

Council of Chairs' Meeting
Minutes
October 29, 2008

Present: Joy Swallow, Burton Dunbar, Kathleen Kilway, Ken Novak, Carol Koehler, Jim Sturgeon, Jeff Rydberg-Cox, Alice Reckley, Jimmy Adegoke, Jie Chen, George Gale, Michael Kruger, Harris Mirkin, Diane Filion, Linda Breyspraak, Karen Vorst

Guests: Dale Neuman, Tom Stroik, Tom Sandreczki, Russ Wilson, Charlie Wurrey

Absent: Michael Smith (excused)

Announcements:

- Town Hall Meeting: Wednesday, November 19, 3:30 – 5:00-UC 106
The meeting will include a “State of the College” Report to be followed by a discussion. Chairs were asked to send questions for discussion by email to Dean Vorst.
- Chairs’ meeting AY 2009-10 new meeting time: Chairs were reminded of the new meeting time and urged to arrange their schedule to be able to attend.
- A&S Holiday events: College of A&S - Thursday, Dec. 4th, 2-4 p.m. in Scofield Lobby; Chairs & Deans – Tuesday, Dec. 9th, 6-8 p.m. at Rockhill Tennis Club.
- One-on-One Schedule: Chairs were reminded to contact Cyndi Mahoney to up their 1:1 meeting with Dean Vorst.
- ILE Classrooms: The Provost is covering cost of setting up 70 new “hybrid” (meaning the faculty will need to provide their own laptops) ILE classrooms that were not previously ILE-equipped. Dean Vorst will inquire into whether this might include any seminar rooms.
- Outside Consulting: The Chairs were reminded to have their faculty complete the “Outside Consulting” form via FAS system. All faculty are to do this whether they consulted or not. There is a place to indicate that no consulting was done.
- Revenue Sharing: Dean Vorst noted that the intent of the several revenue sharing initiatives begun in the College was not to create draw down funds for individual faculty who might be participating in an activity that generates the revenue (since they were already getting paid for their efforts) but to enable the departments to fund departmental needs, including faculty travel after the first trip, as well as give the Chair a contingency fund to address unanticipated expenses should they arise. This led to questions and a discussion about why some of these revenue

streams were shared with the departments as well as suggestions to rethink how faculty might be better engaged in these activities, how the activities could be conceptualized to be part of the regular departmental efforts, and how the revenues might be used to add faculty or otherwise meet the recurring normal needs of the institution.

Discussion:

- Degree Map: The Provost's Degree Map template was circulated and discussed. Some reservations were expressed about the seemingly rigid schema that might work well for curricula that are clearly sequential, where all students start together and there are few transfers into the program that are not characteristics of most A&S majors. There were other questions regarding how this tool would be used, particularly in conjunction with the new DARS system that will be available soon.

Associate Dean Sandreczki advised that Becky Bergman was preparing templates for each department that will include the GEN EDs of the College and will ask the Chairs to complete the map for majors in their unit by January. The discussion indicated that chairs would need to make much use of the "comments" sections or maybe use a separate page to be sure the students are made aware of the alternate paths that may be necessary to complete certain majors.

- Draft A&S Leave Policy: The most recent iteration of the Proposed A&S Leave policy was discussed. The issue of "fully funded leaves at 10% was seen as permissive but mostly so for those disciplines where that level of funding could be found and that could mean that many would not be able to use the feature. The question of "how far in advance" is "sufficiently in advance" of course cancellation to meet the policy was asked. After noting the difficulties in knowing until after the course began due to tendencies of upper division and graduate students to enroll at the last minute, it was agreed the Chairs should visit with Associate Dean Stroik about classes that looked likely to be close to making but should indeed cancel those that were unlikely to do so. And it was agreed that the policy would require an additional course to be taught to make up the one cancelled but the time frame would be within a year rather than by the subsequent semester. It was also agreed that alternate service would not count as teaching a course in this context.

The issue of whether this or any UM policy would support the title of full time Research Professor was raised. It was noted that NTT policies do allow this, that those so employed have limited financial security since

their jobs are for term and most are self-funded through grants and contracts, but they are covered by the academic freedom policies adopted by the Curators for regular tenure track faculty. The UM two-course rule would seem to limit its relevance for tenure track faculty.

Strategic Plan: Chairs' Committees:

- Academic Programs – Assoc. Dean Tom Stroik, Chair
Dr. Stroik noted that they still had to meet with several departments on the GEN ED proposals and that they were starting to look at the BLA Program. He noted that like all the strategic planning committees, AP welcomed input from faculty and hoped that the message would be repeated at the Town Hall meeting.
- Faculty & Funding – Executive Assoc. Dean Charles Wurrey, Chair
Dr. Wurrey reported that they were working on the “Faculty Engagement Policy” in particular on workload. Their research suggests that at counterpart institutions, exceptions to workload policies frequently turn on unique departmental responsibilities. He encouraged chairs to think in terms of developing departmental addenda related to the College workload policy to help both the department chair and the Dean make decisions about workload. Dr. Wurrey also welcomed faculty input to the Faculty and Funding Committee’s efforts.
- Marketing – Assoc. Dean Tom Sandreczki, Chair
Associate Dean Sandreczki reported that the committee met with three representatives of University Communications to talk about how they could help market the College’s programs including those things that would be cost-free and those for which they would have to charge. The Committee then agreed to meet and develop some marketing goals and bring them to the Chairs for review. In response to a question from the Dean, he reported that most of our special advertizing for SS2008 did not seem to create much new demand but that word of mouth seemed to get us some additional students as did the ability to take coursed required elsewhere that were not offered there during the summer. It was suggested that we find ways to piggy-back on other UMKC mailings to constituent groups to remind them that our summer courses help meet requirements elsewhere should they have children or grandchildren coming back to KC for the summer. It was reported that Laura Pate Byerley would now be the point person in UCOM for all College

marketing efforts and that she was in the process of creating marketing videos for each department.

- Recruiting & Retention Follow-up Committee – Assoc. Dean Tom Sandreczki, Chair
Dr. Sandreczki reported that the committee had met and developed a response to the Provost's request for a retention efforts document and that the document would be sent to the Dean by Friday covering recommendations derived from last year's report.

Last 10 Minutes Items for Consideration

- Cumbersome and restrictive nature of faculty new hire recruitment confidentiality procedures and the mandated training for all who might want to participate in the process was brought to the Chairs attention by those who have had to deal with it as they are trying to hire. The chairs agreed that these totally defeat the need to properly vet and broadly engage future colleagues in the interview and reviews processes. The Dean was asked to look further into the problem.
- The issue of just what travel constitutes travel under the UM and UMKC policies was again raised with respect to the need for using the authorization form.
- The out-of-date nature of the ORS travel reimbursement maxima of \$900 for domestic and \$1400 for international was noted with a request to look into ways to increase them in light of current travel costs.
- The need for emergency campus phones to be located in every classroom to deal with emergencies or ILE (or other) equipment issues was raised.
- The need for ILE and other technical service personnel to be on campus and on call after 5 p.m. and on weekends since we offer many courses during those times that are equipment intensive.