
8:30am	Call to Order	Julie Myer, Chair
8:35am	General Updates	Andre Logan, Strat. Initiatives Director & Kim Kushner, VC of Membership

Climate Survey

Climate Survey will launch on April 9th, it will also include the Pulse survey questions. You will see an announcement from MCOM about the survey, it will run through May 3rd. Please participate and promote this survey. Andre Logan has flyers- feel free to reach out to get a copy. 2016 was the last time this was done. When we updated the Strategic Plan, we felt it was important to readminister the survey. This survey is different from the last, it is only Faculty and Staff- it does not include Students. We have Chiefs tickets, Zoo tickets, Current tickets, Sporting KC tickets, development funds, Bookstore gift cards, and Visa gift cards will be sprinkled throughout the weeks the survey is open. Results will be published Fall 2024.

ByLaw Updates

1. Proposal 1: Addition of a Membership Committee

- Article VII, Section 2:
Long Term Committees shall be as follows:
The Membership Committee shall be responsible for the recruitment, selection, training, retention, and recognition of Staff Council voting members. The Committee will be responsible for supporting the Vice Chair of Membership in facilitating the voting membership elections process. The Committee is also responsible for organizing Staff Council representation at university-wide events, and educating UMKC staff about the purpose of Staff Council and its available resources.
- Article VI, Section 2: The Vice Chair of Membership shall coordinate the membership nomination process, oversee the election process, and notify th Staff Council Chair of the election results. The Vice Chair of Membership shall monitor the Staff Council meeting attendance of Staff Council members and notify the Executive Committee of any excessive absences. The Vice Chair shall be responsible for filling midterm member vacancies and for the recruiting of Staff Council members. The Vice Chair of Membership shall be responsible for welcoming and providing information for new Staff Council

voting members. The Vice Chair of Membership shall be responsible for chairing the Membership Committee.

2. **Proposal 2: Grammar Updates**

Backdrop: We vote on members and officers on different cycles. In the bylaws, we say Officers turnover at end of December in one place and at the end of June in another. June is the correct cycle- we propose changing to make sure all references match the Officers turning over in June. This error occurred because the general voting member cycle was moved to December.

Other Updates

1. **Outreach Committee:**

- **April 20th, Brush Creek Trail Clean Up, 9:30 am** – Max 15 individuals in the van, sign up on Google Forms, meet at Parking Lot 19 between Bloch and Student Union and a van will be taken to the clean up location, you may drive separately, family & friends are welcome, must be 8 years old to participate, Lunch will be provided at the end!, this is a partnership with KC Parks

8:50 am

President Updates

President Mun Y. Choi

- When I speak to alum, board members, and legislators- they comment on the quality of research and education here at UMKC. The research has gone up incredibly over the last 5 years. While UMKC is not a land grant university, as part of the System, you have a lot of land grant activities. Your HIV education and rural medical education really distinguish this University.
- Staff members are vital and I hope you take pride in the progress of this University. Please think about the impact you make on our community and students.
- Updates
- State support is around 510M for the UMSystem. UMKC receives about 80M. Your enrollment numbers look really good, despite the FAFSA challenges we're experiencing. The Chancellor and Provost have great programs for retention and graduation. "Customer capture" is very important, students are not customers or clients, but in the same way- we spend time and energy finding and recruiting students. We should not be happy losing them before they get the "product" they came for. Why is it that 45% that step foot on campus, do not graduate within 6 years? We want the revenue, but we also want that student to be successful. That student wanted to be here. These leaving students may be left worse off than when they initially came if they don't earn the education they initially sought. We must better support the students we have- that's the objective of the Chancellor and Provost.

- In a year or two, UMKC will be designated an R1 university. This is the highest level. When Chancellor joined in 2018, the research at this university had low expenditures. Last year, he increased, with your support, expenditures to 53M this year around 60M and the threshold for R1 is 50M. With R1, you can attract more faculty, which then helps you attract more students.
- I'm excited about your Health Sciences district, you raised 55M. It went from a 100M project to a 120M project. This creates better infrastructure and better service.
- The last few years have been challenging as a result of the pandemic and mental health crisis, we are glad for you to have stuck with us.

Open Discussion

- 6 years ago, then governor said we don't need more musicians and dancers. Boy, was he wrong. We have plans for the Conservatory, and it is a gem. It's not just a gem here in KC but in UMKC.
- Is there anything coming that is exciting that we should know about?
 - o We will, with an R1 status we will need a new research building in the 5-10 year building.
 - o We have updates to Miller Nichols and ASSC, the library updates will start in May.
 - o We have the first large Conservatory donation and need to find additional funding.
 - o We are still looking at retail and an arena when the streetcar comes.
 - o We still need to raise 250M. We don't know where it's going to come from, but we also didn't know how we'd get 120M for Health Sciences and now we have it.
 - o The Governor had asked for "shovel ready" projects. This is why we have to have plans prepared so proactively.
- What will change in our day-to-day life as a result of these new projects?
 - o If the Carnegie institution were to institute new criteria, we'd be an R1 now. This brings greater pride for the University. There will be faculty members who choose to stay. There may be faculty members looking to come here because of an R1 status. We'll see new people; we'll retain the best people.
- Staff members are concerned about changes in PTO, I know one of the goals in the changes was for it to attract more people to this system. Are there updates?
 - o No updates at this time
- Are there any plans to update the School of Education, Social Work, and Psychological Sciences?

- We realize that many of our buildings are getting tired, we didn't start with new buildings. Many buildings were old to begin with, we go
- Any considerations in making Missouri Online more collaborative with the programs it's advertising on each individual campuses? Example: sharing prospective names, etc.
 - Please send an email to Choi and we will pass that along.
- R1 is big news, I'm trying to think about how to get the word out. Is there planned advertising?
 - Earliest announcement would likely be in 2025, so we will have planned media launch to ensure all know about that.
- I work with many diverse populations we work with, what have conversations at the state level looked like when it comes to accessibility and DEI. What assurances can you provide to staff and students?
 - DEI programs around the country are being attacked and, in some cases, eliminated. University of Florida fired their DEI. Yesterday, University of Texas did the same thing. We don't have a state law requiring that. Last year, there was an amendment to the House Budget bill that said all DEI work at universities will be defunded. We went to visit Senate and shared that our DEI programs are very broad- for underrepresented minorities, rural students, veterans, and all forms of diversity. That was convincing enough that the Senators yanked that amendment from the Budget bill. The more broadly we can discuss DEI and the more we can emphasize the inclusivity of our DEI work- the better. SCOTUS came down with its decision to eliminate race-based scholarships and race-based decisions. Be supportive. Support their educational journey.
- Access for all employees to have online support- we have our EAP program with Optum Health, there is also a crisis line with immediate support. We get feedback about lack of respect from supervisors and others in their units, I'm hearing staff members about the additional work burden. My recommendation is prioritization, share with your supervisor about what is reasonable and what is not, ask for help to deprioritize, we don't want individuals to be burnout. Then we go from 4 to 2 to 1. Support one another and ask how people are doing. Have a helping spirit- ask for help and offer help. When you hit a wall, go to HR- they have resources and ideas within and outside our units. Don't be so afraid for your reputation or afraid to seem like you need help, that you fail to get support.
- What recommendations do you have when funding for from the University is limited- work with the Foundation and our Research team to identify grants.

Keep your Dean in the loop for high priority projects, and work with him to bring the Chancellor in as well. Don't assume that people know.

- Our morale has been low with workload, rising cost of living, and low retention.

We are not considering a COL adjustment; our merit rates are low anyway. If we do COL for everyone, then we can't do merit raises for our best people. We have to focus on retaining our best. We have not done a COLA in 10 years. We do not want the burden of our budget to be placed on our students, we are very affordable and we prioritize that focus.

Every year UM System reviews the GGS ranges, and our ranges do gradually shift up. This year, they are increasing 3% so the whole range shift. That's one of the ways we try to stay with the market. For the past two years, we have been putting money aside other than merit raises to adjust the highest salary compression. Some of that goes to faculty and staff. HR has ways to find and pinpoint those groups.

- Are there any new UM System partners or entities we look forward to engaging with?

The largest partnership we have with Novo Nordisk, a Swiss pharmaceutical company. It will be announced in May. We will be producing care that is vital to the treatments for certain cancers, including Prostate cancer.

- One of the challenges our students face, is moving from an inclusive University environment to less inclusive employer environments. Is there anything we are doing at the city, state, and federal level to make working environments more inclusive?

I don't know. Our Community Engagement team is trying to encourage outside organizations to think about us as a resource in hiring and best practices.

- We do not have a formal sabbatical program, we have research leave for our faculty which is similar to that leave. There are no plans and it is highly unlikely to see that for staff. The more you can work with your supervisor about prioritization of work, the better your work life balance can be.
- Childcare concerns are large for staff and students. I'd love to see support outside of all-day daycare- hourly support.

I can't commit the Chancellor to that. We may be able to better utilize our students in the Early Childhood Education tracks.

- Understanding our strengths, what are opportunities that our institution can aspire to that we aren't currently doing?

The activities I would like to see for UMKC to lead in, is student success. This community relies on this institution, but we must graduate more of our students. Our graduation rates for students of color are too low. We need to

be able to say that you have a great chance to graduate. We need to be doing more impactful and commercial research. Research costs the University, but it's the commercialization opportunities that are critically important. Innovative outreach programs are vital, because these efforts can receive funding from the federal government.

9:55 am

Meeting Adjourns