

Faculty Senate Meeting

Report

Tuesday, 2 October 2007

3-5pm, 5309 Health Sciences Building (West Wing), Hospital Hill

1. Welcome
2. Additions or modifications to the agenda – Ebersole
 - a. Announcements.
 - i. Board of Curators meeting end of this week. Closed session scheduled; do not know if this is regarding the presidential search.
 - ii. Missouri Association of Faculty Senates meeting 10-11 Oct.; Ebersole will attend.
 - b. Senate endorsement of nominees for the Campus Faculty Tenure Committee (Driever, Pick, Adler, McArthur, George) and the Campus P&T Committee (Merrill to finish out a one year term left by Peebles stepping down). **PASSED UNANIMOUSLY.**
 - c. Hospital Hill alternate on Parking and Traffic Committee (Joseph Parkinson). **PASSED UNANIMOUSLY.**
 - d. IFC ballots going out by 15 October 2007 or before
3. Approval of 4 and 18 September 2007 minutes
 - a. 4 September minutes. Honigberg moved; Rice, seconded. Passed unanimously.
 - b. 18 September minutes. Marken moved; Whitt, seconded. Passed unanimously.
4. Support for future Faculty Senate Officers – Driever and Dunbar
 - a. Driever presented support proposal.
 - b. Suggestion made to substitute “ of a three-hour course or its equivalent” in the paragraph addressing the Chair’s responsibilities.
 - c. Suggestion made to clarify TWO IFC representatives.
 - d. Hopkins moved, Rice seconded. **PASSED UNANIMOUSLY.**
5. Faculty Search flow process discussion
 - a. Comments from faculty included: training is not available online; concern about turnaround time of affirmative action paperwork – Pharmacy lost 3 desired faculty candidates in past 6-9 months because of slow turnaround. Lack of diversity in the various pools in various fields is well known; will recruitment/hiring processes be held up because of this office researching the various fields? Faculty Senators received many concerned comments from their colleagues about the proposal.
 - b. Diversity IS important, but faculty were offended that they would have to have training year after year, concerned that excessive paperwork may hamper and derail recruitment and hiring efforts. Concerned about search committee not being allowed to rank candidates—units know what they need in faculty positions.
 - c. Another senator noted that his area has different levels of diverse candidate pools depending on the specialization. Faculty in his unit were incensed at the idea of not sending forward a ranked list of finalists.

- d. Another senator asked how first generation immigrants or those holding green cards would fit into this diversity requirement.
 - e. Another senator noted the experience of not receiving quick turnaround regarding affirmative action paperwork.
 - f. Another Senator saw this as another way to make faculty hiring more difficult; candidates have to go through more steps as part of hiring process (background checks, etc. etc.) which will put us at a competitive disadvantage.
 - g. Concern was expressed at the difficulty of one person or even two people to meet with each faculty candidate on campus; scheduling on-campus interviews is difficult enough as is; having every candidate meet with AAO would be logistically impossible.
 - h. Another school's faculty expressed concern about the time needed for training each time one served on a search committee.
 - i. Another senator noted that she came from a school where these steps or similar ones were followed. Her experience was not that the AA office would evaluate candidates on their dossier. She suggested Senate would ask for clarification from Dace and Hernandez on the various steps. Hoped the steps would go more quickly than before.
 - j. A Senator noted if we are committed to diversity, then these guidelines should apply to NTT faculty as well.
 - k. Chair Ebersole proposed sending a memo regarding faculty recognizing the need for affirmative action, but expressing concern regarding various steps in the flow chart. Ebersole will request a meeting for Senate members or for Dace and Hernandez to attend Senate to discuss these issues.
6. John Baumann at 4:00
- a. RIF (Research Incentive Funds) policies
 - i. Baumann distributed handout.
 - ii. Ebersole asked about how summer salaries factor in this. 2007 was the first time a faculty member asked to use his own RIF funds to pay himself a summer salary. Baumann conferred with MacQuarrie, Provost and Dean regarding any precedent for such a request and its appropriateness. It was collectively determined that such a use was not appropriate and the faculty member was so informed. Baumann will recommend the Research Advisory Council form a subgroup to address this issue. Ebersole asked Baumann how faculty members became members of the Research Advisory Council. Baumann answered that, as an advisory committee to the Provost, they were nominated by the Dean(s) or Faculty Senate Chair and approved by the Provost. Ebersole recommended that Baumann consider changing the process to one of election rather than nomination. Baumann said he would discuss with the Provost.

- iii. Luppino noted the new budget model does not address how RIF monies are distributed; the chancellor is developing a recommendation for the University Budget Committee.
 - iv. Another Senator asked about distribution of monies that have distributed over time and have accumulated in units. Luppino responded that the new budget model recommends that RIF monies are protected from being used for central needs.
 - v. Baumann noted UM-C distributes about 20-25%; central admin keeps between 75-80%. Most of the discussion he has been involved in at UMKC concerns the percentage distributed to the deans and protect the percentage distributed to the department/division and the investigator.
 - vi. Baumann also noted there has been discussion about taking a percentage of the campus's share to save for new campus construction.
- b. IRB (Institutional Research Board)
- i. Baumann reported that they gave the IRB administrators the authority to determine if something needs to be reviewed; it just takes an e-mail to the appropriate person.
 - ii. Ebersole asked if there is a social sciences person on the IRB. Baumann reports there are persons with psychology and sociology backgrounds on the IRB. Ebersole asked about the process for those researchers conducting oral histories. Baumann noted in recent conversations he determined that oral histories generally are not considered human subjects research. Sometimes the lines are blurry and more information is needed.
 - iii. A senator asked about UMKC IRB approval still being needed when Children's Mercy IRB has approved. Baumann will follow up later. The senator asked about St. Luke's. Baumann noted that that if all the subjects were patients at St. Luke's, UMKC IRB can act as a consultant review.
7. Ron MacQuarrie reporting for Drees
- a. Re 1% salary pool mandated by the Curators
 - i. Distributed report developed by human resources. Represents nearly \$1 million distributed.
 - ii. \$591,117.40 distributed to faculty; remainder distributed to academic staff.
 - iii. Luppino noted the curators said the campuses needed a 1% incentive pool. A position paper was distributed from Terry Wilson noting faculty position on this issue. Policies were laid out noting a sensitivity to compression issues.
 - iv. A senator questioned the difference in the recommendation from summer position paper and the amounts listed in the handout distributed from MacQuarrie. Luppino will follow up.
 - b. Implementation of the NTT policy.

- i. Teaching, research, clinical, and extension titles go along with Non-Tenure Track (NTT) appointments. (Assistant Teaching Professor, etc.)
 - ii. Specifies criteria for appointment, recruitment, what kinds of titles upon appointment, how they are evaluated annually, eligibility for promotion; lays out different areas. Does not specify criteria, calls for campuses to specify policies and criteria. Five schools have policies Law, Nursing, Pharmacy, Dentistry, and Education. A critical part of implementing this policy concerns recommendations regarding how NTT participate in faculty governance. All schools and Senate should provide input into this issue. MacQuarrie noted the number of NTT faculty is quite large; the growing population of faculty on campus. The number of tenure-track faculty on campus is going down. Similar trend across country that NTT numbers are going up.
 - iii. Ebersole noted UMKC is behind other UM campuses in finalizing and implementing NTT policies.
 - iv. A senator noted how policy is written does not address all aspects of NTT faculty's work in her unit. MacQuarrie notes that's not quite right. The fundamental point is not to evaluate in the same way or with same percentages in teaching, research, and service as tenure-track faculty.
 - v. A senator asked about reclassifying faculty. MacQuarrie noted a number of NTT faculty do not have titles reflecting appropriate status. Recommended practice is to convert those over to regular titles. Senator asked if anyone at UMKC had been converted to the new titles; MacQuarrie did not know. A pharmacy senator noted that current titles accurately reflect roles and that pharmacy NTT faculty are on 3 year contracts.
 - vi. A senator asked if faculty governance roles have been mandated. MacQuarrie noted that discussion should happen within units as well at the Faculty Senate level.
 - vii. A senator asked about the "visiting" faculty title. MacQuarrie noted "visiting" is meant to be a temporary title.
8. FMLA Leave Policy
- a. Specifically noting the faculty aspect of the leave policy.
 - b. Has been approved by central legal counsel.
 - c. A senator noted that most businesses do not offer paid leave. But if you know you are going to plan a FMLA, most employees will save up vacation or sick leave for such occasions (maternity/paternity leave, etc.). Non-tenure tracks do not officially get vacation or sick leave, so what alternative do they have in this?
 - d. Also noted, if deans can overrule the leave policy (in a positive, more generous way), that needs to be stated in the policy.
 - e. Another senator noted that the cost of benefits is the same to tenure-track and non-tenure track faculty.

- f. Sense of the Senate resolution: The UMKC Faculty Senate strongly urges that the Faculty Leaves at the University of Missouri document should be amended to provide full-time ranked non-tenure track faculty the same paid family and medical leaves as tenure track faculty by striking the five-year eligibility requirement for paid FMLA for non-tenure track faculty.
Passed unanimously.
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Future issues include

- SB 389 – Burton Taylor
- Fraud alert hotline – UM System

Attending: Ebersole, Driever, Stancel, Green, Price, Honigberg, Hopkins, Mardikes, Beard, Stein, Rice, Whitt, Butner, George, Luppino, Mullaly-Quijas, Yang, Stanley, Ward-Smith, Marken, Gutheil, Schubert.

Excused: Fieldman, Foxworth, Krause.

Guest: Derek Simons, *UNews*.