

Faculty Senate Draft Minutes

Tuesday, May 7, 2024.

3:00-5:00 p.m

Faculty Commons, Newcomb Hall.

Present: Belcher, Brown, Byrd, Hunter, Jackson, Johnson, Likins, Mardikes, Olsen, Peterman, Riggers-Piehl, Shiu, Salvo, Smirnova, Smith, Torres, Weber, Wellemeyer.

Excused: Bethman, Ganesh, Keeton, Lynch, White-Lewis, Wooten.

Absent: Bloemker, Dallas, Ferguson, Gottman, Leal, Mukherji, Niemi, Song, Turla.

Guests: El-Scari, Holsinger, Myer, Smith

Ex-officio attendees: Filion, Gomez, Lundgren.

1. Opening Business—Shiu

- a. Call to Order and Approval of 04/16/24 Minutes; motion passes.
- b. Approval of Agenda for 05/07/24 Faculty Senate Session; motion passes.

2. Announcements & Updates—Shiu

- a. Conversations with the Provost concerning Faculty rights. Specifically, concerning Freedom of Speech. This is an important project for the Faculty Senate to discuss in the upcoming school year.
- b. The CRRs concerning this specific topic are CRR 330.110 Standards of Faculty Conduct:

D. Statement of Professional Ethics

Section 5. As members of their community, Faculty Members have the rights and obligations of other citizens. Faculty members measure the urgency of this obligation in light of their responsibilities to their subject, to their students, to their profession, and to their institution. When they speak or act as private persons, they avoid creating the impression of speaking or acting for their university. As citizens engaged in a profession that depends upon freedom for its health and integrity, Faculty members have a particular obligation to understanding of academic freedom.

- c. and CRR 310.010 Academic Freedom and Economic Security of Academic Staff:

- a. **General Principles of Academic Freedom:**

Section 2. Academic freedom is essential to these purposes and applies to both teaching and research. Freedom in research is fundamental to the advancement of truth. Academic freedom in its teaching aspect is fundamental to the protection of the rights of the faculty member in teaching and of the student in learning. It carries with it duties correlative with rights. The following sections are indicative of these rights and duties.

- a. Faculty members are entitled to freedom in research and in the publication of the results (qualified insofar as necessary in the case of sponsored research), subject to the adequate performance of their other academic duties.
- b. Faculty members are entitled to freedom in the classroom in discussing their subjects, but have the responsibility not to depart significantly from their respective areas of competence or to divert substantial time to material extraneous to the course.
- c. College or university faculty members are citizens, members of an educational institution, and members of learned professions. When they speak or write as citizens, they are to be free from institutional censorship or discipline, but their special position in the community imposes special obligations. They should anticipate that the public may judge their profession and their institution by their utterances and actions.

Hence, they should at all times be accurate, exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate that they do not speak for the institution.

- d. Provost Lundgren suggested *Free Speech on Campus* by Erwin Chemerinsky and Howard Gillman as an important reading that clearly delineates Academic Freedom.

3. IFC Update—Jackson

- a. Faculty are discouraged from participating in demonstrations or events in any capacity other than as observers. If they are invited to provide expertise, they need to avoid taking sides. Faculty have to delineate between their public and private roles.
- b. The faculty has been raising issues concerning software issues. Software is supposed to help faculty and facilitate their work instead of obstructing it.
- c. MO State budget hasn't been approved. Conversations are still going on.

- d. HB1563 “Degree Bill” might pass. However, some talking points are still difficult to address given there is no consensus about creating universal transfer guides. That is, finding effective transfer equivalencies for majors so that students get credit for previous classes they took in other institutions.
- e. According to General Counsel, there will be changes to CRR 420.010 Research Misconduct. Since it's been a long time since CRR 420.010 was last adjusted, there is a need to revise the constitution of the Standing Committee procedure. There must be a faculty member in the area of research in question. Therefore, a Standing Committee can be broken into smaller specialized areas.
- f. When it comes to HR, there are changes to the Fair Labor Standards. Especially, the exempted overtime that is allowed for instructional personnel like post-docs. After January 1, post-docs will be eligible for overtime and the difference will be made up by departments that should take a higher percentage of their budget to cover post-doc costs. 12-month Post-docs are also going to be eligible for PTO.
- g. Changes to Title IX include:
 - a. As of August 1, jurisdiction in cases will expand to include acts outside campus and the U.S.
 - b. There will be new rules about who can disclose information and who must provide contact information to complainants.
 - c. Concerning grievance procedures, hearings will no longer occur, unless students are involved.
 - d. LGBTQIA+ students must be provided with provisions and accommodations consistent with their identities.
 - e. Title IX online training will be delayed to make compliance adjustments.

4. UBC & FSBC Update—Olsen

- a. FSBC
 - i. Academic units have active budget committees and are working with FSBC.
- b. UBC
 - i. Chancellor’s Updates
 - ii. State budget has not yet been approved.
 - iii. UM System anticipates that we will receive favorable treatment in the budget.
 - iv. Budget proposal assumes 3% increase to core appropriation and \$20 million in remaining ARPA money; if those are approved tuition will increase by 5% system wide.

5. Election Results—Torres

- a. A warm welcome to Senator Nora Peterman as the new Chair-elect.

6. Vice Provost for Student Affairs and Dean of Students—Dr. Michelle Smith.

- a. UMKC Student HelpLine involves referrals, resources, policy questions, complaints, student check-ins, emergency absences, and extended absences.
- b. Student Health & Wellness, <https://www.umkc.edu/studenthealth/>
- c. Student Accessibility Services to accommodate students with disabilities under state and federal law. Recommendations at (816) 235-5696.
- d. Religious accommodations are part of Student Affairs.
- e. Counseling Services, www.umkc.edu/counselingcenter. Crisis intervention, outreach, and group sessions.
- f. Office of Student Involvement that includes 340+ Student Organizations.
- g. Campus Recreation includes personal training, swimming, etc.
- h. Multicultural Student Affairs.
- i. Student Veteran Support Services, gormlyea@umkc.edu.
- j. UMKC Women's Center.
- k. Residential Life, four facilities—two resident halls.
- l. Student Union and Auxiliary Services.
- m. Campus Dining; partnerships, collaboration, creativity, and innovation.
- n. University Bookstores.
- o. Student Conduct & Civility, UMKC CARE Team (Campus Assessment Response & Education). University of Missouri CRR 200.010 & 200.020.
- p. Questions and comments from Torres, Shiu, Salvo, and Lundgren clarified:
 - a. To help students with disabilities Faculty should contact (816) 235-5696.
 - b. Accommodating students with disabilities who need screenreaders, it is important to contact Missouri Online. The Provost urged the Faculty/Senators to contact her to find strategies for students with disabilities who need effective accessibility tools.
 - c. Work Study students need to be reminded of different academic settings there are more than 340 student organizations so they feel more engaged in academic life.

7. Senior Vice Provost for Student Success—Dr. Kristi Holsinger.

- a. Division of Student Success involves enrollment management, admissions, financial aid, registrar, UMKC Central, UMKC Connect, Roo Advising, academic support and mentoring, career services, and professional career escalators.

- b. Academic Support and Mentoring involves supplemental instruction, tutoring, Writing Studio, Summer bridge, and First Gen Roos.
- c. STAT (Student Success Action Team) is a cross-campus collaboration to improve the rates at which we enroll, retain, and graduate underrepresented students.

- a. Retention program coordination and outreach

- b. Implementation of Starfish analytics

- c. Discussion on how we will use analytics and planning for targeted outreach.

- d. Faculty engagement (use of Canvas, gradebook, UMKC Connect.

- d. There is a partnership with the National Institute of Student Success at Georgia State.

- e. When it comes to Student Success at UMKC, it is important to implement a culture of care, meet students where they are, foster a growth mindset and culture of learning, holistically address all barriers to student success, including non-academic factors, promote a culture where students actively seek help, share challenges, user-centered, case management approach, more like health-care systems.

- f. Faculty Supporting Student Success involves onboarding students to the purpose/mission of Higher Ed, improving Faculty knowledge of and referral to Campus Student Support Services, creating and communicating plans for struggling students, using campus tools (Canvas, Gradebook, UMKC Connect, Act on high DFW courses), and focus on preparing students for careers/professions.

- g. Comments and questions from Brown clarified:

- a. The Career Bridge program is a great tool for faculty and students to know what is going on across campus in terms of funding and other opportunities.

- 8. Women's Center Director—Natasha El-Scari.

- a. UMKC Women's Center started in 1971 with a grant of \$2500 from university associates.
 - b. The mission of the Women's Center is to advocate, educate, and provide support services for the advancement of women.
 - c. Director El-Scari urged Senators to refer students who are interested in women's issues and feminism to be part of the Women's center and apply for internships.
 - d. Some of the programs at the Women's Center are Women in Leadership panels, Internship Program, Work-Study Students, Volunteers, Salary Negotiation workshops, Healing Arts workshops, Self-Care Programs, National Equal Pay Day, Body Image Programs, Roo Up!, Domestic Violence Awareness Month, Sexual Assault Awareness

month, and Denim day, Meet Us on the Street, I Can We Can Day of Action, Operation Beautiful, Vagina Monologues.

- e. Free menstrual products and free safe sex kits are provided at the Women's Center.
- f. Social Media, Instagram @umkc_womenscenter.
- g. Comments and questions from Torres clarified:
 - a. Funding was increased to collaborate, integrate, and offer more programming to students.

9. Discussion: Chair Evaluation & Hiring Practices—Jackson

- a. Deans provided some information to Provost Lundgren. National and/or local search committees have been established for new hires. However, there has been variability in the way search committees and searches were carried out.
- b. The Provost asked Senator Shiu to share all the information provided by the Deans.
- c. There's variability in the way Chairs are evaluated as well. This data is also included in the information shared by the Deans.

10. Motion to adjourn passes.