the required members for the 2005-2006 Standing Committee on Research Dishonesty, to be followed by the official appointment by the Faculty Senate.

Campus Faculty Committee on Tenure

Background:

- The functions of this committee are defined by CRR 310.050 “Faculty Committees on Tenure”.
 - B. **Campus Faculty Committees on Tenure** -- There shall be a Campus Faculty Committee on Tenure on each campus of the University. This Committee shall be composed of members from the regular academic staff.
 1. Each campus faculty or other body delegated this authority by the Board of Curators shall by rule establish the number of members of the Committee, the apportionment among divisions within the campus, and the method of selection of the members and alternates, except as otherwise provided herein. The rule shall identify the Committee as the Campus Faculty Committee on Tenure specified in Section 310.050 B in Academic Tenure Regulations. The Chancellor shall notify the President annually on or about the beginning of the fall term that the Committee has been established and is in place.
 2. Members shall be elected from the eligible Professors on continuous appointment. If there are no eligible Professors within the electoral unit, then the members shall be elected from the eligible Associate Professors.
 3. Persons who devote fifty percent or more of their time to administrative duties shall not be eligible for membership on the Committee.
- The Committee has currently the following membership, which, to the best of our information, developed historically: College of Arts & Sciences (3) and the schools of Bloch (1), Education (1), Law (1) and Nursing (1).
- No representation is present from the schools of Biological Sciences, Computing & Engineering, Dentistry, Medicine, Pharmacy, or from the Conservatory.
- No “rule” is known to exist for the UMKC campus to establish membership of this Committee.
- Membership is for one academic year only.
- Members may be re-elected without limit.
- Faculty Senate requested from the Administrative Issues Committee a recommendation for Senate action to “by rule establish the number of members of the Committee, [and] the apportionment among divisions within the campus”. This recommendation for action is presented below.

Resolution B:

1. The membership of the UMKC Campus Faculty Committee on Tenure will consist of one (1) elected representative from each UMKC school with regular faculty, headed by a dean, and of two (2) elected representatives from the UMKC College of Arts & Sciences.
2. The annual representatives will be appointed by the Faculty Senate following an election process in each unit in accordance to CRR 310.050.B.2 and 3, to be declared open and fair by the Faculty Senators of the unit and to be completed before the end of the Winter Semester for the following academic year to allow the Chair of the Faculty Senate to report the composition of the Committee for the next academic year to the Chancellor in a timely manner, consistent with CRR 310.050.B.1 requirements.

If this resolution is accepted, the Executive Committee of the Senate will request that the senators from each applicable academic unit, in coordination with their unit’s faculty governance, initiate a timely process to elect the required members for the 2005-2006 Campus Faculty Committee on Tenure, to be followed by the official appointment by the Faculty Senate.

Campus Grievance Hearing Panel

Background:

- The functions of this committee are defined by CRR 370.010 “Academic Grievance Procedure”.

CRR 370.010.G.1.a Grievance Hearing Panel

(1) By October 1 of each year, a Grievance Hearing Panel shall be selected for each campus. The panel shall consist of between thirty (30) and sixty (60) faculty members. Unless otherwise provided by the campus faculty governance body, these will be faculty members on regular appointment without full-time administrative appointments. The campus faculty governance body may provide that full-time faculty members on non-regular appointment without full-time administrative appointments may also be selected for the panel. The number and method of selection of such non-regular faculty members shall be determined by the faculty governance body and the Chancellor of each campus. The specific number of faculty members for the panel shall be appropriate to the needs of the individual campus as agreed to by the faculty governance body and the Chancellor of each campus. Half of the Panel members shall be appointed by the campus faculty governance body, and half shall be appointed by the Chancellor. In selecting the individuals for the Panel, both the campus governance body and the Chancellor should take into account the diversity of the faculty community particularly with regard to academic divisions, ethnicity, and gender.

(2) The Hearing Panel shall have a rotating membership. Each member of the Hearing Panel shall serve a three-year term. In order to establish the rotation, the length of the initial term of 1, 2 or 3 years shall be established by lot. At the end of each academic year, both the faculty governance body and the Chancellor shall choose new Panel members to replace the 1/3 whose regular terms will expire on September 30. Half of the new Panel members shall be chosen by the faculty governance body and half shall be chosen by the Chancellor in accordance with a.1 above. A member's term shall expire on August 31 of the third year unless he/she is serving at that time on a Hearing Committee still in the process of reviewing an unresolved grievance. In such case, the member's term shall expire as soon as the committee has submitted its written report of the findings and recommendations to the Chancellor.

- The Grievance Panel has currently a membership of 31, in accordance to CRR 370.010.G.1.a(1) which specifies a membership between 30 and 60.
- Panel membership is for three (3) year staggered terms (CRR 370.010.G.1.a(2)).
- The current panel composition, which, to the best of our information, developed historically: College of Arts & Sciences (8), the schools of Biological Sciences (1), Bloch (3), Computing & Engineering (1), Dentistry (2), Education (4), Law (2), Medicine (2), Nursing (2) and Pharmacy (2), the Conservatory (2) and Libraries (2).
- All members of the current Panel are currently regular, full-time faculty without administrative appointments, with the exception of the non-regular full-time representatives from Libraries. The Administrative Issues Committee does not propose to modify this established pattern. By doing so, it confirms UMKC's use of the part of CRR 370.010.G.1.a(1) which states: “Unless otherwise provided by the campus faculty governance body, these will be faculty members on regular appointment without full-time administrative appointments. The campus faculty governance body may provide that full-time faculty members on non-regular appointment without full-time administrative appointments may also be selected for the panel.”
- The Administrative Issues Committee recommends below the expected composition of the panel and, thereby also establishes “The number and method of selection of such non-regular faculty members shall be determined by the faculty governance body and the Chancellor of each campus.” and “The specific number of faculty members for the panel shall be appropriate to the needs of the individual campus as agreed to by the faculty governance body and the Chancellor of each campus.” (CRR 370.010.G.1.a(1)).
Upon acceptance by the Senate of the recommendations made below, agreement from the Chancellor will be required, especially on such issues as who is asked to provide nominee(s) for each expiring Panel seat and who makes the appointment of any new Panel member, the Faculty Senate, the Chancellor or both. The Administrative Issues Committee has yet to formulate recommendations on these processes.
- Members may be re-appointed without limit.

Resolution C:

1. The membership of the UMKC Grievance Panel will consist of eight (8) representatives from the College of Arts and Sciences, four (4) representatives from the School of Dentistry and two (2) representatives from each UMKC school with regular faculty, headed by a dean, and from the UMKC Libraries, for a total membership of 32.
2. Faculty-representing Panel members will be appointed by the Faculty Senate and will be identified as "Senate-nominated".
3. At all times, members will be identified as either Dean-nominated or as Senate-nominated.
4. At all times, as well as possible in adhering to CRR 370.010.G.1.a(1) regulations, a 50-50 distribution will be maintained between the number of Senate-nominated and Dean-nominated Panel seats. It is recommended that the 50-50 distribution among representatives from each represented unit be achieved as much as possible.
5. While not required by Collected Rules and Regulations, the Administrative Issues Committee suggests that the Faculty Senate accepts the committee's recommendation that election processes be used in the academic units to identify faculty nominees presented for appointment by Senate.

Campus Promotion and Tenure Advisory Committee

The Administrative Issues Committee presents no recommendations for action related to the campus P&T committee to the Faculty Senate at this time.

The Committee wishes to start a conversation with President and Interim Chancellor Elson S. Floyd to discuss whether, within the context of the CRR statement “The chancellor is assisted in the review of recommendations for promotion and tenure by a campus-wide promotion and tenure advisory committee. The committee may be appointed, elected, or otherwise designated in accordance with the established campus procedures.” (CRR 320.035.A.3.a), an adjustment in “the established campus procedures” can be realized. It proposes that the membership of the Campus Promotion and Tenure Advisory Committee be defined exclusively by the faculty, solely based on the election of school representatives by the faculty in each unit represented. Such a change could mean that Deans would no longer be asked for nominees for the Campus P&T Committee and that the election of a faculty nominee would represent a de facto appointment.

Background:

- The functions of this committee are defined by CRR 320.035 “Policy and Procedures for Promotion and Tenure”. Fundamentally, “This committee reviews all recommendations for promotion and continuous appointment and advises the chancellor on the following matters:
 - (1) The adequacy of the criteria used at the department, school, and college level;
 - (2) The qualifications of the individuals recommended; (CRR 320.035.A.3.a)
- Established campus procedures currently define membership on the Committee as representative of the units with three (3) members from each of three areas within the College of Arts and Sciences, and one (1) member from each academic unit with regular faculty, headed by a dean. The Committee currently has 14 members.
- Committee membership is for three (3) year staggered terms.
- Committee membership will expire for one of the representatives from the College, and for the representatives from the Bloch School, the School of Nursing and the School of Pharmacy.
- Single name nominations for replacement of each of these members will be solicited through the Senators of the units involved. In general one would expect members on this Committee to be “Full Professors, on continuous appointment and without substantial administrative responsibilities. Associate Professors on continuous appointment are acceptable but their rank may limit their effectiveness in considering promotion to the Full Professor level.”
- According to established campus procedures, similar requests for nominations will also be solicited from the Deans of the units whose current representative’s terms are due to expire. The Chancellor will choose from among the nominees presented and will appoint new members to the Committee for a three (3) year term.