

**Faculty Senate Meeting Agenda  
March 17, 2020**

**Location: Chaifetz School of Business, Anheuser-Busch Auditorium**

**CANCELLED COVID-19**

**Time: 3:30-5:30 pm**

1. Call to Order 3.30 pm
2. Roll Call 3.31 pm
3. Moment of Silent Reflection 3.36 pm
4. Approval of February Meeting Minutes (2/18/2019). Sent separately. 3.38 pm
5. FS President Report 3.40 pm
6. Institute of Healing Justice and Equity (Big Ideas initiative) (Ruqaiijah Yearby (Professor of Law and Member, Center for Health Law Studies) and Michelle Rolfsmeyer (Program Director, Institute for Healing Justice and Equity) 3.50 pm
7. Atlas Week (Luella Loseille) 4.00 pm
8. Faculty Senate website (Miriam Joseph) + FM amendments redux 4.05
  
- ii. BoT Academic Affairs Committee (Brian Downes)
- iii. BoT Finance and Administration Committee (Jim Fisher)
- iv. BoT Development Committee (Kathleen Llewellyn)
- v. BoT Medical Education and Clinical Affairs Committee (Medhat Osman)
- vi. BoT Investment Committee (Naresh Bansal)
- vii. BoT Marketing and Branding Committee (Brad Carlson)
- viii. BoT Mission and Identity Committee (Eleonore Stump)
  
10. Reports from Senate Committees: 4.45 pm
  - 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 Sebeliski)
  - v. Gender Equity Committee (Kristin Wilson)
  - vi. Workday Committee (Elaina Osterbur)
  - vii. Policy Review Committee (Rob Hughes)

11. Reports from Faculty Assemblies/Councils 5.00 pm

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

12. Old Business 5.10 pm

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

13. New Business

14. Announcements

2020 Norman White Engaged Scholarship and Service Award. Due date for  
materials: Friday, April 17

15. Adjournment





respond to an increase in student mental health concerns. To further increase awareness on campus and build SLU staff and faculty capacity to respond to students needs faculty were invited to participate in a Mental Health First Aid training held March 11 and facilitated by a local certified provider. The number of participants in the trainings are limited in the 8 hour all day session and Lohe stated that the March 11 session reached capacity in the first day of registration and a wait list was created. Additional trainings are planned for later in spring term and over summer. To increase participation across university contexts, the local provider of Mental Health First Aid is developing a hybrid online and in-person training format and will also conduct a training of trainers for SLU staff who will ultimately provide services across campus.

Respectfully submitted,  
Karla D. Scott, Professor, Department of Communication

**ii. BoT Academic Affairs Committee (Brian Downes)**

Notes from the Feb 27, 2020 Academic Affairs Committee, SLU BoT Meeting

1. Interim Provost Dr. Gillis made a report:

- a. Updates on the ongoing Dean searches passed without comment from trustees.
- b. Updates were made on the task force for a science and engineering structure recommendation committee (Chaired by Dr. Mardell Wilson). The Interim Provost specified that he requests a single recommendation but allowed that it may be layered and complex. One trustee voiced opposition to isolating the sciences, noting that the future will be increasingly interdisciplinary.
- c. Trustees raised the university-wide core. Multiple trustees conveyed feedback from off campus acquaintances regarding a lack of "Catholicity" in the emerging core. It became apparent that these contacts generally misunderstood the distinction between a university, college, department, major, etc., core. The IP pushed back firmly on behalf of the emerging university-wide core, its integrative nature, and pledged to contact Ellen Crowell about outside messaging.

2. Academic Portfolio Review Committee

Chair Dr. Knuepfer gave a report where he emphasized data collection and review, opportunities for program justification, and a sustainable future review process; as opposed to hasty changes. Associate Provost Stacey Harrington spoke to reliable data collection systems being implemented and she was applauded for her efforts.

3. Faculty Senate President Dr. Evans gave a strong overview of the *Faculty Manual (FM)* and the Faculty Senate structure, function, and current activities. She noted that the university has fallen below 50 % tenure-track, counter to the *FM* mandate. She reminded the trustees that we report back on their meetings, and that that is a valuable opportunity for information-sharing. Few comments, as we were now pressed for time.

4. Dr. Armbrecht gave an update from Operational Excellence focused on a series of trial professional Master's programs being marketed internationally. The programs have fallen short of enrollment projections revealing the complexity of program marketing. The trustees were blunt about failure to meet projected



available -- 2% for merit and 1% for retaining key employees. Union employee raises are pursuant to collective bargaining agreements but likely fall in the 2% range. Provost office is engaged with ongoing non-medical faculty gender-equity pay issues.

Yet to do: Workday Student Implementation. This was scheduled to begin in the summer, but this kick-off target date is likely to be pushed further in the future. This piece of Workday implementation will be more difficult, take longer and cost more money. We appear to be among the early adopters, but not the very first.

#### **Other Human Resource issues**

2020 will include a University Feedback Survey. Data collection is scheduled August/September, with results reported in October/November.

May meeting of this committee will include an update from the University Retirement Committee.

SLU recently garnered recognition from The Women's Foundation of Greater St. Louis as among those named "most outstanding places for women to work":

<https://www.slu.edu/news/2020/february/women-workplace-recognition.php>

#### **Financial Report**

This report was somewhat abbreviated in part because we are mid-budget cycle (and not too much "new" to report) and also to allow more time for the final agenda item report on midtown redevelopment.

**The Fiscal Year 2020 budget** projections at this time anticipate a balanced budget (no operating profit or deficit). David Heimburger said we are on budget. Revenue is very slightly ahead of the budget (1.0%) and expenses are currently in excess of the budget by 5%. Revenue and expense flows are subject to some seasonality or cyclicity, so I would caution not to over-interpret these small variances. Next meeting should give us a better fix on where our budget will come in.

**3-year plan.** This approach to budgeting is new to SLU. But no report was made on this item in the Business and Administration Committee meeting. I did, however, get the impression that trustees are currently being briefed on this. The slides included in our Board Book suggest that keeping our budget in balance will be a touch-and-go proposition. Tuition and Fees (less scholarship allowances) are expected to resume growth and grow at the rate of about \$10M per year for FY21, FY22 and FY23. This will be a very tall order. Of course, we experienced no such growth in 2020 and we are headed into what is labeled by the *Chronicle of Higher Education* as the "Looming Enrollment Crisis." Kathleen Davis, our VP of Enrollment and Retention, gave her report which she summarized by saying we are "looking in good shape." At the same time, she offered the caveat that at present there is not much data to project. Still, apps up, visits up, and FAFSA filers are up. Recall that Davis's success last year was widely acknowledged, but we clearly had to pay for the influx of students with scholarship aid. This re-pricing (as I have heard President Pestello call it) has allowed us to maintain net tuition revenue but, of course, is now reflected in a higher or deeper discount rate. I think Kathleen's success was further enhanced by her decision to get those financial aid offers out early. Our competitive class of schools will likely respond





To help promote and guide the further redevelopment of Midtown, Saint Louis University and SSM Health worked with the City of St. Louis to develop the St. Louis Midtown 353 Redevelopment Plan (the "Redevelopment

Humanities Center  
Champion Center

Medhat Osman, M.D., PhD,



### Long Term Contracts for NTT Faculty

The AAC reviewed and approved a "Template for Review of NTT Positions" that each committee member would fill out for his or her unit and make a report at the next meeting. The report will then be reviewed and summarized by a committee member outside the unit. Need to seek input from faculty on the Medical School campus. The AAC will submit a final report to the Faculty Senate in May that would review the different uses of NTT contracts in different units which will be part of deliberations concerning the use of long-term NTT contracts and their relationship to the support for academic freedom and Tenure Track positions at Saint Louis University that was part of the report sent to the Senate by the AAC last spring.

### Academic Portfolio Review

The AAC discussed the inadequacies of Mark Knuepfer's report to the board of Trustees concerning Academic Portfolio Review: 2 Phase I Undergraduate Programs "The committee will review 120 undergraduate programs that are exempt from further analysis." Graduate Programs "The committee will review 126 undergraduate programs that are exempt from further analysis and 42 graduate programs that will undergo further analysis." Phase II "This phase will seek information from a variety of sources to better understand the 78 undergraduate and 42 graduate programs not exempted from further review." The committee agreed to express its profound disfavor to the Faculty Senate that the APRC was not forthcoming and transparent by disseminating to the entire faculty the names of the programs that are exempt from review and of the 78 undergraduate and 42 graduate programs not exempted from further review.

**ii. Governance Committee (Wynne Moskop and Kathy Kienstra)**

No report.

**iii. Budget and Finance Committee (Theodosios Alexander)**

No report.

**iv. Compensation and Fringe Benefits Committee (Chris Sebelski)**

The 2019-2020 Charges of the CFBC of the Faculty Senate with current progress/status reported beneath each item in italics. The CFBC respects that in these unprecedented times the current status and plans may change as other issues are re-evaluated and/or items are suspended per the global public health needs.

Continued and active engagement with all levels of the University to educate, inform, and discuss the issues of equity, compression and inversion of Faculty compensation at Saint Louis University and higher education.

Engage in active dialogue with Provost's office, Faculty Senate Academic Affairs Committee on annual faculty review processes, transparency of processes, and interlink with forward thinking merit awards versus cost of living/labor / market equity adjustments.

*Via the CFBC, the faculty has been represented with a voice at the table in a variety of venues and meetings: the President's Cabinet (twice since January), meetings with the Interim Provost, presented at the Dean's Council with the Interim Provost, and met with the Interim Dean of A&S. There have also been presentations at the*



In collaboration with the Committee on Faculty Affairs the ECFA is reviewing the School of Medicine Bylaws and Constitution with a goal to look for opportunities to further enhance shared governance within the School of Medicine. None of these accomplishments would have been possible without a close working relationship between the Dean of the School of Medicine, the Office of Faculty Affairs and Professional Development and the Executive Committee of the Faculty Assembly. The ECFA is appreciative of Dean Wilmott and Dr. Jane McHowat, Vice Dean of Faculty for actively seeking our input on behalf of the faculty body.

Reports from the Faculty Assemblies/Councils of CAS, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated units: CADE, SLUCOR, and Phil & Letters will be held over until the April 14 Senate meeting.

**12. Old Business**

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

Postponed until April meeting.

**13. New Business**

**14. Announcements**

**2020 Norman White Engaged Scholarship and Service Award. Due date for materials: Friday, April 17. Send nominations and self-nominations to Dr Michael Mancini.**

**15. Adjournment**