

UMKC Faculty Senate Meeting
November 18, 2008

Present: G. Ebersole, H. Fieldman, C. McArthur, N. Stancel, S. Sykes Berry, B. R. Butner, J. Downs, George W. Gutheil, S. Honigberg, D. Hopkins, A. Humrichouser, A. Luppino, A. Holsinger, J. Marken, J.L. Price, R. Schubert, L. Stanley, M. Taylor, C. Whitt, K. Williams, B. Yang, R. Ziskin.

Excused: P. Ward Smith, Cory Beard, Molly Davies

Absent: J. Sheppard, S. Madison-Cannon,

- Guests: Ronald MacQuarrie, Vice Provost, Graduate Studies; Paris Saunders, Ast VC Auxiliary Services, VC Student Affairs.

Chair Ebersole convened the meeting at 3:05 p.m.

Announcements:

Chair Ebersole reported that the request to pilot the new grievance process as a consent item would be considered at the Board of Curators December meeting and is expected to be in place in January 2009.

The Executive Committee plans to meet with Dennis Cesari and Rick Anderson on Friday 21 November 2008 to follow-up on parking and sustainability issues.

It was remarked that much e-mail has been received in response to the UM President's letter requesting a freeze on hiring. Chair Ebersole added that this is probably prudent given the economic situation, but added this did not include the search for a new Chancellor and two searches underway for Deans. He remarked that we can become fixated on the economic situation but reminded that historically during less desirable economic times, student numbers increase and if we can increase enrollment, the potential cuts may be balanced out.

Additional agenda items: none

Agenda: approved George/Williams

Approval of previous minutes (11/7/08) was unanimous.

IT Confidentiality Policy (continuation)

Dr Alex Holsinger presented the privacy and confidentiality policy at the previous meeting and provided additional information on who would be expected to attend the meetings. One Senator concerned about a potential loophole asked who would grants access and determine whether a particular situation was an "emergency". There was also a question

regarding the sequence of the response system in IT, the question of whether General Counsel would be consulted and how often a request for access may occur. It was determined to be a rare event but agreed that users needed to be protected and the system transparent.

There was a move to endorse the IT privacy policy by Saul Honigberg which was Seconded by Craig Witt and approved by the Senate with one abstention.

SSIRB Oral History Model (continued)

Drew Bergerson presented the suggested model at the last Senate meeting and discussion was continued by Chair Ebersole. Although not required, a request for endorsement by the Senate had been requested. Chair Ebersole reminded that the critical feature was that faculty would take more responsibility for determining what constituted “human subject research” within their respective fields. One Senator raised the question of interpretation and whether this approach infringed upon federal guidelines or regulations. Chair Ebersole said it had been vetted with Dr Baumann was felt to be a sound approach to removing an unnecessary burden on the SSIRB. There was unanimous approval to endorse the document moved by Karen Williams and seconded by Craig Witt.

Durwood Stadium update

Paris Saunders represented Mel Tyler in providing a report on progress to enhance the soccer stadium and said plans were on schedule to begin. Discussion followed regarding disruption of 51st street which will not be closed during this period, and what kinds of construction, turf, lights and support rooms would be provided. There were questions about the cost and available funds. It was learned that \$5,000,000 was already available and that a further \$4,000,000 would be obtained internally through student fees and memberships. There were questions about the maintenance costs which were considered to be the replacement of the surface every 8-12 years at a cost of approximately \$500,000.

An update was also provided on the Hospital Hill recreational facility in the old Nursing Annex which will open on 5th January 2009. This will comprise a cardio-room with 20 pieces of equipment, weight room and stretching room open two days weekly to all faculty and staff from 12.00 until 6.00pm. Paris noted that TMC individuals were enthusiastic about obtaining this facility. The annex will have a reinforced floor at a cost of \$130,000, showers and a locker room at a cost of \$60,000.

Highlights from financial aid were also presented with a description of how the funds are available to UMKC initially through either FDL or FELP, which is the largest and in which UMKC currently participates. Some 135 lenders have stopped participating in the FELP program and there are increased credit score requirements, placing a burden on some students. The Director of Financial Aid has a proposal which suggests changing from FELP to FDL for funds in 2009 because it is more predictable and consistent. There is a plan to provide some credit score counseling to students in an effort to assist them during this down-turn. Chair Ebersole said this is a very important concern with a

potentially significant impact and requested a copy of the proposal. He will invite the Director of Financial Aid to come in and talk with the Faculty Senate at our next meeting.

Grievance Process

Ron MacQuarrie presented the annual report which consisted of 2 grievances occurring between November 1, 2007 and October 31, 2008. One of these was initiated before November 1st and the other during the period in between and is still on-going and at the informal stage in an attempt to get a resolution. Dr MacQuarrie expressed a positive interest in piloting a new process and agreed that the previous one was inefficient. There was a strong general sentiment among the members of the Senate that a “system” for fair processing of grievances did not exist at UMKC. This was supported by the findings of the COSCO committee.

Dr MacQuarrie also provided the job description for an ombudsman who could assist in resolving conflict and preventing grievances where possible. It was noted that Provost Hackett is in favor of establishing such a position. One Senator added that the location of the ombudsman with protected time at UMKC would be very important since it may be highly politicized position open to co-opting and therefore needing strong oversight. There was agreement that the envisioned grievance committee referred to in the pilot document and any involved faculty members would need appropriate training and careful consideration as to where it would be housed given. Chair Ebersole drew attention to the actual small number presented by Dr MacQuarrie and stated that there were” many more out there” The implied reason for this very small number is because faculty have concluded over the years that it is a relatively fruitless exercise, which is not taken seriously and generally does not function. Furthermore, involved faculty members are only advisory in function so the system has no teeth. There was overwhelming sentiment that UMKC needs a new approach although Dr MacQuarrie said we have an excellent mediation process in the Law School afforded by Mary Kishardt. This did not appear to be well known by the senators present at this meeting. Further discussion is expected on this urgently needed process.

Budget update:

Tony Luppino reminded that the UMKC web site under the Office of the Provost is where current budget activities and related information can be accessed. Tony gave a summary of the history and background of the development by the University Budget Committee of the new budget model pursuant to the charge given to the UBC by past Chancellor Bailey. He described some of the key issues the model was designed to address, explained the major components of the model and the ongoing phase-in plan, and emphasized that the focus was to allocate the general revenues fairly among the 11 units, administration, libraries and graduate studies and to ensure transparency. The “General Revenue” consists of about \$180 million, with about \$98 million from tuition (net of unfunded scholarships and waivers) and the rest provided by the State of Missouri. Tony described how it was decided that each school should receive its own tuition, a formula share (based on relative costs of instruction) of the bulk of the State Appropriation, and pay a general overhead assessment to help fund administrative and support units/functions based on factors relating to relative levels of usage of associated

goods and services. He also identified special allocations taken off the top of the State money to fund various UMKC priorities (giving, as examples, special funding to retire targeted debt and special support for Dental School obligations regarding the Kansas Exchange Program, School of Education obligations regarding the Institute for Urban Education, and special support for the Conservatory. The result is that under recent projections (which are being studied and are subject to change as current economic conditions and a recently compiled list of internal commitments are taken into account) 5 schools would receive an increase in GRA and 6 a decrease. The idea is to have any cuts be manageable and perhaps avoided or at least reduced through enrollment growth, and in any event not be precipitous for any units. Some discussion arose as to why the Medical School should receive more. It was commented that this unit was charged to develop its research base in keeping with our academic strategic plan. All appeals from schools on the student credit hours “weighting factors” used in apportioning the bulk of the State Appropriation in the costs of instruction formula had been resolved over the past months.

A final discussion arose concerning the \$23 million in internal commitments for which there was no funding. These commitments were varied and consisted of various promises and were not actual debts to outside entities. Interim Chancellor Morton has recommended these be prioritized in the light of the current economic crisis, with input from various UMKC constituencies. One Senator raised the philosophical issue of how “fairness” could be related to the strategic goals of UMKC. Senator Luppino indicated his view that the model is designed to provide transparency and fairness while also having features allowing it to promote UMKC priority objectives, noting that while there was no recent written comprehensive strategic plan for the UBC to work with as it developed the new model, the model includes: (1) the off-the-top of the State Appropriation mechanism for priority allocations; (2) a University Discretionary Fund for the Provost to direct toward mission priorities (which is initially modestly funded, but scheduled to grow after retirement of the Twin Oaks Debt); and (3) a built-in review mechanism that includes assessing how well the model is promoting UMKC objectives and whether it is or isn’t producing unintended consequences.

On a final note it was generally agreed that Provost Hackett was doing a stellar job of making some essential personnel changes and tying them to the ongoing initiative to develop a comprehensive UMKC strategic plan.

The meeting ended at 5.05pm.