

**Faculty Senate Meeting
Report
Tuesday, 18 September 2007
3-5pm, Plaza Room, Administrative Center**

1. Welcome
2. Additions or modifications to the agenda – Ebersole
3. Approval of 4 September 2007 minutes (moved to 2 October meeting)
4. Academic Freedom—acknowledgement letter to Interim President Gordon Lamb for his stand on academic freedom. Changes in wording proposed and accepted.

Motion passes.

Text of letter (not including salutation and signature):

On behalf of all of the members of the Faculty Senate of the University of Missouri-Kansas City, I want to extend our sincere thanks to you for your forceful and important statement of principle of September 7th concerning the Cures without Cloning Amendment initiative. In our country, the fundamental and essential importance of academic freedom in the success of the faculty's work in teaching and research is all too often ignored or lost in the public discourse. Your statement is a clarion call to the citizens of Missouri and our elected representatives to honor and respect this core value that has served the university, the state of Missouri, and our nation so well over the years. We look forward to additional statements regarding academic freedom in all contexts from your office as well.

We greatly appreciate your leadership and your strong voice on this issue.

Sense of the Senate resolution regarding what constitutes the University of Missouri

Motion passes

SENSE OF THE SENATE RESOLUTION

UMKC Faculty Senate, September 18, 2007

Whereas the University of Missouri-Columbia Faculty Council and the Chancellor of the University of Missouri-Columbia have endorsed a proposal to change the name of that campus to the University of Missouri; and

Whereas the University of Missouri was in 1963 designated as a four-campus university system governed by a single Board of Curators; and

Whereas the name "The University of Missouri" is shared by all four campuses and is not owned by any one of them; and

Whereas all four campuses share a common commitment to the public mission of research, teaching, and service to our communities and the state of Missouri; and

Whereas we can best achieve fiscal efficiencies and meet our collective goals of offering first-class research, teaching, and service to the citizens of our state at an affordable price through cooperative planning and program development;

Therefore be it resolved that the Faculty Senate of the University of Missouri-Kansas City strongly opposes all attempts to claim exclusive ownership of the name the University of Missouri by our sister campus in Columbia.

5. Revised P&T guidelines

- a. Question asked regarding term “scholars” used to describe external reviewers who are used to evaluate faculty who engage in creative activity as opposed to research. A Conservatory faculty member noted the wording is acceptable to his unit.
- b. Another senator asked about the committee makeup – is there always a need for three full professors to serve when there may not be anyone nominated for full professor? Chair Ebersole noted the need only exists if a faculty member applies for full professor.
- c. A senator asked if a faculty member may serve on the unit P&T committee and the campus P&T committee. The CRR prohibits that.
- d. Whitt moved, Foxworth seconded approving the Faculty Senate’s recommended changes to Chancellor’s Memorandum #35. 24 Ayes, 0 nays, 0 abstentions. **Motion passes.**

6. Chancellor Bailey – 3:30pm

- a. Comments regarding the budget model (handout distributed by Bailey)
 - i. Undergraduate population is too small proportionally to professional and graduate programs.
 - ii. Chair Ebersole notes Chancellor Bailey is putting the budget under sustained examination for the next three years in the implementation of the new budget model. (<http://www.umkc.edu/provost/ubc/> is committee website with documents, minutes, etc.)
 - iii. Question from a senator regarding clarification regarding undergraduate schools and growth.

Bailey responded how other schools have considered eliminating or reducing their undergraduate programs, but wound up growing them for budgetary reasons as well as reasons relating to the overall mission.
 - iv. How can support units help the overall growth?

Bailey notes support units must run efficiently to help the overall growth. As the university grows, the dollars allocated to the support units grows proportionally; we all have a shared vested interest in UMKC. Bailey wants support units to be creative in how they develop efficiencies.
 - v. A senator asked about if a comprehensive growth plan is in place for the university?

Bailey notes that UMKC does not currently have one, but wants to put one in place. Bailey wants to have the budget model implemented before tackling that.
 - vi. A senator asked about why Bailey suggested moving academic budgets into two components?

Bailey responded that collaboration and cooperation is part of the reason, and units in each component have common issues and concerns. Bailey

noted the idea is to not have reallocation between those components (health/life sciences schools and other schools)

- vii. A senator expressed concern about eliminating Chancellor's Discretionary Fund in the budget model.

Bailey is comfortable with this change. He notes that a discretionary fund will most likely be in the Provost's Budget to address academic unit exigencies.

- viii. Another senator asked if there are incentives to increase enrollment?

Bailey noted, yes, those have been retained in the model.

7. Questions for Grace Hernandez and Karen Dace—4:30pm

a. Mandated training sessions.

- i. Most campuses do have mandated training sessions regarding sexual harassment and discrimination. All UM campuses will have it in the near future (Dace).
- ii. Ebersole encourages faculty to share with their colleagues that taking this course is an insurance policy. The civil suit noted that the faculty members were asked if they had training available on this. It is in a faculty member's best interest to take this course (personal liability).
- iii. The training will help mitigate damages should a case be brought forward (Hernandez).
- iv. A senator noted her concern is not with the training itself, but that there are other ways to deliver the training that is more lasting. The training will not affect those who do not know how to treat people, but it will help those who do not know where to turn. Senator is concerned about how the training is delivered and that the point of the training itself may be lost. This senator is concerned that people in higher administration fell on the excuse of "I didn't know where to go" and did not then find out where to go and follow through with the complaints.
- v. Chair Ebersole noted there must be accountability and it must be more than a slogan.
- vi. Hernandez said an online module of the training would be made available for adjunct faculty and others who are on limited appointments.
- vii. Another faculty noted that online training would help faculty have more control on the time constraints and not be grumbling on the way in, as they do with a three-hour meeting.
- viii. A senator asked if the units should have ethics committees to deal with inappropriate requests that do not fall under sexual harassment or discrimination. Ebersole noted that the Senate Executive committee has discussed that each unit have a code of ethics based on their professional organization's code of ethics. Faculty Senate has not yet discussed this issue. Should P&T criteria also include professional conduct?

b. Recruitment process questions

- i. Dace and Hernandez distributed a flow chart handout.
- ii. Dace noted this is a pilot year for increasing diversity in faculty candidate pools.
- iii. Hernandez noted the Affirmative Action office does not exist to hold up the hiring process, but will provide assistance to help diversify candidate pools. Dace noted active recruiting may be necessary (e.g., phone calls). Dace also noted that her office has the demographic information on various disciplines.

- iv. A senator noted that the recruitment process for diverse faculty has taken too long in the past and other institutions have hired desired candidates. Dace noted the current turnaround is less than one day.
 - v. Search committees will go through specific affirmative action training as part of their service. Training will be necessary, even if a faculty member has gone through it before.
 - vi. A senator noted faculty search committees did not receive much help regarding diversifying faculty candidate pools earlier, so resistance may be based on history.
 - vii. Another faculty noted the recruiting efforts for her discipline are quite difficult, and candidate pools are quite small. Dace and Hernandez responded that they will collaborate and work with faculty search committees.
8. Support for future Faculty Senate Officers – Driever (move to 2 October meeting)

Meeting adjourned at 5:10pm.

Special note: 2 October meeting at 5309 Health Sciences Building (West Wing), Hospital Hill

Future issues include

- RIF funds – Baumann
- SB 389 – Burton Taylor

Attending: Ebersole, Driever, Green, Stancel, Price, Honigberg, Arora, Hopkins, Krause, Potts, Mardikes, Knopp, Beard, Fieldman, Stein, Rice, Whitt, Butner, Luppino, Mullaly-Quijas, Johnson, Foxworth, Stanley, Ward-Smith, Marken, Gutheil, Schubert.

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