Faculty Senate Meeting
Report
Tuesday, 4 September 2007
3-5pm, Plaza Room, Administrative Center

1. Welcome
2. Additions or modifications to the agenda – Ebersole
      i. Report distributed by Chair Ebersole.
      ii. Parking issue noted (item 1 in Ebersole’s report). Chris Rice added that the original proposal was for 1% of everyone’s salary. Those persons who have large salaries balked at that. Tiered parking proposal helps even out the the load proportionally to salary.
      iii. Senator Honigberg asked about a “committee on committees” to facilitate nominations and elections. Chair Ebersole noted the Administrative Issues committee has been working on including that committee as a part of the Standard Operating Procedures for Senate. More to come.
   b. Agenda approved unanimously.
3. Information items:
   a. Nominations for various positions
      i. Need elect an Inter-Faculty Council representative for a full 3 year term.
      ii. Need two representatives on the facilities committee (Jan Rice no longer at UMKC, Burton Dunbar reducing committee work)—names will be brought forward at 9/18 meeting.
      iii. Dean Bostick has asked for two faculty senators to attend a meeting with architects re classroom space in new library facility. Ebersole needs names ASAP.
      iv. Provost search committee. Have 40 candidates to date; piles of paper to review. Reminder to faculty to attend Provost search forums on Thursday if possible.
4. Approve minutes for two Senate meetings (July and 21 August)
   a. 24 July: Rice moved, Luppino seconded. Accepted unanimously.
   b. 21 August: Price moved, Knopp seconded. Accepted unanimously.
5. Academic issues committee—Marilyn Yoder

**Recommendation for Change in Grade Point Average (GPA) Calculation at UMKC**

Repeated Courses

When students repeat courses, they can petition to have only the grade for the final attempt used in calculating their GPA. **THE COURSE REPEAT POLICY WILL NOT AUTOMATICALLY BE APPLIED TO A STUDENT'S GPA.** After completing a retaken course, a student must submit a REQUEST FOR GPA ADJUSTMENT FORM to the
Registrar. The GPA recalculation policy is applicable only to undergraduate students who repeat a course in which they earned a D+ or less and in which academic dishonesty was not involved. Students can only replace grades if the original and the repeated course are taken at UMKC. Repeated courses may not be taken on a CR/NC basis. Original grades cannot be replaced with a ‘W’, ‘WF’, ‘I’, or ‘T.’ No more than 15 semester hours can be dropped from the calculation of a student’s GPA by repeating course work.

Requests approved for GPA recalculation will prefix the original grade with an “R.” Transcripts will note that such grades are excluded from GPA calculations.

The recalculation of a student’s GPA is reflected only in the calculation of that student’s GPA and will not retroactively affect calculations for deans list, graduation and honors, eligibility for financial aid and veterans benefits and scholarships, athletic eligibility, discounts for insurance, or any other area.

The appropriate school or College section of the catalog should be consulted on the specific rules for course repeats.

i. Senator questions included how often students might actually retake a course.
ii. This policy would not circumvent a school’s own policy regarding the number of times a course can be taken.
iii. A senator suggested removing the word “first” in the sentence beginning “The GPA recalculation policy is applicable only to undergraduate students…” Recommendation accepted.
iv. Another senator asked “what if a student doesn’t petition?” Answer was that all grades are calculated as is.
v. Another senator asked if this would affect academic probation. Probtation is a semester by semester case.
vi. Senator Rice applauded the work of the committee.
vii. Rice moved, Honigberg seconded to accept policy with wording revision stated above.
viii. Ayes, 21; nays, 2; 0 abstentions. Motion passes.

6. Implementing various provisions of SB 389 – specific points, issues (may need to be postponed if Burton Taylor cannot attend) -- POSTPONED
7. Questions for Grace Hernandez and Karen Dace -- POSTPONED
   a. Discussion of Sexual Harassment and Diversity course faculty must take. What other issues should be addressed (intimidation) and by whom (an ethics committee – draw up an ethics code for faculty?)?
   b. Discussion of academic freedom vs./and administrative control across campus.
   c. Statements to include in syllabi regarding environment free of sexual harassment or intimidation—series of links or bulleted points—what is best way to convey this information to students?
8. Background check implementation (see files loaded at http://umkc.edu/fsenate)
   a. Question from a senator if this has been mandated. Chair Ebersole noted that insurance carriers have probably convinced the Curators to have checks done.
   b. Why credit checks? Why should we allow this university to do a credit report? Has anyone explained about why the credit check? When you control monies, there’s a bonding process you go through that would involve a credit check.
   c. Issue regarding credit check will be brought to the IFC.
   d. Another senator noted this may have to do with the university issued procards (purchasing cards).
   e. Can we find out more in detail? Jill Reyes noted that the final decision was that credit checks would not be part of this process.
   f. More questions about misdemeanor or military (dishonorable discharge) and how it would affect the background check record.

9. Sense of the Senate resolution regarding Swinney Recreation fees for Domestic Partners (distributed earlier; file also loaded at http://umkc.edu/fsenate)

The University of Missouri – Kansas City
UMKC Faculty Senate

Whereas, one of UMKC’s core missions is diversity, inclusiveness and respect; and

Whereas, UMKC aspires to support and celebrate the diversity of all people, respect individual dignity and honor differences in life styles, ideas and beliefs; and

Whereas, Swinney Recreation Center is an affiliate of UMKC under the direction of the Division of Student Affairs and Enrollment Management; and

Whereas, Swinney Recreation Center is available to all UMKC faculty; and

Whereas, Swinney Recreation Center currently offers a discounted membership rate for individuals with a spouse; and

Whereas, a domestic partner is defined as two adults who share the same principal residence; and

Whereas, a domestic partner is proved as such by submitting required documentation at the time of application to Swinney Recreation Center as follows: Documentation showing, for a period of at least six months prior to the application for membership, an actively used joint bank account, joint credit account, or joint ownership of a motor vehicle, or documentation that the applicant and his/her partner have resided together at the same address for a period of at least six months prior to the application for membership (such as drivers' license, voters' registration, utility bills, etc.); therefore

Be it resolved, the UMKC Faculty Senate strongly supports the extension of Swinney Recreation Center’s membership rate for spouses to include domestic partners for students, faculty and staff of UMKC.

Wording changes made and are reflected here.
Krause moved; Potts seconded.
Motion passes unanimously.

10. Mike Paden from UM system re health care benefits—4pm
   a. Why are we terminating with Humana?
i. Kansas City is the only UM campus that has an alternative health care product. Humana came to UM with a proposal to terminate the agreement. From Paden’s perspective, it was a financial decision on Humana’s part. Humana presented to terminate OR raise premiums out of needed price point. Paden also noted few new employees choose Humana. Projected price would be just under $700/month in 2008.

1. What about retirees? Many had moved to a Medicare Advantage Program. UM will be rolling out new alternatives for retirees in July 2008.

ii. Why are we terminating with United?

1. Not a financial issue. Service is the issue.
2. UHC has not been able to meet service expectations; have had service failures.

iii. RFP process had 7 respondants; several would have cost the university millions of dollars more each year.

iv. Why did we select Coventry?

v. Trying to combine 3 different networks as part of the new plan and have maximal coverage and an attractive program. Searching for providers has not been the easiest for employees, people should read the entire provider search screen.

vi. How will faculty and staff be affected?

1. Humana enrollees:
   a. Premiums – lower
   b. Plan design
   c. Larger network – more access
   d. Drug formulary—will grandfather in assigned prescriptions
   e. Transition of care (pregnancies, etc.)
   f. Minimal provide disruption
   g. ID cards

2. United enrollees
   a. Minimal provider disruption
   b. ID cards

vii. How will faculty and staff be assisted?

1. Campus meetings for Humana participants
2. Campus meetings for all participants
3. Enrollment transfer—Humana
4. Individual counseling
5. WWW site
6. Electronic updates
7. Annual communications project
8. Future – automated, self-service with web-based enrollment environment

b. Questions:

   i. Any thought of a debit card for medical statements? Response from Paden is that the system isn’t perfected enough yet.

   ii. Question from a Senator: on the face of things things haven’t changed much. Details make the difference. What about the copays,
etc? The plan is self-insured by the university, project about a 5% increase in premiums.

iii. Chair Ebersole noted that several years ago a decision was made to move it to a wellness emphasis, that should pay off in the long run.
   1. System will be moving more on wellness programs.

iv. Another senator noted that UHC covers a shingles vaccine, but Coventry will not. Paden responds that Coventry will in the UM plan.

v. Question from an observer: it is unfair to say that some folks will not be greatly impacted – those who are moving from Humana to Coventry will be greatly impacted financially and will make a large adjustment. Last time major shifts were made, forums were held to hear what people thought and for people to voice concerns.
   1. Response: Humana could not sustain coverage level for number of people enrolled.

vi. Another senator noted a concern regarding the planning process and lack of communication about the decision.
   1. Paden noted each campus has a representative in the retirement and benefits committee. Paden is happy to meet with various campuses.

vii. The UM system plan is self-insured—Paden noted that the system used consultants to help with formulating self-insurance coverage.

viii. Paden noted that the system has $1.1 million in performance guarantees with Coventry. Some parts of plan will be opened up for positives for employees (e.g., ambulance coverage).

ix. Question from a senator about satisfaction with Peoplesoft as a system to support what human resources does?
   1. Paden responded that UM is beginning to see benefits of Peoplesoft. The module was purchased as part of the base package, staff development is what’s needed next.

x. Coventry has been the news regarding experimental treatment coverage. Paden doesn’t know how it’ll come out, but it’s not unusual for him to deal with experimental treatment coverage issues with our insurers.

xi. Chair Ebersole urged Paden and Reyes as well as the Board of Curators to remember that many employees stay at the University because of their healthcare and retirement benefits. If those benefits erode, we will not be able to retain employees. Salaries certainly have not kept up with inflation, cost of living, or healthcare related costs. Paden responded noted that the goal has been to be at least average for peer group. Ebersole noted that employees are so underpaid to comparators that if benefits do not compensate, then good employees cannot be retained.

xii. Paden noted that peer data is shared with the Board of Curators.

Meeting adjourned, 4:58pm.

Future issues include
• Non-Tenure Track Faculty (NTT): How are units implementing NTT policy? (Betty Drees will bring report)


Excused: Crossland, Durig, George, Carbone, Yang.

Guests: Mike Paden, Jill Reyes, Nate Shatto, Derek Simons from UNews