

Minutes of the University Budget Committee Meeting

12/13/18, Brookside Room, Administrative Center

Members Present: Mauli Agrawal, Barbara Bichelmeyer, Kelli Cox, Stephen Dilks, Sheri Gormley, Viviana Grieco, Roland Hemmings Jr., Carol Hintz, Mark L. Johnson, Brian Klaas, Ali Korkmaz, Sharon Lindenbaum, Michele Maher, Sandra Miles, Bonnie Postlethwaite, Leigh Salzsieder, Karen Wilkerson.

Guests: Sean Castle

Members Absent (excused): David Fulks / Jaelon Brooks, Kevin Truman

UBC Secretary Mark Johnson called the meeting to order at 8:00 AM.

Agenda Items (see attached Agenda)

Approval of Minutes of the November 8th, 2018 meeting: Secretary Mark Johnson asked if there were any edits to the October 11th, 2018 meeting minutes? Leigh Salzsieder submitted a few minor corrections. Bonnie Postlethwaite moved approval of the Minutes as amended. Kelli Cox and Barbara Bichelmeyer seconded. The minutes were unanimously approved.

Chancellor Updates: Chancellor Agrawal stated that his biggest concern is enrollment. We simply cannot let enrollment go lower. If enrollment continues to decline, we will simply run out of resources. It is therefore critical that the 2019 cohort of students does not go down. President Choi has brought in EAB to help develop a plan. The need is immediate and investment needs to be made now to stabilize and increase enrollment. This is not intended to be a gloom and doom scenario, but recognize the urgency of making investments now, so that we can improve enrollment. For example, we need to actively recruit students.

Stephen commented that he thought the new home page was great in this regard. Mark commented that as he anticipated, his faculty had some difficulty in navigating to sites that they needed, but this was a short learning curve and the organization of the UMKC homepage was greatly improved. Viviana agreed.

Chancellor Agrawal concluded his comments with a note that Mizzou would be having a big announcement with regard to its scholarship program.

Rules for Department Chairs: Provost Bichelmeyer summarized a conversation with General Officers/President Choi with regard to new rules for Department Chairs. The goal of these new rules under consideration is to improve the Department Chairs ability to lead. Due to feedback from the Faculty Senate and others, the process has been slowed down to provide adequate time for feedback. It is anticipated that some modification of the language will result. Chancellor Agrawal noted that the intent of the new rules is NOT to exclude internal hires. Stephen asked what the new time line might be? Provost Bichelmeyer indicated April. Mark commented that many of our Department Chairs are not prepared for all of the duties/responsibilities associated with the position. Provost Bichelmeyer agreed and stated that we need a more robust leadership development program. Chancellor Agrawal stated that we need a leadership training program

that begins the day faculty arrive on campus that encompasses all of their responsibilities with regard to teaching, research and administration and developing those skills.

Financial Forecast: Sharon Lindenbaum indicated that her office has had 31 meetings with Units to determine where we are at and forecasts are constantly being refreshed; this is very much a dynamic work in progress. The main focus of these efforts is to determine if we are going to meet the goals for this year and how might variances impact the budget for next year. Her office is now beginning to prepare for FY20 budget process, which will be complicated. The impact of the VSP may make it harder in terms of budgeting. In addition, there are 2 policy changes that are going to create some havoc, although these are yet to be formally approved.

- The way benefits may be accounted will be split into a fixed component and a variable rate. Overall this is a net "0" for UMC, but money may need to be moved from Unit to Unit.
- Vacation recording may be moving centrally. If staff don't take vacation this will cost back to the Department.

Early Retirement Program: Chancellor Agrawal began with a description of the processes through which the Voluntary Separation Package (VSP (aka Early Retirement Program) was vetted. 112 faculty are eligible at UMKC. Based on prior experience at Columbia ~5 years ago the expected acceptance is estimated at around 30%. The idea is that the collected assets can be invested into strategic plans/priorities. The idea for the program was first discussed in August and in early September UM System inquired as to what campuses might anticipate. The Chancellor has recently learned that IFC and TRAC were not involved in these discussions. During October/November the Deans were informed and consulted as to potential impact on their Units. The Deans were also told that they were not to talk to anyone for/against their acceptance of the program. System will be sending packages to eligible faculty in the near future. In order to insure that course offerings are taught so that students can graduate, this highlights the need for a clear pathway to graduation and planning of course offerings. At this point we need to wait and see what happens.

Stephen Dilks asked if salary savings resulting from the VSP will go back to the Units or be held centrally? Provost Bichelmeyer indicated that the program will be paid for at the University level and therefore savings generated revenues will go back to the University. If there is hiring that needs to be made to cover faculty vacancies, then this will be discussed with the Deans and reviewed on a case-by-case basis. Sharon Lindenbaum indicated that we may not fully know how successful (or not) the program will be for 2-3 years. She also emphasized that this is not about eliminating tenure and that tenured/tenure track faculty are needed and we need to grow our numbers. Provost Bichelmeyer posed the question of why not include staff in the VSP? Her answer was that tenured faculty are a unique asset to the University and part of what we sell in tuition is the brain power of our tenured faculty.

Mark asked about the potential impact of the loss of key faculty, citing his own example from what happened in his department with a normal retirement and move of another faculty. This created a large void in the department teaching capacity and he personally took on a large DDS course and graduate level course to meet that need. However, this was a short-term solution that proved personally exhausting and is not a sustainable solution. He also asked about the impact this might have on the RIM allocations, especially if Units find it necessary to hire

professors from other Units to pick up teaching? Provost Bichelmeyer agreed and indicated that her office would work with the Deans to deal with these issues on a case-by-case basis.

Carol Hintz indicated that HR had received considerable push-back from the NTT faculty regarding the VSP. Provost Bichelmeyer asked for a list of talking points, so she could address these concerns.

Viviana stated that we need to establish priorities so that we don't lose programs. Provost Bichelmeyer agreed and indicated that the latest APR data will be helpful in this regard, especially with regard to potential redistribution of course offerings and teaching loads, etc., but this needs to be carefully orchestrated and implemented.

Chancellor Agrawal indicated that in all of this our guiding principle will be developing a clear path to graduation for all of our students and not what faculty prefer to teach. We need to clear out bottlenecks and help our students get to graduation. Viviana agreed that this was a great principle. Provost Bichelmeyer reiterated that this is why the APR data is critical as it informs our process.

FSBC Report: Mark indicated that the FSBC will be monitoring the financial impact of the VSP and providing feedback on the new rules for Department Chairs. It has had some discussions already with regard to the latter.

There being no further business the meeting was adjourned at 9:00 AM.

Respectfully submitted,



Mark L. Johnson, Ph.D.

Secretary

University Budget Committee