

## Faculty Senate Meeting Minutes

Tuesday, September 3, 2024

3:00-5:00 p.m.

Newcomb Hall, Faculty Commons / Zoom

**Present:** Belcher, Bloemker, Brown, Byrd, Campbell, Ganesh, Jackson, Kaz, Keeton, Likins, Mardikes, Mukherji, Niemi, Olsen, Peterman, Riggers-Piehl, Salvo, Shiu, Smirnova, Smith, Torres, Weber, White-Lewis, Wellemeyer, Wooten

**Absent:** Bethman, Dallas, Ferguson, Gottman, Hunter, Johnson, Leal, Lynch, Salvo, Song, Turla,

**Guests:** Swink

### 1. Opening Business (Torres)

- a. Meeting called to order at 3:07 pm.
- b. Greetings and welcome back. In the future, emails and meeting agendas will be coordinated with calendar invites.
- c. Welcome to new members of Faculty Senate: Amanda Campbell (current chair of the Staff Council) and Liz Kaz (Academic Affairs/School of Dentistry). Thanks to Alan Weber (Bloch School) for his service. This is his last meeting on the Senate and Nathan Mauck will be replacing him starting next Month.
- d. Approval of the agenda for 9/3/2024; Motion passes unanimously.

### 2. Vision of Shared Governance (Torres)

- a. Torres explained Senate members' roles and responsibilities include: Represent faculty and staff; Communicate with your faculty (e.g. Send monthly reports and emails to faculty in your units); Study and having a working knowledge of SOPs (Standard Operating Procedures); Regular participation in the meetings; attendance and willingness to voice your opinions and concerns; Willingness to help us engage, mentor, and develop new leaders for the senate committees and future senate representatives (e.g. Enlist TT faculty to serve on committees of the senate, Enlist NTTs to serve on committees of the senate, when allowed; Encourage faculty to attend Senate meetings); Encourage a student representative to participate in the senate. We have not had regular student representation in the senate.
  - i. Shiu noted that the Student Representative is usually the Student Body President; that individual did not attend last year. We should explore other representatives and think about how we are engaging with student representative during meeting – do students see value in attending our meetings, or is it an empty duty?
  - ii. Question/comment from senator (unidentified): We need to know the faculty bi-laws as well.

- Shiu explained that CRRs and all other important information are on the provost website.

### 3. IFC Report (Torres)

- a. DEI update: We've all received the announcement from President Choi regarding the closure of the DEI office at MU. This was seen as a preemptive move in the wake of the TX ruling. (Act before MO legislature passes legislation similar to Texas and Florida). Although the office was dismantled, programs and staff were redistributed – most knew this was coming and no one lost their jobs. The current plan to deal with the loss of DEI is being discussed with the Chancellor.
- b. Dustin Schneider (UM System), lobbyist in the State Legislator shared that funding remains a concern. We are currently 47<sup>th</sup> in the nation in school funding (up from 49<sup>th</sup>). UM System received 1/8<sup>th</sup> of the budget, much of it was used on capital expenditures (i.e. medical school in St. Louis; health science building). Kehoe won primary which is hopeful for continued school funding.
- c. Missouri Online (online campus website) is gone, but the services will remain – these have been redistributed to campuses.
  - i. Question in the Zoom chat asking to clarify whether this is Missouri Online or Mizzou Online. Torres confirmed it is Missouri Online.
  - ii. Question regarding contacts that were on Missouri Online only. Torres indicated that she will check with IT, but everything should be moved to the UM system.
- d. Government rules requiring full ADA compliance and technology standards by April 2026 deadline. This transition will entail a great deal of work (e.g. webpages, documents, videos must be accessible for those with hearing or vision loss). Shannon Jackson will represent Faculty Senate and will coordinate with administration and senate regarding this transition.

### 4. Enrollment Presentation: Doug Swink, Assistant Vice Provost for Enrollment Management

- a. Faculty/Senate Enrollment Management Update (prior to census)
  - i. Enrollment down 3%
  - ii. Undergraduate enrollment up 2.9% (197)
  - iii. Graduate enrollment down 15.2% (522)
  - iv. Professional enrollment is down 2% (33)
  - v. SCH is down.8%
  - vi. New enrollment is down 3%
  - vii. 1<sup>st</sup> time college enrollment is up 4.2% (record class)
  - viii. Transfer enrollment is up .2%
  - ix. 60% of new enrollment is 1<sup>st</sup> generation
  - x. 1<sup>st</sup> time class is 51% Pell

- b. Re-admits are up. They help boost graduation rates, scholarships, etc. However, New graduate enrollment is down 22.8%. Much of this is attributed to ongoing international issues (India).
  - i. Torres commented encouraging faculty to connect with former students. There are several avenues to completing their degree within the institution.
  - ii. Swink concurred and noted that re-admits can have their scholarship reinstated – this is a new strategy to entice former students to return. Social media is often used to entice former students to return as well.
- c. Enrollment Trends (9-year trends): Undergraduate trends show gradual decline but slight uptick over last year; Graduate trends show a larger uptick in the last two years, but a decline in the last year; International graduate trends show a decline over the past with a slight uptick around politics and the COVID bubble.
  - i. Senator Mukherji commented that India’s policies have changed. Students were enrolling in European and Canadian universities for their advanced degrees. There were problems with VISAs and tuition reimbursement. U.S. colleges have faced fierce competition for international enrollment from India.
  - ii. Senator Riggers-Piehl asked in Zoom chat whether the increase in new enrollment lead to higher domestic graduate enrollment? An admissions recruiter was hired specifically for graduate enrollment domestically. Undergraduates who continue after their bachelor’s degree in the master’s program can receive a one-time grant of \$1000.
  - iii. Swink responded that we are still down about 4% but the changes have only been recently implemented. Re-admits (stop-out) undergrads are up 26%; grads are up 19%. Schools of Pharmacy and Nursing were affected by the Pandemic.
    - 1. Comment from Senator Smith that all pharmacy schools nationwide are seeing this trend.
  - iv. African American enrollment is up 2.4% and up 13% for 1<sup>st</sup>-time college.
  - v. Hispanic enrollment is up 11.4% and up 25% for 1<sup>st</sup>-time college.
  - vi. Multiple Race/Ethnicity enrollment is up 5% and up 18.5% for 1<sup>st</sup>-time college.
  - vii. International enrollment is down 25% but up 48% for international transfer students.
  - viii. Mark Daily will be helping to diversify enrollment strategies.
- b. Student Retention Report
  - i. 1<sup>st</sup>-time college retention is down 2.18%
  - ii. Transfer retention is up .19%
- c. Fall 2025 Enrollment Planning
  - i. Funnel system from leads to matriculation

- ii. Application Tools used include: Capture; Slate.org; Zeemee; CampusESP (parents oriented); Encoura; Cadence; Targeted social media data (e.g. Instagram, TikTok, SnapChat)
    - iii. Fall 2025 1<sup>st</sup>-time College Application Statistics are promising but early in the application cycle.
  - d. Enrollment Landscape Overall: Competition remains fierce; FAFSA simplification will make processing applications faster and save time. The enrollment cliff (from the financial crisis of 2008) is expected to hit this region in 2026. The Adult Learner Population is an area that needs to be addressed.
    - i. Torres commented that there has been a shift in the demographics. Metro-area high schools are ill-equipped to prepare students for college. What can we do as educators to help schools?
  - e. Additional questions/discussion: Junior and senior retention, and overall retention rate is unknown. Universal visa funding program for students is still available. Chancellor will review this on a yearly basis to determine if it's yielding desired results. Torres shared how Swink assisted with transfer of her relative as an example of how this system works to get students in UMKC.
5. Chancellor's Memorandum (Shiu)
- a. Last year, Senate provided feedback and recommendations to the Chancellor and Provost regarding changes to language of Chancellor's Memorandum 35.05. This language was subsequently revised and the updated CM 35.05 is on the website with our suggested changes.
6. Dean's Evaluation Committee (Torres)
- a. There will be three dean evaluations this year, led by Anthony Shiu. This is one of the responsibilities of the past-chair, however Tom Mardikes has agreed to lend his expertise and experience as well as potentially Stephen Dilks for this work.
7. Budget Committee (Torres)
- a. No report today. A report will be available at the next meeting.
8. Senate Committees (Peterman)
- a. Numerous committees have vacancies for this academic year. We also need to attend to committee terms – SOPs required staggered terms. We need volunteers for the the Faculty Senate Academic Issues Committee, Faculty Senate National Awards Committee, Faculty Senate Committee for Preliminary and Informal Conferences, campus Academic Review Committee and campus Parking and Traffic Committee

- b. Shiu noted that the Faculty Senate National Awards Committee should be active. We are looking for anyone with experience receiving national awards or involved in the process.
- c. Peterman will distribute a list of committee vacancies that include specific responsibilities and criteria to the senate. Please share with your respective unit faculty.

#### 9. Discussion on Shared Governance (Torres)

- a. We need to have clear communication with our units – please report to your faculty and keep them engaged in this process.
- b. We need to discuss more leadership roles and opportunities for NTTs to participate on committees and engage in the process of shared governance. However, NTTs need time available and the incentive to want to engage.
  - i. Smirnova: Enthusiasm to engage is difficult without incentive. NTT's and even tenured need to be compensated for going above and beyond.
  - ii. Shiu: There is a difference between campus-level service and department-level service. Many units value the campus-level service as more important, while department-level service is more intensive. Unit-level service is often underutilized as well. A better definition of services at each level should be discussed going forward.
  - iii. Likins: It would be useful for administration to tell all the deans that service in the Faculty Senate and similar positions should be rewarded on the tenure tract.
  - iv. Torres: These changes need to be made based on our recommendations. We need to explore the P&T processes and discuss how improvements and adjustments can be made. We have the power to affect change through shared governance.
  - v. Question (unidentified) For those committees that didn't meet at all last year, is there any reason why we can't absorb those responsibilities into the Senate faculty?
    - 1. Shiu responded that these committees are based on as-needed basis. Their existence as an extension of shared governance is based on their need when the situation arises.
    - 2. Peterman agreed that these committees are considered "on-call". It is better to have these seats filled when the need arises than to be urgently looking to fill seats. Additionally, when situations arise and the committees are not available, those decisions are taken away and decided by someone else. It is in our best interest to maintain as many committees as possible to keep administration from making those decisions for us.

3. Torres. Yes, we need to pool our resources to keep these committees filled. Otherwise, a power vacuum is created, and we lose the ability to make those decisions in a time of need.
  4. Peterman commented that there does not need to be a directive from the administration to act. As a committee, the chairs can start proceedings for issues that fall under their jurisdiction.
  5. Mukhreji commented that committees in the School of Pharmacy are required to meet at least once a year. Maybe that could be a possible solution.
- vi. Smirnova: Could we set up a system where we are able to draw from a pool of faculty senate members?
    1. Shiu responded that we are thinking of expanding the Campus P&T committee membership to include alternates. This may be a similar solution. The Chairs met and are looking for innovation.
  - vii. Niemi noted that the Research Advisory Council has one chair and one seat available. I will volunteer for the chair as I served as a chair on previous committees.
  - viii. Torres requests that everyone bring ideas on how to recruit more participation and any other recommendations to the next meeting.

10. Motion to Adjourn (Belcher/Likins).

- a. Motion passes unanimously, meeting adjourned at 3:47 pm.