

UMKC Faculty Senate Minutes

Tuesday, October 1, 2024

3:00 pm – 5:00 pm, Zoom

Present: Theresa Torres (Chair), Anthony Shiu (Past Chair), Nora Peterman (Chair-Elect), Shannon Jackson (IFC); Thiagarajan Ganesh (IFC), Owen Belcher, Katherine Bloemker, Karen Brown, Jennifer Burrus, Antonio Byrd, Amanda Campbell, Eric Gottman, Eric Johnson, Shelley Hunter, Liz Kaz, Bill Keeton, Gustavo Leal, JJ Lee (SSE proxy), Brenda Linares (Library proxy), Timothy Lynch, Tom Mardikes, Mridul Mukherji, Charles Murnieks, Eric Olsen, Tiffani Riggers-Piehl, Jen Salvo, Michelle Smirnova, Andrew Smith, Michele Smith, Sharon White-Lewis, James Wooten

Excused: Lee Likins, Tina Niemi, Dani Wellmeyer, Sarah Dallas

Absent: Ken Ferguson, Alberto Villamandos

Ex Officio: Jennifer Lundgren, Susan Hankins, Alex Holsinger, Christine Popoola

Guests: Jude Carmona (Senate GA student), Robert-Able Porras (student)

I. Opening Business

- a. Meeting called to order by Torres.
- b. Motion to approve September 17th minutes (Wooten/Shiu), passes unanimously.
- c. Motion to approve October 1st Meeting Agenda (Jackson/Mukherji), passes unanimously.

II. Announcements & Updates: New Policies and Shared Governance-Torres, Lundgren, Shiu

- a. Compliance training completion is required for merit increase eligibility. Last year was the first year of requirements for compliance. Extensions were given to complete training. Faculty leave may affect merit increase and eligibility for merit pay is based upon whether the leave was for university purposes such as a grant. Prior policy did not allow merit increase for any faculty leave; however, this recent change allows some faculty for merit increase if they were on a university-related leave (e.g. research leave).
- b. We need to clarify summer compensation policies and we .requests Senators to send Torres or Shiu their unit's published policies regarding summer compensation policies for their respective schools. Working to ensure parity between FT faculty and adjunct faculty for summer pay, and to improve consistency and transparency overall. Senators contact their deans to request summer pay policies.
- c. Shared governance discussion from Health Sciences Small Group:
 - i. Report to unit

1. Forward agenda to faculty before the meeting
- ii. Shared Governance – differences in expectations between faculty and administration – very unclear. Should be in policies. Lack of interest on faculty part due to being unsure of what we as faculty have the right to know and not as much a priority.
 1. Do we have the need, right, or supposed to know about why administration makes a decision?
 2. Some faculty want to be very involved and some do not want to have that responsibility.
 3. Communication flow fairly well. HS campus is ok with hierarchy. Our deans are very transparent.
 4. Have a clear bulleted list to address with our constituents of what we need to communicate.
 5. What isn't being shared with the faculty that we need to know
 6. We need to have agenda and minutes, past and current, up on the faculty senate website in advance so faculty can determine if they want to attend.
 7. Tell faculty at meetings or in general about upcoming topics that they might be interested in discussing.
 8. Having meetings twice a month for two hours has made it hard for us to get all of our unit work completed as well as being a senator. Shorter meetings would help.

III. Strengthening Shared Governance and Improving Retention, Persistence, and Graduation

- a. Senators were grouped into breakout rooms based on unit. (Units with similar structures, policies, student levels, and/or interests were assigned to share rooms.) Groups discussed ideas/perspectives on two topics: (1) Strengthening faculty participation in shared governance, including Faculty Senate; and (2) Improving retention, persistence and graduation of students
- b. Torres led discussion of small group reports. Requested that someone from each breakout room send her summary of their group's respective discussion.
- c. See small group reports at the end of minutes.

IV. Committee Elections

- a. Lee Likins nominated to Academic Review Committee. Thank you for agreeing to serve, Lee.
- b. Grievance Resolution Panel (GRP) requires two appointed members to make a recommendation to the chancellor for grievances filed under CRR 370.010. We are

seeking four faculty to serve on this panel. (There are four members who form a pool so that two can be pulled for service when a grievance is filed).

- c. The Faculty Senate Oversight Committee oversees the GRP process to ensure fairness and objectivity.
 - i. Anthony Shiu nominated to Chair of the Faculty Senate Oversight Committee
- d. Motion to approve slate of nominations passes unanimously with 23 in favor.

V. Committee Reports

- a. FSBC and UBC: Olsen reported on behalf of the UBC and FSBC. UBC & FSBC. A power-point presentation with financial updates, minutes and agendas are available SharePoint folder. University Budget Committee report – future budgets will be more constrained than they have been in the past 4 years due to a decrease in the COVID funding \$ and other bumps that we have received from federal and state funding. We (university and departments, should be prepared for this)
- b. Ad-Hoc Committee on Campus Safety: White-Lewis reported on behalf of this committee. Request for UMKC partner with the city to have one person to delegate and communicate during an emergency.

VI. Missouri Online

- a. Jackson and Lundgren clarified information from previous senate meeting. Noted that funding that promoted Missouri Online “brand” have been reallocated. Missouri Online resources are still available to faculty (teacher-facing operations) but student-facing marketing is going away and website will redirect visitors.

VII. Deans’ Review Committee

- a. Deans are reviewed on a rotating basis, in accordance with the CRRs. Shiu reported that the senate will be reviewing three deans this academic year. This is one of the specific duties of the Faculty Senate Past Chair, so Shiu will be leading these reviews. Tom Mardikes is sharing his expertise with this process as well.

VIII. Meeting Adjournment

- a. Motion to Adjourn (Shiu/White-Lewis) passes unanimously.

Small Group Discussion Reports on Retention, Persistence and Graduation

SESWPS and Bloch

Discussion was on Shared Governance and Encouraging Participation in Faculty Senate

SHSS/Conservatory group discussed: (from A. Shiu)

- a. Retention is linked to “meaningful interaction” with students
- b. With faculty losses, there are fewer opportunities for interaction with students (time constraints)
- c. Issues related to “creating a collegial campus life”
- d. Programming ideas:
 - a. first-year community building
 - b. cohorts
 - c. faculty mentorship
 - d. better First-Year Experience courses: curriculum issues and need for integrating visits from other offices (e.g. Career Services)
 - e. Better ways and practices to introduce faculty to the community; now, faculty are primarily noticed/introduced if they receive a large grant.
 - f. Loosen control of Admissions over communication with graduate admittees
 - g. Sharing of more information about undergraduate admittees to create more opportunities for interaction
 - h. Limits of data driven models like UMKC Connect that do not address the faculty’s understanding of their experiences with retention issues

SSE and Law Discussion: (from T. Ganesh)

- a. One of the successes the importance of bringing their graduates and professionals, who share their career journey with students as a successful support for student retention.
- b. Current challenge is the transfer of student advising into a centralized program that limits faculty connection with undergraduate students, which they have now added faculty advising during sophomore and junior year once a semester meeting with students as they enter their mainstream major course of studies. This additional has helped with retention.

Health Sciences Group Discussion: (from S. Lewis-White)

(More time spent on discussion on Shared Governance and Encouraging Participation in Faculty Senate)

How can units support student retention/graduation: (

- a. Promoting majors or enrollment in your school/unit? –
 - a. bring in high school students to see the school. HS schools we don’t lose a lot of the students because generally they will have jobs afterwards. Dental believes that we do well.
 - b. Students know that we care about them.

General Small Group Discussion with administration, faculty and staff who did not join a small group discussion: (from T. Torres)

Summary: Ways that faculty and staff play in making students of all backgrounds feel valued and respected.

- a. Take time to acknowledge students when we encounter them with a smile, Mother Teresa effect. It is important be welcoming to everyone on campus and to show them that we respect them and dignify them by acknowledging them with a smile..
- b. Making certain that faculty acknowledge that we have a diversity of students, nontraditional, Pell Grant, First Gen, who may not be able to attend early morning classes or in person classes.
- c. Successful retention models include internships with professionals that help students graduate with jobs.
- d. What are some ways that UMKC Connect programmers could make it more functional?
- e. Remember as faculty that we should not act the way our professors did when we were undergraduates as if to say, “we survived that challenge, so can these students.” This could be a form of reinforcing a cycle of abuse that was not a good strategy.