

Faculty Senate Meeting Agenda
October 15, 2019
Location: Health Sciences Education Union Auditorium
Time: 3:30-5:30

1. Call to Order
2. Roll Call
3. Moment of Silent Reflection
4. Approval of September Meeting Minutes (9/17/2019): sent separately
5. FS President's Remarks
6. CFO David Heimbürger: Budget Report
7. Vice President for Diversity and Community Engagement Jonathan Smith: Report on SLU and the History of Slavery
8. Reports from Senate committees:
 - i. Academic Affairs (Stephen Casmier)
 - ii. Governance Committee (Wynne Moskop and Kathy Kienstra)
 - iii. Budget and Finance Committee
 - iv. Compensation and Fringe Benefits Committee (Chris Sebeliski)
 - v. Joint Faculty Senate-Provost's Office Gender Equity Committee
 - vi. Workday Committee (Elaina Osterbur)
 - vii. Policy Review Committee (Rob Hughes)
9. Reports from Board of Trustees committees that met Sept 26 and 27, 2019:
 - i. BoT Academic Affairs Committee (Brian Downes: oral report)
 - ii. BoT Business and Administration Committee (Constance Wagner: report read in absentia)
 - iii. BoT Development Committee (Kathleen Llewellyn: report read in absentia)
 - iv. BoT Student Development Committee (Karla Scott)
 - v. BoT Investment Committee (Naresh Bansal)
 - vi. BoT Marketing and Branding Committee (Brad Carlson)
 - vii. BoT Mission and Identity Committee (Eleonore Stump)
10. Reports from Faculty Assemblies/Councils
CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated units: CADE, SLUCOR, Phil & Letters
11. Old Business
12. New Business

13. Announcements

- i. FS President's request for comment on three new SLU policies: Reporting Misconduct Policy, Non-Retaliation Policy, Consensual, Sexual, or Romantic Relationship Policy
- ii. New Senator Orientation: Friday Oct 18, 3-4 pm, DuBourg 406. Refreshments.

14. Adjournment

RE 10/14/2019



**Faculty Senate
Meeting Minutes
October 15, 2019
Health Education Auditorium**

Present:

College of A&S: Erica Salter, Robert Hughes, Joel Jennings subbing for Kathryn Kuhn, Pascale Perraudin, Scott Ragland, Wynne Moskop, Stephen Casmier, Jim Burwinkel, Julia Lieberman, Wenyan Xiao

Trudy Busch Valentine School of Nursing: Karen Moore, Jean Krampe, Renee Davis, Elaine Young

CPHSJ: Stephen McMillin, Jesse Helton, Kristin Wilson

Chaifetz School of Business: Frank Wang, Olgun Sahin

Doisy: Sherry Bicklein, Julie Howe, Randy Richter, Mitzi Brammer

Parks College of Engineering, Aviation and Technology: Silviya Zustiak (sent proxy), Ronaldo Luna, Theo Alexander

School of Education: Mark Pousson, Donna Jahnke subbing for John James, Sally Beth Lyon

School of Law: Kelly Mulholland, Robert Gatter

School of Medicine: Barry Duel, M.D., Bilal Khalid, M.D., Marie Philipneri, M.D., Ph.D., Kate Schwetye, M.D., Ph.D., Mirjana Vustar, M.D., Ramona Behshad, MD, Austin Dalrymple, DO, Dawn Davis, M.D., T. Scott Isbell, Ph.D., DABCC, Andrew Butler M.D, Ángel Baldán, Ph.D.

Libraries: Lynn Hartke, Amy Pennington, Matthew Tuegel

Unaffiliated Units: Paula Buchanan

Faculty Senate Executive Committee: Ruth Evans (President), Doug Rush (Past President), Medhat Osman, Ted Vitali, Stacey Harris, Terry Tomazic

Faculty Senate President Ruth Evans opened with these remarks:

The new Senate Budget & Finance Committee has begun work. The members, 23 so far, include faculty, administrators (including CFO David Heimburger), two deans, and students; two more deans are to be elected. The chair is the Parks representative, Theodosios Alexander. The committee will aid in the making of collaborative annual budgets.

The University President's Three-year Financial Planning Committee consists of six faculty and will start work soon. It has nine weeks to aid President Pestello in putting together a rough 3-year financial plan (NOT a 3-year set of budgets) to present to the Board of Trustees in early December 2019. It will work with the Senate Budget & Finance Committee for communicating views both ways.

The Schools of Nursing, Business, and Arts & Sciences all have national dean searches under way.

The Senate Executive Committee has been pressing the Provost to establish policy on how Academic Centers are to be established.

Q: Isn't this a function of UAAC and GAAC?

A: Not solely those, since the centers in question are not necessarily establishing any new academic programs; example of this is the new Geospatial Institute, which gathers faculty and existing programs together for cooperative arrangement, but has no need to submit anything to UAAC or GAAC.

The Academic Calendar for AY 20-21 is scheduled to start a week earlier in August, 2020, than has previously been the case; spring calendar is to be left unchanged, occasioning four weeks instead of the usual three between the fall and spring semesters. There have recently been complaints from faculty and graduate students about this, centering around requiring an extra week of school-year activities for faculty and students with 9-month contracts, and around the difficulty of faculty and students with young school-age children having an extra week to take care of such children, as public schools will not be operating in mid-August. The Faculty Senate Executive Committee has engaged in talks with the Provost and the Registrar to oppose this change in calendar, so far without success.

The Senate President is compiling an inventory of School/College Assembly/Council Bylaws to appear on the Senate website. This website is currently under redevelopment and is expected to be up some time in November.

A search is under way for the Provost's Faculty Fellow for Equity Issues, a part-time position intended for an existing faculty member.

Chief Financial Officer David Heimburger presented a short summary of the current University budget:

Technical difficulties prevented his display of figures, but they should become available electronically.

The latest national credit ratings of the University are very good: We are in the top quartile among universities, and this keeps our interest rates low. However, Standard & Poor, for the first time, says our outlook is negative, perhaps presaging a drop in our S&P rating for next year.

FY19 (i.e., the just-ended fiscal year) came in about as was forecast earlier, with a net positive of about \$2 million.

SLUCare has improved markedly in the last few months; in particular, it is on track to have no loss in FY20 (as compared with its loss of almost \$10 million in FY19). This is due, broadly

speaking, to increased clinical productivity, increasing number of clinical cases, and savings on costs through administrative centralization. (The losses in FY19 were due to \$5 million lost in clinical productivity, a 1-time cost of \$3-4 million for reorganizing needed for regaining accreditation, and \$1-2 million for VERP.)

Q: Will there be savings from not doing the charitable care that SLU Hospital is known for?

A: No, we will continue doing as much charitable care as before.

Having a large incoming class—1902 students, our largest ever—we are doing better for our income, even though we had to go to a deeper discount rate, about 66%, to achieve this number of students (our bargaining on discount got us also a great percentage of Pell-grant winners in this class). The reason is two-fold: More students means more students paying for meal plans and dorms; and with students staying here for four years, their financial award won't likely increase, but their tuition likely will. We hope to keep the discount rate down to 60%, and we hope to still have larger-than-usual classes, perhaps 1700-1800, in future years.

The University will present its FY21 budget to the Board of Trustees in May. For the first time, this will include looking towards the future—hence the Three-year Financial Plan being developed by President Pestello—including such things as anticipated costs of the University Common Core in the out years. However, the Three-year Financial Plan is not a formal budget, and the Board will still be approving a one-year budget each year.

Vice President for Diversity & Community Engagement Jonathan Smith presented remarks about the new initiative SLU and the History of Slavery:

In August 2014, activists, some local and some national, and many of our students, gathered in St. Louis and on the SLU campus, in what was known as the Occupy SLU Movement, the anniversary of which was October 15th. The ensuing Clocktower Accords brought the office of Diversity & Community Engagement into being. In early 2015, this office started working with the Jesuit Province here on history of slavery involved with the Jesuits and SLU, forming a partnership between the Province and the University; this makes SLU unique among universities in partnering with an external body in investigating slavery history. This is important since it's nearly impossible to separate the involvement of the Jesuits from SLU and SLU high schools in this history.

The initial work has involved the examination of University and Jesuit archives. Thus far, six names of enslaved persons have been found, who were brought to St. Louis in 1823. Further work will compare with archives from Georgetown.

The aim of the project is to concentrate on the stories of enslaved persons, including their descendants, rather than upon affixing blame for sins committed (though two building names are to be looked at: DuBourg and Verhaegen). Just this year, the project has started to contact living descendants. Another intent is to be public with information, including such organs as St. Louis Review and the St. Louis American. There is also a website:

https://jesuitscentralsouthern.org/slavery_history_reconciliation.

Q: What about preserving memories and stories?

A: That is the chief aim of the project, attentive to all voices.

Q: Is there any thought given to tangible benefits, such as Georgetown's offer of free tuition to descendants of enslaved persons associated with Georgetown?

A: That is up to the Working Group; but it should be noted that there are unlikely to be many students taking up the Georgetown offer.

Q: Anything similar to Georgetown's sale of items added to its endowment that depended on profit from enslaved persons?

A: Nothing as yet has shown up similar to Georgetown's history in that.

Reports of representatives to various committees:

Stephen Casmier, on Senate Academic Affairs Committee: Workload policies and promotion & tenure policies are under review.

Theodosios Alexander, on Senate Budget & Finance Committee: The intent is for this committee to have two-way communication with senators.

Elaina Osterbur on the Workday Committee: There will be public meetings on the details of getting Workday to replace Banner. So far testing is ongoing for Human Resources and Payroll.

Brian Downes, Senate representative to Board of Trustees Committee on Academic Affairs: This committee consists of a dozen trustees and a dozen University members: faculty, students, administration. The Provost presented a report mentioning the Academic Portfolio Review Committee (the trustees were very positive about this, something they've wanted for years; they are aware that the matter of appropriate metrics is a delicate and important one); the searches for three deans; and the new Office Dashboard application that can yield information on what individual students are paying in the way of net tuition (this should be helpful for those interested in athletics programs and those concerned with students from under-represented groups). Ellen Crowell presented a report on the University Undergraduate Common Core; this effort is much appreciated by the trustees. There was also a report on the new student dashboard from the Vice President on Retention & Enrollment Management.

Connie Wagner, Senate representative to the Board of Trustees Committee on Business & Administration: Full report will be sent by email. Highlights: Vitality this year is grandfathering all employees who were granted the discount last year. Our healthcare plan is better than average among universities; no changes are planned. The Climate Survey originally planned for this spring is being postponed due to HR's work with installing Workday to replace Banner. Madrid is increasing enrollment. While our incoming class is the largest ever, graduate enrollment is down. Our Bicentennial Campaign did 20% better in FY19 than had been forecast.

Brad Carlson (Marketing and Branding Committee) sent a report via email that RE read out. Key takeaways:

- Enrollment efforts are continually being updated to best reflect the preference of the market
 - Integration of new data systems allows a much deeper and precise analysis of recruitment and enrollment data to better understand and predict market preferences
 - The university reported record enrollment numbers for this Fall, accompanied by record discounts
 - Digital and social media marketing are receiving increasing and significant amounts of marketing focus because this is where prospective students and parents are most frequently seeking information.
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Other reports:

Scott Ragland reported on Arts & Sciences Faculty Council: A process has been adopted specifying the procedure for endorsing or otherwise responding to the University Undergraduate Common Core proposal. There is now a committee that will examine the possible splitting off of the Natural Sciences from A&S. The dean search committee is in early stages.

Frank Wang for the Business School Faculty Assembly: The dean search is under way.

Julie Howe for the Doisy School Faculty Assembly: There are several new interim chairs of departments; but no searches for chairs are under way.

Jean Krampe for the School of Nursing Faculty Assembly: The dean search is under way.

Jesse Helton for the Public Health & Social Justice Faculty Assembly: We need more two-way communication with the administration.

Doug Rush for the Education School Faculty Assembly: Working on redesigning the undergraduate curriculum and a master's program.

Br. William Rehg for the School of Philosophy & Letters: Students from a seminary outside of SLU have been coming to our School since 2018, and more will be coming next year.

Theodosios Alexander for the Parks Faculty Assembly.

New business: Terry Tomazic moved the following:

“In the spirit of shared governance, the Faculty Senate requests that the Provost put the changes in the Academic Calendar for the 2020-2021 Academic Year on hold until such time that the Faculty Senate can review the changes offer its recommendations.”

After the motion was seconded, discussion ensued:

CADD (Council of Academic Deans & Directors) voted in April 2019 to approve this change to the calendar. The chief reasons in support of it were said to be moving Fall Convocation to a Saturday and to give four weeks between the Fall and Spring semesters, for the benefit of about 15 online courses scheduled for the Winter intersession. This makes it difficult for SLU employees who are parents of school-age children, as it adds an additional week to the Academic Year at a point in the calendar when public schools will not be meeting (their calendar having changed this summer). SLU contracts for 9-month faculty are said to start on Aug. 15, but the first class is scheduled for Aug. 18.

The motion passed unanimously.

Final Announcements:

Nina Westhus reported on UAAC.

Three policies have been put forward to the faculty from the administration for comment (Reporting Misconduct; Non-Retaliation; and Consensual, Sexual, or Romantic Relationship Policies), requesting response within 30 days. This timeline makes it difficult for school assemblies to discuss the items within their bodies, but individual responses are what are being sought.

New Senator Orientation will be held Friday, Oct. 18, DuBourg 406.

Adjournment: 5.20 pm.

Respectfully submitted
Stacey Harris