Faculty Senate Meeting
Report
Tuesday, 6 November 2007
3-5pm, Plaza Room, Administrative Center

1. Welcome

2. Additions or modifications to the agenda – Ebersole

3. Information items – Ebersole
   a. Campus statement on academic freedom in teaching and research
      i. Subcommittee established to draft statement. Draft will be brought back to Senate for discussion.
      ii. Fieldman, MacAninch (from Education), and Hopkins volunteered to serve. Send suggestions and concerns to them.
   b. Program Evaluation Committee – need volunteer
   c. Faculty Senate breakfast for Board of Curators, Friday, 11/30, 8am, University Center
      i. Look for invitations soon!
   d. 11/27 Senate meeting is in MNL 303.
   e. 1% salary allocation report – Ron MacQuarrie
      i. Part of report for Interim Provost Drees
   f. IFC election – Alex Holsinger has been elected to fill Burton Dunbar’s term.

4. Approval of 16 October 2007 minutes
   a. Approved unanimously.

5. Approval of election of Andrew Holder (Chemistry) for 2-year term representing the Natural Science on the Campus P&T Committee, as well as Joan Dean (English) for a three-year term representing the Humanities
   a. Approved unanimously.

6. Ron MacQuarrie reporting for Interim Provost Drees
   a. Salary increase report.
   c. Getting close to revising hiring processes.
      i. Provost’s office would like to focus on tenure-track positions. Want to combine with those the NTT appointments, as many of the NTT appointments wind up becoming tenure-track appointments.
      ii. Other positions (TAs, courtesy appointments and others) will be handled by deans in the future.
      iii. Questions from a senator asking for clarification regarding ranked NTT positions. Response from MacQuarrie is that ranked NTT faculty are hired using a similar affirmative action process to that of tenure track faculty. Approvals for position will still occur in Provost’s office.
iv. Questions about ranked NTT titles. MacQuarrie responded schools should have titles in planning and ready to implement soon.

v. Revised Chancellor’s memo #35 – will be in effect for upcoming cycle.

vi. Salary increases for faculty 2007-2008 report
1. Charts show number of personnel receiving raises, percentages.
2. Did the deans follow the instructions in justifying the 1% allocation/assignment?
3. Did the plan work appropriately and make a positive difference for affected faculty?
4. Senators asked many questions regarding how salary raises were distributed – how much $ or % of their raise would be merit, market, etc. None of the units make this clear in the salary letters.

7. Affirmative Action flowchart update—Hernandez
   a. Clarifications include:
      i. Deputy Chancellor of Diversity, Access & Equity will meet with all candidates in consultation with search committee and/or chair.
         1. Hernandez has done some training sessions already; questions have been raised about why the Deputy Chancellor needs to meet with candidates. The meeting is one to welcome the candidates, inform them about the city, particular efforts on campus. The Deputy Chancellor or someone from her office can come to the unit if time requires.
         2. This meeting does not have to be one on one, can be with the chair of the search committee or a member of the committee, a dean, etc.
      ii. Memo to Dean from faculty search chair… change made to say “Unit practice will be followed with respect to ranking.”
   b. Question from a faculty member regarding NTT faculty. This procedure covers full-time ranked tenure-track faculty and librarians. A slightly different process will be in place for NTT faculty searches.
   c. Question from a senator regarding oversight. The search committee should be providing its own oversight, and will have updated demographic information from AAO as the search proceeds.
   d. Question from a senator regarding who serves as Equal Opportunity Advocate. Hernandez notes that this is a person usually designated by the dean and Hernandez will work with that person regarding expectations and guidelines.
   e. Another senator asked if the best practice would be to have all people who may serve on a search committee in a given year attend unit training by AAO for faculty searches.
   f. A senator asked if it is possible to get a copy of the memorandum of understanding with the NAACP with the various requirements. Hernandez notes many other institutions have similar policies and procedures. The memorandum of understanding is posted at http://www.umkc.edu/chancellor/ode/naacp_mou_signed4-20-07.pdf.
g. UMKC is a member of the Southwest University National Minority Faculty Identification Program (http://www.southwestern.edu/natfacid/index.php) and can put unlimited faculty postings on this forum.

8. Status of report regarding sexual harassment allegations – Hernandez
   a. Interviewed 70 individuals between August and October. Interviews lasted up to 5 hours.
   b. Working on report now; have been in communication with Chancellor, System and the Interim President.
   c. Progress has not stalled.
   d. There will be a report for the UMKC community, but it will not include personnel related details of the report.

9. Mass communication policy – John Allen – unable to attend
   a. Handout distributed.
   b. Campus-wide announcement to be made Thursday.

10. Committee reports
    a. Academic Issues
        i. No report.
    b. Administrative Issues—Stein
        i. Completed work on standard operating procedures and bylaws/CRR revision. Nancie Hawke in Counsel’s office is reviewing. Will be sent forward to Senate to review.
        ii. Election – 663 ballots sent out; 75 were valid, another 180+ were technically invalid, but had the same results regarding who was elected.
        iii. Parking – Tiered parking not supported by general counsel; progress made on bus fare possibilities with city for UMKC students (did I get this right)?
    c. Budget Committee – Luppino
        i. Website is kept current with meeting minutes (http://umkc.edu/provost/ubc/).
        ii. Will follow through on salary allocation, if guidelines were followed.
        iii. FSBC is doing legwork to support Support Costs Review committee in their work.
        iv. FSBC, UBC, and Deans met with Chancellor Bailey on 10/25 to review how state allocation is distributed. Comparisons included the Delaware model, the Missouri higher ed. Comparison and the Texas schools weighting factor formulas. Comments should be forwarded to Luppino regarding the weighting models.
        v. FSBC asking to see what if scenarios with the state allocation in each model to see overall effects, merits, weaknesses.
        vi. Questions from a faculty member regarding research incentive funds and regarding any new information. Luppino noted that the issue is still on the table and various percentages are being discussed; Columbia campus has used their central percentages to help with construction and other capital/infrastructure projects.
vii. A senator requested for more discussion from Bailey regarding building plans and priorities for UMKC.

viii. A senator asked if other faculty have problems with room scheduling for classes. Senators universally acknowledged this is an issue in their units as well.

ix. Another senator asked about the need for conference center space. Chair Ebersole noted that this project would require no funding from UMKC’s operating budget if Chancellor Bailey’s plan is followed.

d. COSCO—Driever for Mardikes
   i. Looking at grievance process for faculty, staff, and administrators.
   ii. Examining at policies at other institutions, particularly the timetable aspect.

e. Faculty Welfare
   i. No report

Meeting adjourned at 4:59pm.

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

Guest: Derek Simons, *U-News*.

Excused: Stanley.