

Faculty Senate Report
Tuesday, 20 March 2007
3-5pm, Plaza Room, Administrative Center

1. Opening of meeting, information items- Ebersole
 - Additions to or modifications of the Agenda
 - ✓ Bailey will be in attendance to answer any questions.
 - ✓ April 3rd Senate meeting will be at Hospital Hill campus in Medical Humanities Room, Med School. Parking is available across from Med School in the new garage.
 - ✓ All-faculty meeting, Friday 13 April 2007 in the Kiva Room at Diastole, Hospital Hill Campus.
 - ✓ Ebersole did attend forum regarding UM President search. Ebersole noted Curators are leaning towards a businessman as president rather than someone who has come through the academic ranks. Others suspect an interim President will be appointed at April Board of Curators meeting – and that person may not be someone from Central System administration. Joan Dean and Jim Mobberley, two Curators Professors from UMKC have been appointed to the advisory committee for the Presidential search.
 - ✓ A question from a Senator regarding F&A allocations; Senate will ask the Chancellor about this at next meeting.
 - ✓ Apology to Senate for acting without consultation. Ebersole received an e-mail from a Curator regarding sharing a charter plane to Board of Curators meeting in Rolla. Ebersole reported that he does not have the budget to share the flight; is willing to share the costs of a rental vehicle. Curator declined. Question from a Senator regarding who will ultimately pay for the charter flight costs. Information is most likely public record and could be pursued.
 - ✓ Chair Ebersole had further conversations with MacQuarrie and DeHaemers regarding the admissions process. MacQuarrie and DeHaemers will be asked for a follow up report in the future.
 - ✓ UMKC's main web page was "hacked" into on 9 March 2007. Ebersole asked CIO Mary Lou Hines-Fitts, who responded that the UMKC front page was hacked, but no other folders or files were hacked. Several additional safeguards were put in place for this folder as well as others. Further statements were made by Hines-Fitts regarding the benefits of centrally controlled servers.
 - ✓ Handout: recommendations from Academic Affairs committee (posted on Faculty Senate website at <http://umkc.edu/fsenate/files/x070403c.pdf>)
 - ✓ Report on two conversations Senate Chair had with the Chancellor. The Chancellor has committed to attending future Senate meetings and monthly meetings with the Senate Executive Committee. The Chancellor will be asking Senate's advice about how and when to proceed with Provost search. Question from a Senator about the current Provost extending his appointment until another Provost is appointed. Chancellor noted Provost Bubacz has other plans for the fall semester.
 - ✓ The Chancellor is also committed to the capital projects. Chair Ebersole brought faculty concerns regarding the capital projects to the Chancellor; Chancellor has promised the Facilities Planning Committee and the FSBC

will be involved in planning. These projects are from the previous Master Plan.

- ✓ Chancellor will ask Senate to put together a commission to study Student Affairs and make recommendations.
 - ✓ Chair Ebersole has the sense that the Chancellor is seeking real shared governance and faculty involvement.
 - ✓ Tom Stein reported on the Administrative Issues committee. Assessing the current state of dean evaluation process; all non-interim deans went through a formal evaluation in 2005. How should the process be re-started? Should the short form continue to be used? Need to set up a “rolling review” of reviews or some other process.
 - ✓ A senator asked if deans are evaluated each year like faculty? Answer is that the understanding is deans are evaluated by the Provost.
 - ✓ Another question asked about length of dean contracts. Vice-Provost for Academic Affairs Jeff Thomas responded that most dean contracts are not for a fixed term.
 - ✓ Another question – when deans are appointed and then step down and return to faculty ranks, do they retain their dean salary? Answer from Jeff Thomas is that the usual answer is to take a reduction in salary. A number of deans arrange that up front – formula is a reduction by 2/9th or something similar. There may be situations where there is a negotiated step-down and some adjustments are negotiated.
 - ✓ Jeff Thomas noted that President Floyd and the UM System has in place an evaluation form for the Dean level and above. Deans do meet with Provost to discuss goals and progress towards campus goals. What about faculty filling out similar form for the deans.
- Approval of 6 March 2007 minutes—Honigberg moved, Foxworth seconded. All approved.
2. Provost Bubacz (moved to beginning of agenda due to teaching schedule)
- Undergraduate Council – progress updates; further discussion from last Senate meeting
 - In addition to the election, one piece not yet received were nominees from the schools. Deans may be waiting for elections.
 - Question from a Senator, the curriculum committee in the College would like to elect a member. Response from Provost was that the Senate can say that that can be the appointment/election process for the College representative.
 - A senator asked why the Provost had resigned. Response was that he wasn't going to answer further here; an excellent article in the *UNews* provides his answer.
3. Technology issues—Susan Adler
- Two main areas of concern. Decrease of central IS support (training sessions) for new/updated software versions. Bigger issue is one of attitude. “We’re not here to help, just to tell you what you can/can’t do.” Many times instructors have to go “around” IS to get things done. Servers being down for a week paralyzed some professors’ work with students. No redundant or test servers were in place to avert cutover problems. Issues seem to be ones of management and attitude. Has a sense that School of Ed is not alone in their

perception, other schools have similar issues. Receive dismissive responses from IS.

- Another senator notes Mac users are significantly hindered; no IS support for Mac hardware and software.
- Another Senator noted he and his unit has had problems. Encourage Senators to collect information. In the past, technological issues have been resolved, now mostly receive excuses as to why things are not resolved.
- CIO Hines-Fitts will be visiting Senate later in the semester. Specific problems should be forwarded to Senate in order to help resolve issues.
- Should COSCO take a further look at this issue?
- Multiple points of addressing this issue would be appropriate. UBC subcommittee is examining support costs. Take a serious look at whole IS/IT issue.
- Another Senator noted she actually had good support for when her university-owned iBook was stolen. Replacement was a PC, but it got her through the immediate crisis.
- Another Senator noted the problems seemed to be more with central IS staff and policies. Unfortunately intervention at the dean level has been necessary to get responses in many instances.
- A guest noted IS training staff has been reduced from 6 to 1. Still teaching classes, but of course not as many classes.
- A senator noted the need for a survey regarding unit IS needs.
- Senators are encouraged to get comments from fellow faculty; send those comments and issues to Chair Ebersole.

4. Stuart McAnich – report on 2/24/2007 St. Louis meeting of Missouri Conference American Association of University Professors with St. Louis Association for Contingent Faculty

- Stuart's report is available at <http://umkc.edu/fsenate/files/x070320.pdf>

5. Chancellor Guy Bailey

- Questions from Senate Executive Committee (and from faculty) regarding
 - Contingent faculty issue is an interesting one. Most people who employ contingent faculty (chairs, deans) have qualms about that. People are aware salaries and work conditions are not good. As you get into it, it's a significant can of worms. Remember average teaching load for a faculty member at the end of WWII was 12 credit hours/semester. As time went on, increasing change towards reducing teaching loads to allow for research. Contingent faculty cover those "remaining" credit hours.

- Interim provost appointment
- Provost search timeline and process
- Master plan building projects have been promoted in the *Star*. These projects were mentioned in Senate and in Student Government meeting. Many projects were not mentioned in the *Kansas City Star* article (e.g. Conservatory building needs). Article has brought forth more positives than negatives, including offers of help.
- Will need to get Facilities Planning Committee moving and possibly add to the membership of that committee to tackle work.
- Chancellor is open to ideas about campus needs and how needs can be met.
- The chancellor is happy to answer any questions.
- A senator asked about the best way to communicate with him. The Chancellor recommended e-mailing him and copying Troy Lillebo (lillebot@umkc.edu). He noted the sequencing of construction projects is critical.
- A guest asked about outsourcing projects and that a number of projects were tenuously connected to the academic mission.
- Chancellor noted the only capital money that came in was through MOHELA and with no or minimal state support. The campus does get some private support, but not at the level of \$60-80million. In the absence of that support, in what creative ways can needs be met? Ground leases are one way to do that, when working with reputable companies. At end of 30 years, building reverts to UMKC ownership.
- Recommends reviewing current plans (for example, library renovation and expansion; additional classrooms in this space).
- Trying to create revenue streams for capital projects and other campus needs.
- Virtually everything he's been talking about has been in the Master Plan.
- Question from a Senator about a particular UMKC Trustee's interest in building projects. Chancellor acknowledges any Trustee's company's participation would be a potential conflict of interest; University Counsel is on hand to review any participation/involvement.
- Question from a Senator about an article in the *UNews* about the university purchasing land on 51st street where the shops are (between Oak and Brookside/Main). Chancellor noted the Trustees are investigating it and are interested in preserving shops there.
- Another Senator asked about economic development and other economic district opportunities? The Chancellor noted Hospital Hill is in the Odessa district and may be able to pursue city/regional financing from that.
- Another Senator noted a concern about the longer term implications of the ground lease contracts. Chancellor Bailey noted these are tight contracts. University needs an outfit to come in to provide good, sound housing for students at competitive rates; and needs revenue.
- Another Senator noted the University is land rich and cash poor. At end of ground lease, the university still owns the land.
- Question from a guest about looking at potential synergy of new/renovated facilities (Conservatory, student center, hotel/travel conference center, Swinney, etc.).
- Another senator asked about classroom space and how classrooms are assigned. Chair Ebersole responded that the classroom assignment system is supposed to be centralized. Chancellor responded that he isn't aware of how classrooms are scheduled; will find out more.
- A Senator noted classroom availability and needs help prioritize what gets built next. Chair Ebersole noted the Chancellor's commitment to involve the Facilities Planning Committee and the FSBC. Chancellor Bailey noted faculty involvement will occur.

- Chancellor Bailey noted the campus needs an interim Provost solution by early summer. When/how soon should a Provost search start? April or August? Consider timing for replacement.
- Interim-challenging and difficult job. Places he has come from had Health Sciences reporting separately. On an interim basis, can try to find someone who knows both or have two vice-chancellors – one for health sciences and one for the rest of academic affairs. Bailey could be persuaded either way. Keep in mind that one person in that position has to have a breadth and depth of knowledge across a wide variety of units.
- Long-term—how do we configure/what is the best configuration for the Provost position? Budgeting will be more transparent and more open.
- Encourages Senators to discuss the issues and be prepared to discuss further with the Chancellor in the future.
- A Senator asked if the current Provost would be willing to serve as interim if a search could be fast-tracked? Bailey noted Bubacz has other plans for the fall. Bailey doesn't object, but Bubacz has already made plans.
- Chair Ebersole asked the Chancellor if he would prefer an internal interim or otherwise? Bailey would prefer an internal if the interim period was short. Noted someone serving as provost (and better for Presidents/Chancellors) should be someone who has line experience – served as Dept. Chair, moved up/through to Dean ranks, etc.
- Bailey will talk to search firm consultants about timeline. Bailey thinks it could be very difficult to have a Provost in place by fall.
- Another Senator asked about if internal means this campus or to the UM System? Bailey hadn't thought about the system, but it could be possible.
- Another Senator asked about how to make the Provost position more attractive. The Chancellor noted the campus is pretty stable now as opposed to situation when Provost position was advertised before. Position is not undoable, but is a difficult position. Campus needs to have discussion about the nature of the Provost position.
- A guest asked about the Curators' position regarding the future President not having an academic background? Chancellor Bailey noted a few university presidents have been successful without coming through the academic ranks, but most of them have come through politics. Thinks you have to be careful about the person. Much of the president's job is political, but must understand academics. Wants someone who understands the business model of the institution, the academic model and understands where the business needs to go.
- The Chancellor noted an interim has served as head of Student Affairs for over a year. Chancellor is forming a search committee to evaluate positions and how student affairs is formulated. Currently have a bifurcated student affairs model; Chancellor is interested in what supports student success. The chancellor is looking for volunteers to serve this semester.
- A Senator asked about the Undergraduate Council and concerns about faculty being pushed to the side. Chancellor Bailey responded that he knows very little about the composition of the Undergraduate Council, but is willing to investigate.
- Chair Ebersole provided background information; Chancellor Bailey will discuss background with Provost and be ready for us at next Senate meeting.
- Chair Ebersole encouraged senators to contact Chancellor Bailey directly with questions and concerns, and potential names for interim provosts.

Meeting adjourned at 5:06pm.

Attending: Ebersole, Driever, Green, Stancel, Dunbar, Gogol, Honigberg, Crossland, Gardner, Hopkins, Durig, Krause, Potts, Mardikes, Knopp, Beard, Fieldman, Stein, Butner, Adler, Sistrunk, Johnson, Foxworth, Ward-Smith, Igwe, Gutheil.

Excused: Rice, C., Luppino, Rice, J.

Guests: Emily Iorg, Derek Simons, Dan Stroud, *UNews*; Pat Brodsky, Stuart McAninch, *AAUP*, Bob Schubert, FACET; Jeff Thomas, Academic Affairs