

Faculty Senate Meeting Agenda
Tuesday September 19, 2023, 3:30 – 5:00 pm CDT
Via ZOOM: <https://slu.zoom.us/j/97281725414>
Meeting ID: 972 8172 5414

1. Call to Order 3:30
2. Roll Call: For the 2023-2024 meetings attendance will be taken using the following procedures:
 - a. Each in-person Senator should use the provided QR code to record your presence.
 - b. Senators participating by Zoom are recorded – please make sure your name reflects first and last name.
 - c. Alternates should notify the Senate Secretary, Beth Baker, with the name of the Senator for whom you are a substitute. Beth will be participating via zoom. You can place the information in the Chat or email her.
 - d. If you are calling in, please let Beth know your name and phone number via Chat.
 - e. NOTE: All FS meetings are recorded for record keeping purposes only.
3. Moment of Reflection. Kathleen Gillespie 3:32
4. Approval of May minutes (separate attachment). 3:35
5. Key priorities as identified by Faculty Senators/FS Committees 3:40
 - a. Longer term contracts for NTT
 - i. FS AAC, FS Gov., FSEC, Provost Office, selected deans
 - b. Workload Policy Review
 - i. FS Gov., Provost Office
 - c. Envisioning teaching evaluation at SLU
 - i. FS AAC, Gender Equity, Reinert Center, Provost Office
 - d. President’s Research Council
 - e. Compensation and benefits: FS CFBC
6. Responses to current questions/concerns
 - a. State Global Grad initiative: (Michael Lewis) Q&A 3:50
 - b. Ombuds Position: (Lewis, Lisa Israel) Q & A 4:00
 - c. Libraries & Museums-plans and survey (Lewis/Jennifer Nutefall) Q&A 4:10
 - d. Public Safety – trainings scheduled (Mel Heikkinen) 4:20
 - e. Employee climate survey discussion (Aaron Mensinger) 4:30
7. Old Business 4:40
 - a. Contract delivery date: Faculty Manual Committee
8. New Business
 - a. President’s Research Council update (Danielle Uy) Q&A 4:45
9. Announcements (within email) 5:00
10. Additional Faculty Resources (links in email)
11. Adjournment

Faculty Senate Meeting Minutes
Tuesday May 9, 2023, 3:30 – 5:30 pm CDT

1. Call to Order
2. Roll Call: Names of participants are recorded in Zoom. Alternates should notify the Senate Secretary, Beth Baker, with the name of the Senator for whom they are substituting. Please also let her know your name and phone number if you are calling in. All FS meetings are recorded for record keeping purposes only.
3. Moment of Reflection (Terry Tomazic)
4. Approval of April minutes (separate attachment): Approved
5. Retirement match revamp-new hires (Mickey Luna & Chris Sebelki) [see slides]
 - Discussions *only* about future faculty and staff
 - Fall 2022, the full 10% match for existing faculty was reinstated, effective Jan 1, 2023. Current match is 200% match on the first 5% of employee contributions (or a 10%), 1 year waiting period to get match, immediate vesting.
 - We have been exploring various tiered matching programs for those hired as of January 2024. After consideration, SLU is proposing that those hired as of January 2024 will include immediate eligibility with a 3-year cliff vesting schedule of matching contributions made on 100% of up to 5% employee contributions 0-7, 200% of up to 5% of employee contribution 7+years. Individuals will be auto enrolled but have the option to opt out. The modeling suggests that this will be about a \$20 million (approximately 10%) savings over 10 years.
 - The plan has to be applied to everyone and is not negotiable by individual hire.
 - This plan will be discussed with the Board, and their feedback will be elicited, but they don't have to vote on it.
 - SLU is aware of concerns regarding compensation and is looking at/considering using at least some of the saved dollars to help address compensation issues.
 - Concerns were voiced about the changes in the retirement fund contributions for future faculty. The conversation about using the \$20 million to address shortfalls in existing faculty compensation could be seen as a move that transfers \$20 million of wealth from the most marginalized faculty who are early in their careers and not here, and essentially brings it to faculty who are already at SLU. SLU's commitment to addressing existing faculty compensation concerns should not fall on the shoulders of incoming faculty. Senators noted that as existing faculty we need to consider our role in supporting this.
6. Bookstore Contract (Steve Sanchez) [see slides]
 - Barnes and Noble has been the bookstore for 15+ years. A task force is working with a national consultant to consider the best model and RFP moving forward.
 - Currently seeking input from students and faculty.
 - Decision will be made by December 15, 2023
 - Initiative excludes the SOM
 - SLU will have a spirit shop – t-shirts etc.- in BSC
 - SLU is considering different models – Model A: same as current model; Model B: same as current model but no physical store; buy at SLU on line or on course by course basis, student opts in for costs bundled in tuition; Model D: costs bundled in tuition for all upon course registration, no opt out, all books automatically delivered to students each term
 - Not yet considered which store SLU will work with on these models
 - Expect new model will come into effect July 2024.

- SLU will likely put in the contract that vendor will not be allowed to push “paper mills” as part of the book ordering process

7. Academic Strategic Plan rollout (Mike Lewis)

- Provost Lewis recognizes the importance of prioritizing the pieces of the plan and ensuring that there are individuals who can take the lead on moving the issues forward
- Faculty can view the plan here: <https://www.slu.edu/provost/academic-strategic-plan/>
- 4 issues that the Provost recognizes is on the top of the FS list of priorities:
 - Ombuds person – the Provost will work with the gender equity committee on this in the next year
 - long term contracts for NTT – Provost is invested in this and will be developing a working group on this over the summer, asked Chris Rollins to consider faculty to populate the committee
 - Performance evaluations- highly aligned with Strategic Plan, will be prioritized over the next year
 - Application of workload policy across different colleges and schools. The Provost indicated that he needs to get additional information on this in order to get a better handle on how best to move forward with this issue. The Provost emphasized that service on University committees and in faculty governance is critical to the health of the University.

8. President Report-Discussion of Faculty Senate priorities next year (Terry Tomazic & Chris Rollins)

- The FS now has a physical office, Rm 422 Dubourg
- 4 key issues: Long-term contracts for NTT, ombuds person, workload policy and implementation disparities across units; evaluation of faculty
- Other issues?
 - Childcare on campus for recruitment retention and well-being of faculty and staff
 - Increased participation in the budget process of the University- in the room as it happens
 - While support NTT long term contracts, there is a concern that the number of NTT has grown and it is an aspect of the faculty manual that most faculty would be on the tenure track
 - Scheduling:
 - In person or online meetings? Both! Have in person senate meeting in September and October, then zoom Nov, Dec, Jan and Feb; then back in person March, April, May.
 - September 19th faculty orientation, faculty senate meeting, faculty senate celebratory dinner – all at the school of law, parking validation will be available in the ATT lot next to the building
 - All in person meetings will toggle back and forth between north and south campuses

9. FSEC member-at-large election - 88% yes, 13% abstain.

10. Gender Equity Committee (Terri Weaver) [see slides]

- Have representation across the University units and administration
- Working groups: faculty fellow role, boost reimagination, student evaluation research, mentoring , compensation philosophy
- Shared accomplishments (see slides)
- Continued focus areas: service and invisible labor, women in the workplace 2022, intersectional data analysis

11. Old Business

12. Reports and information from committees

- a. Academic Affairs Committee (AAC) See report. 4 Charges LT contracts, annual reviews (waiting for direction of Provost), academic senate and continue to work with compensation and fridge benefits
- b. Compensation and Fringe Benefits Committee (CFBC) no report
- c. Faculty Governance Committee: Met on May 5th – reviewed the concerns regarding CAS workload policy. We encourage other units to voice any other concerns with workload policy so that the GC can compile any other concerns. There are continued concerns about not receiving faculty appointment letters by May 1st. The GC asks the FSEC to raise this with the Provost.
- d. Joint FS/Provost Budget and Finance Committee (FSBFC) Ongoing engagement and continuing to work on communication. Faculty should anticipate additional information from the President on budgetary issues.
- e. Joint FS/Provost Gender Equity Committee no report
- f. University Policy Review Committee no report
- g. Undergraduate Academic Affairs Committee (UACC) no report
- h. Graduate Academic Affairs Committee (GAAC) no report
- i. Faculty Senate Board of Trustees representatives no report

13. Reports and information from Councils & Assemblies

- CAS: SLU's rare book librarian is leaving, and no indication has been provided as to how or if she will be replaced. The current subject librarian in healthcare ethics, language as well as literature, cultures, philosophy and theological studies is also retiring and he will not be replaced. We also learned that the librarian for forensic science, women's studies, psychology and sociology, and anthropology is to be vacated and will not be filled. The issue is primarily the lack of faculty input in the process. There have perhaps been library faculty engaged but those outside the library have not been engaged. These changes impact faculty applying for grants as well as students ability to engage in their studies.
 - Provost Lewis indicated he supports the libraries and humanities faculty, as well as understanding the challenges. He also stated that the new Dean has his full confidence.
 - Faculty asked the Provost to understand that this issue is about lack of faculty engagement, not personnel issues.
 - Faculty asked that the Provost understand that all library faculty are NTT and they have asked that the Provost get an ombuds person for North Campus
 - 82% approved, 3% dissented, 15% abstained
- CPHSJ: went through reaccreditation site visit, workload policy, and have completed hiring for most of open positions
- Doisy: no report
- Libraries: no report
- SOB: no report
- SOE: no report
- SOL: no report
- SOM: no report
- SON no report
- SPS: no report

- SSE: no report
- SSW: SSW Assembly met May 3, working on workload policy and planning for next AY
- Unaffiliated Units: completed elections, Matt Ryan (two additional years), Megan O’Connell (3years)

14. New Business

15. Announcement information

16. Adjournment

Attendees:

School of Medicine

Katherine Christensen
 Marie Philipneri
 Phillip Rupert
 Ramona Behshad

Jennifer Cash
 Jane McHowat (for T. Scott Isbell)

College of Arts and Sciences

Jason Eberl (for Chris Duncan)
 Joel Jennings
 Toby Benis
 Stacey Harris (Anneke Bart)
 Bukky Gbadegesin

Hisako Matsuo

Stephen Casmier
 Zhenguo Lin

School of Science and Engineering

Amina Mohammadalipour

Doisy College of Health Sciences

Kitty Newsham

Mike Markee (Kathy Kienstra)
 Chezna Warner

Barb Yemm

Richard A. Chaifetz School of Business

Noni Zaharia

Trudy Busch Valentine School of Nursing

Kathleen Carril
 Kathleen Armstrong

Pat Freed

School of Law
Kelly Mullholland

Doug Williams
Tina Benigno

College for Public Health and Social Justice

Kimberly Enard
Kathleen Gillespie
Katie Stamatakis

School of Education

Jody Wood

Social Work

Stephen McMillin (2020-2023)

Sabrina Tyuse for Jesse Helton

University Libraries

Angela Spencer

Matthew Tuegel

School for Professional Studies

**Independent Units
[ESL & CADE]**

Matt Ryan

Current Faculty Senate Executive Committee

Terry Tomazic, President (2021-2023)
Chris Rollins, President Elect (2022-2023)
Beth Baker, Secretary (2021-2023)
Sally Beth Lyon, Member-at-Large (2021-2023)
Sherry Bicklein, Member-at-Large (2022-2023)
Theo Alexander, Member-at-Large (2022-2024)
Joe Lyons, Member-at-Large (2022-2024)