

Faculty Senate Meeting Agenda
Feb 18, 2020

Location: HSEU (Health Sciences Education Union) Auditorium

Time: 3:30-5:30 p.m.

1. Call to Order
2. Roll Call
3. Moment of Silent Reflection
4. Approval of January Meeting Minutes (1/14/2019). Sent separately.
5. FS President Report (Ruth Evans)
6. *Faculty Manual*: proposed amendments (Miriam Joseph). Drafts of the amendments will be sent separately. N.B. No vote.
7. Rethinking the Saint Louis University Senate: different academic senate models (Wynne Moskop and Kathy Kienstra, Governance Committee)
8. Dissemination of 3% faculty compensation (Chris Sebelski, Compensation and Fringe Benefits Committee)
9. Academic Portfolio Review update (Mark Knuepfer)
10. Reports from Senate Committees:
 - i. Academic Affairs (Stephen Casmier)
 - ii. Governance Committee (Wynne Moskop and Kathy Kienstra)
 - iii. Budget and Finance Committee (Theodosios Alexander)
 - iv. Compensation and Fringe Benefits Committee (Chris Sebelski)
 - v. Workday Committee (Elaina Osterbur)
 - vi. Gender Equity Committee (Kristin Wilson)
 - vii. Policy Review Committee (Rob Hughes)
11. Reports from Faculty Assemblies/Councils

CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE,
Unaffiliated units: CADE, SLUCOR, Phil & Letters
12. Old Business

Resolution Requesting President Pestello to Urge Unit Administrators to Support
Participation in the Faculty Senate

13. New Business

14. Announcements

15. Adjournment

Minutes of the Faculty Senate, February 18, 2020
Health Sciences Education Union
3:30 – 5:30 pm

Senators in Attendance:

CAS: Erica Salter, Rob Hughes, Kathryn Kuhn, Simone Bregni (proxy for Julia Lieberman), Julie Howe, Pascale Perraudin, Scott Ragland, Wynne Moskop, Stephen Casmier, Jim Burwinkel.

TBV-SON: Jean Krampe, Renee Davis, Elaine Young, Karen Moore.

Doisy: Mitzi Brammer, Sherry Bicklein, Kathy Kienstra (proxy for Julie Howe), Chris Sebeliski (proxy for Randy Richter).

SPS: Joe Lyons.

CPHSJ: Stephen McMillin, Jesse Helton, Kristin Wilson, Beth Baker.

Chaifetz School of Business: Frank Wang, Olgun Sahin, Nitish Singh, Fei Tan.

Parks: Ray LeBeau (proxy for Silviya Zustiak), Huliya Mallikarjuna (proxy for Ronaldo Luna), Theo Alexander.

SOE: Molly Schaller (proxy for Mark Pousson), John James, Sally Beth Lyon.

Law: Kelly Mullholland, Robert Gatter.

SOM: Barry Duel, Andrew Butler, Dawn Davis, Miriam Rodin, Austin Dalrymple, Amy Ravin, Stephen Osmon, Mirjana Vustar, Marie Philipneri, Ángel Baldán, Mark Knuepfer (proxy for Andrew Butler), Bilal Khalid, Jane McHowat (proxy for T. Scott Isbell)

Libraries: Lynn Hartke, Amy Pennington, Matthew Tuegel.

Unaffiliated Units: Paula Buchanan.

FSEC: Ruth Evans, Stacey Harris, Doug Rush, Medhat Osman, Terry Tomazic, Ted Vitali.

Minutes from January meeting 1/14 were approved.

Report from Faculty Senate President Ruth Evans:

CAS Dean Search:

Interim Provost has received recommendations from the Search Committee and is in process of making his decision and contacting the candidates. This may take some time.

Chaifetz School of Business Dean Search:

Ongoing.

VP for Student Development Search:

Search Committee is meeting. Chair is Doug Williams. Ad to go out soon. New VP will report to the Provost.

University Budget Forecast:

Expected deficit of \$13million for AY21. The Board of Trustees is willing to accept a negative budget, but the CFO David Heimburger deems that may be too high. The 3% increase in faculty and staff compensation will not, however, be lowered. (This is in addition to funds for Promotion and Tenure, which are in a separate bucket from the general 3%, and also not to be touched.)

Report from Miriam Joseph, Faculty Manual Amendments Committee:

Two amendments proposed (to be distributed in email later):

- 1) Guidance is given for Tenured and Non-Tenure-Track faculty on what standards for promotion may apply, when there has been a change in standards since they were hired. (This is already specified for Tenure-Track faculty.) The philosophy is to apply the same procedure as for Tenure-Track: Standards which are 4 years old or older at the time of application for promotion will be followed.
- 2) Regulations are established for who is notify candidates for promotion and tenure of the results on the College level (this can be important for candidates who may wish to halt their submission, should the College and Dean recommendations be negative.). Notification at the College level is currently unregulated, sometimes resulting in notifications that breach confidentiality. The new regulation will limit such disclosures to the Dean. Also, standards of timeliness are established for notifications and responses from the candidate and the Provost.

These have been approved by the deans at CADD. A Qualtrics Survey of the faculty on these amendments will be sent out, to be completed by March 13. Open fora will be held as well in March. There will be a Senate vote in April, so that the Board of Trustees can approve them before autumn tenure and promotion cases come up.

Report from Wynne Moskop and Kathy Kienstra, Governance Committee:

The Committee, under a charge from Senate President Ruth Evans, is investigating possibilities for an Academic Senate, as opposed to the Faculty Senate we currently follow. The hallmarks of an Academic Senate are these:

- Faculty and administration collaborate in policy formation.
- Provost, University President, and deans typically attend the Senate.
- Feedback between academic and budgetary matters is enabled.
- The Senate is pro-active in University policies, not just reactive.
- Senate decisions are advisory to the Provost, University President, and Trustees.
- There is administrative/clerical support for the work of the Senate and sometimes work release for Senate officers.
- Senate has responsibility for undergraduate and graduate curricula, subsuming the work of our UAAC and GAAC.

The Committee has examined the workings of Academic Senates in, so far, three schools: Marquette, Dayton, and Case Western Reserve. Details received from these schools will be posted for information and comment on the Faculty Senate Discussion List.

Report from Chris Sebelski, Compensation and Fringe Benefits Committee:

The Administration is committed to a pool of 3% for faculty (and staff) in general raises. This is separate from another pool for promotion and tenure. Within this 3% pool, some amount (around 1%, i.e., a third of the pool) will be dedicated to equity adjustment based on race and gender, and also market. (Not all adjustments needing to be made will be met this time, but some will; the Gender Equity Committee will assist in this determination.) The

remainder of the pool will be split between merit raises—based on accomplishments from several years in the past (to be regularized at three years in the future)—and raises across the board.

This compensation scheme does not apply to clinical faculty in *SLUCare*, which operates in an entirely different manner for compensation. However, it does apply to staff working in *SLUCare*.

Faculty are urged to complete a survey from the Committee before Friday, February 21.

Report from Mark Knuepfer, Chair, Academic Portfolio Review Committee:

Approximately half of all undergraduate and graduate programs have been deemed “safe” from further review (for now), due to being central to the University’s mission (majors in Philosophy and Theology), or being too new to have a track-record yet, or having so large a number of students that they are obviously of great interest to students (for undergraduate programs: admitting or graduating, on average, at least 18 students a year over the past three years—double majors count for each of their majors; for graduate programs, the figure is 9 students).

That leaves 94 programs subject to further review: 42 undergraduate majors, 10 undergraduate minors, and 42 graduate programs. Letters to program directors of affected programs will be going out this week, informing them that they will need to help the Committee in further review.

It is not expected that this process will save any money in the short term. Any savings will take a fair amount of time to be realized, as programs must be taught out even if eventually fewer instructors are needed.

Reports from Faculty Councils/Assemblies

Scott Ragland, CAS Faculty Council:

The Faculty Council will discuss the new Undergraduate Core Curriculum proposal on March 5 and vote on it March 19.

Nitish Singh, School of Business:

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Vicki Moran, School of Nursing:

The new dean, Dan Willis, has been chosen.

?? Parks:

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Old Business:

The motion tabled at the January meeting was mentioned (pertaining to encouragement of all schools to endorse having faculty members participate in the Senate). For lack of a quorum, the motion could not be taken off the table. Senate President Ruth Evans reported on a meeting she had with Dean Wilmott on the substance of the motion:

In *SLUCare*, each clinical faculty member has an individual charter on work responsibilities; there is no uniform policy. He is attempting to resolve problems with faculty doing service for the University (including Senate participation). Any problems should be brought to department chairs or the PCRC. He is supportive of the substance of the motion.

Senate adjourned 5:43.

Respectfully submitted,
Stacey Harris