

Faculty Senate Meeting Agenda
Tuesday January 12, 2021, 3.30 – 5.30 pm CST

Via ZOOM:

<https://slu.zoom.us/j/99047159821>

Meeting ID: 990 4715 9821

Passcode: 651262

One tap mobile

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Please note that each meeting will be recorded for the purpose of note taking and attendance. Recordings will not be shared outside of the Faculty Senate Executive Committee.

Please note that Zoom offers closed captioning. Let us know if you would like that. We ask that presenters read out the text on their slides, so that we are ADA compliant.

There will not be a roll call. Names of participants are recorded in Zoom. If you send a proxy, please let the FS Secretary Keon Gilbert know in advance the name of your proxy. Thank you.

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| 1. Call to Order | 3.30 pm |
| 2. Moment of Silent Reflection | |
| 3. Approval of December Minutes (sent separately) | 3.32 |
| 4. FS President Report (Ruth Evans) | 3.35 |
| 5. Workload Policy (Ruth Evans) | 3.40 |
| 6. Enrollment and Retention update (Kathleen Davis, VP E&R Management) | 3.50 |
| 7. Academic Analytics dashboard (Matthew Christian and Ken Olliff, OVPR) | 4.10 |
| 8. Reports from Senate Standing Committees: | 4.25 |
| i. Governance Committee (Wynne Moskop and Kathy Kienstra). Includes 2 resolutions sent separately. | |
| ii. Academic Affairs Committee (Sally Beth Lyon and Sherry Bicklein) | |
| iii. Budget and Finance Committee (Theodosios Alexander) | |
| iv. Compensation and Fringe Benefits Committee (Chris Sebeliski) No report. | |
| 9. Reports from Faculty Assemblies/Councils
CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated Units (INTO, CADE) | 5.00 |
| 10. Old Business | 5.15 |

11. New Business	5.16
Discussion of possible motion regarding divestment of Trustees in politicians who gave support to insurrection.	
12. Adjournment	5.30

RE 01/12/2021



SAINT LOUIS
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DRAFT
Faculty Senate
Meeting Minutes
December 8 2020
Zoom Meeting

Senators in Attendance

College of A&S: Rob Hughes, Kathryn Kuhn, Pascale Perraudin, Scott Ragland, Wynne Moskop, Tom Finan, Julia Lieberman, Joel Jennings, Chris Duncan

Trudy Busch Valentine School of Nursing: Karen Moore, Jean Krampe, Kathleen Carril, Elaine Young

SPS: Joe Lyons

CPHSJ: Stephen McMillin, Jesse Helton, Kimberly Enard, Katherine Stamatakis

Chaifetz School of Business: Noni Zaharia, Olgun Sahin, Nitish Singh

Doisy: Sherry Bicklein, Sarah Walsh, Randy Richter, Barb Yemm, Randy Richter

Parks College: Silviya Zustiak, Ronaldo Luna, Jeff Ma

School of Education: Jody Wood, John James, Sally Beth Lyon

School of Law: Kelly Mulholland

School of Medicine: Ramona Behshad, Austin Dalrymple, Dawn Davis, Scott Isbell, Amy Ravin, Angel Baldan, Katherine Christensen, Michael Donovan, Bilal Khalid, Marie Philipneri, Phillip Ruppert

Libraries: Lynn Hartke, Matthew Tuegel

Independent Units: Matt Ryan

FSEC: Ruth Evans, Keon Gilbert, Terry Tomazic, Beth Baker, Theo Alexander, Stacey Harris

Meeting Minutes

1. Meeting called to order by President Evans at 3.35 pm
- 2.
3. Moment of Silent Reflection for the Fall 2020 semester, the upcoming holidays, and for a more hopeful Spring 2021 semester.
- 4.
5. A motion was made and seconded to approve November 10, 2020 minutes.
6. FS President Report: Ruth Evans
 - a. Provost search committee is moving forward with interviews to begin the week of January 12th 2021
 - b. VP for Student Development finalist Dr. Sarah Cunningham met with leadership team
 - c. Dean of Doisy search process has begun and is being chaired by CPHSJ Dean, Dr. Tom Burroughs
 - d. Parks Dean Dr. Sabick has taken another position. Interim Dean will be appointed and begin January 2021 and search will be launched Fall 2021.
 - e. Dean of Chaifetz, Dr. Barnali Gupta will start January 2021.
 - f. Dean of CAS search will begin Fall 2021

- g. University climate survey will be launched December 23, 2020. Survey questions were informed by faculty; there are 20-25 questions
 - h. African American Studies program is moving to department status
 - i. FSEC met with Black graduate students to discuss diversifying the curriculum/course syllabi
 - j. CAS restructuring task force listening sessions with Provost Lewis will continue in January 2021
 - k. Faculty Hiring Policy task force will start work in January 2021. Dr. Miriam Joseph will lead this process
 - l. A policy committee will be established in January 2021 by the Provost to establish a policy on Centers and Institutes. In the absence of this Policy, the Provost will also revise President Pestello's February 2019 statement on centers and institutes to bring it in line with current practice.
 - m. FSEC continues to respond to questions posted in the anonymous mailbox
 - n. Special thanks to faculty for helping to maintain safety during the semester and for adapting to various teaching options. There was no classroom transmission of COVID-19 during the semester.
7. Interim Provost, Michael Lewis (Note: Provost Lewis sent a detailed presentation, the following is a brief summary of main points)
Provost Lewis expressed both a sense of concern for the changing nature of university finances and hope for improvement and hope to develop some actions to prevent the situation becoming worse.
- a. Shared Challenges (slides 3 and 4): recognizing the challenges of our financial status, the impact of the pandemic, and the long-term demographic shifts; and finding strategic paths to financial stability by reviewing our teaching and research and review and rebalance faculty workloads to meet our mission-driven commitments without significant cuts to current faculty and staff
 - b. Academic Portfolio Review (slides 5, 6, 7, 8, and 9): a timeline was presented from December 2020-May 2022, which included key decision points. This included time for consultation and appeals. Provost is receiving recommendations and deciding which ones to move forward.
 - c. Academic Financial Update (slide 10):
 - i. FY2020-2021 budget was approved with a \$4.5M deficit. This was updated to be a \$8.5M deficit after first quarter.
 - ii. tuition revenue: +\$5.5M
salary expense: +\$3.5M
housing revenue: -\$4M
arena events & parking revenue: -\$4M
contributions revenue: -\$5M
 - iii. Total budget shortfall should be viewed as -\$47.5M
 - iv. Restoring cuts is not likely in FY2021
 - d. Investment in Scholarly Excellence (slides 11, 12, 13 and 14) a focus on scholarship is being made that advances academic disciplines, improves well-being locally, nationally, and internationally, and scholarship consistent with mission. These investments may help to influence academic disciplines, increase SLU's recognition to help with enrollment, philanthropy, and grant funding. Faculty can contribute in various through teaching, research and service, which also includes scholarship of teaching. Hires to increase scholarly excellence will be strategic.

- i. Workload Changes & Scholarly Excellence: these should help save money by reducing adjunct costs, and non-tenure track positions or re-allocate open faculty lines to other areas.
- e. Creative Approaches to New Revenue (slide 15) New Revenue: there is a need to increase enrollment in revenue generating areas, and in professional master's degree programs. There will be a need to leverage external partnerships to increase SLU's programmatic excellence to extend reach.

Q&A:

Q: Is Orbis a for-profit university? And how will this affect Ignite Seminars?

A1: Yes. We cannot afford to not explore these options with awareness and focus on alignment to university mission. A2: University will work with Ellen Crowell for details. This will be similar to the accelerated nursing program which has many students with a large number of transfer credits. These opportunities help to manage students who transfer with many credits.

Q: What is the process for engaging faculty in workload changes and how will a 4:4 teaching load save money?

A: Faculty will be part of the process. Anything over a 2:2 helps save costs of adjuncts and help close unfilled positions, which may help to avoid cuts.

Q: Are the COVID-related deficits temporary or permanent?

A: We hope these are temporary and hoping all area will return to pre-COVID figures. It is not clear how enrollment will change for the upcoming academic year.

Q: Is there more revenue from online courses?

A: Yes. We should work to increase this area but not solely given we are a residential campus.

Q: What will be the impact of workload changes on promotion and tenure?

A: Changes to workload should also be reflected in changes to promotion and tenure criteria and should be guided by faculty.

Q: How will an increase in graduate programs and other responsibilities be reflected in workload changes?

A: This will vary and should match workload policy changes. If teaching increases, there should be a decrease in research expectations.

8. Michelle Lewis and Danielle Uy: Information update on revised Consensual Sexual or Romantic Relationship Policy
 - a. Revisions and Update to policy on consensual romantic relationships: Policy went through Policy Review Committee with a 30-day comment period. This policy largely addresses power disparities and related challenges in romantic relationships which may result in harassment or preferential treatment.
 - b. Policy requires prompt disclosure and recusal, primarily from the individual with a position of higher authority. Policy bans any relationships with undergraduate students.
 - c. Revisions include: 1) student-to-student relationships in non-academic settings, which are to be governed by Program Director and 2) temporary (work or academic) assignments which are also to be managed by Program Directors.
 - d. Policy will go to the ULC in January 2021 for final approval and will go into effect Spring 2021.
9. Wynne Moskop and Kathy Kienstra Governance Committee and resolution
 - a. Referenced a December 2018 FS resolution and April 2019 endorsement of recommendations from the ad hoc Committee on Policy Concerning Donor Influence over Academic Matters. These approvals lead to continued development of a policy to regulate the development of centers and institutes broadly and more specifically for those that may be led by non-faculty.

- b. The following motion was introduced and discussed: The Faculty Senate further moves that until a policy for the approval and oversight of centers, institutes, consortia, and other special initiatives is established, such entities that reside at the University level shall be considered automatically approved by the Faculty Senate as long as they are directed by a faculty member.

Discussion Points Included:

- i. Clarifications on the term “directed”: this applies to those centers and institutes led by non-faculty as they do not adhere to faculty structures
- ii. VP, OVPR, Ken Olliff discussed distinction between non-degree granting centers and degree-granting centers, and those that hire faculty and do not. He also noted that there is a standard practice and multistep process for new centers supported by OVPR from planning grants and approval. Centers and Institutes that have been approved have all appeared before the Senate and felt that was a level of consultation by the faculty. He also noted centers within colleges have oversight by deans which may include externally supported (multidisciplinary) research centers—those centers are managed by the PI’s dean.
- iii. Centers can be led by non-faculty.

A vote was not called to approve the motion. A motion was made and seconded to table the discussion until the January 2021 Senate meeting

10. Reports from the Board of Trustees Sub-Committees that met 12/3 and 12/4

No verbal reports were given by: BoT Business and Administration Committee, BoT Development Committee, BoT Marketing and Branding Committee, BoT Student Development Committee, and BoT Mission and Identity Committee

- a. Brian Downes, BoT Academic Affairs Committee:
 - i. Provost Lewis commended faculty on their response to COVID-19 and hope that enrollment will benefit from the university’s handling of the pandemic.
 - ii. Academic Portfolio Review: provisions will need to be made for program discontinuation which may include more time for the process
 - iii. New initiative: testing a software program that can compare SLU units with comparable units at other universities on scholarly products. This new dashboard will be discussed by Matthew Christensen in January 2021
- b. Medhat Osman, BoT Medical Education and Clinical Affairs Committee
 - i. Dean Wilmott is doing well and recovering from COVID.
 - ii. There are increased efforts to ensure protective practices and equipment are in place in case there is a spike in COVID-19 cases
 - iii. SOM, YTD \$4.5M profit. This may result in re-instating salary cuts
 - iv. New surgery and imaging center will be located on Grand close to the hospital
 - v. SOM is no longer on probation and the LCME is no longer monitoring
- c. Tom Doellman, BoT Investment Committee
 - i. The endowment returned to pre-pandemic levels in September.

Reports from Senate Standing Committees:

- a. Theo Alexander, Budget and Finance
 - i. No updates from previous report. Last meeting with VP Heimbürger was cancelled.
- b. Sally Beth Lyon, Academic Affairs
 - i. Provost Office has sent a request for information to administrators responsible for annual reviews to gather information about review process. This was one of the 2020-2021 charges of the committee.

11. Adjournment: 5.38 p.m.

Respectfully submitted
Keon Gilbert