





Faculty Senate  
Meeting Minutes  
August 27, 2019  
LRC Pitlyk Auditorium A

- I. Meeting called to order: 3:34 pm.
- II. Moment of Silence for incoming students, their learning, our mentoring, education, guidance and advice to new and returning students.
- III. P r e s i d e n t ~~Dr. Fred Pestello~~ Report :

President Pestello thanked new senators and welcomed returning senators to the Academic Year.

For the next year, there are Six Academic Priorities which emerge from the strategic plan:

1. Identify centers of Academic Excellence
2. Academic Portfolio Review
3. Equitable and sustainable teaching loads across the university
4. University wide core curriculum
5. Growth in student body
6. Ensuring a positive net return for each academic unit-- no subsidization of units from other units

The President urged that SLU Cannot be excellent at ev e r y t h i n g ( F a t h e r R e i wisdom ... a n d s u g g e s t e d t h a t l o v i n g t s e l v e t o t i o w a r e d x c e become a premier research university. To provide exceptional education, achieve sustainable teaching loads, develop a mission-centered core curriculum, and operate across positive financial outlook.

The President hopes to achieve these goals by:

- x Ending a culture of futility that creeps into conversations
- x Make key decision about ensure the legacy of the university

- x Identify which and what types of programs SLU can afford
- x Identify key strengths for the future
- x Become the best in scholarship and research
- x Implementation of the university wide core curriculum
- x Act thoughtfully and fairly
- x Re-allocate funds to programs that are doing well or need additional support
- x Data that help to identify budget targets for schools and colleges (Process will continue through academic portfolio review, and the Board of Trustees will be following this committee closely)

The President addressed a few rumors:

- x Intentional focus of recruitment on STEM students: these are false claims. Many students are choosing STEM and health sciences based on student interests nationally and here at SLU. The humanities and social sciences will be a core part of the university -- and the university will continue to support these programs and majors.

Additional Updates and Efforts:

Continue growth in research through the Research Growth Fund' Big Ideas program

Invest in high student demand in areas such as nursing, STEM, the health sciences. Many programs are large and require additional resources to sustain them.

Faculty can be broadly categorized by three characteristics:

- x High research, moderate, and low research active  
There will be efforts made to align teaching load with scholarly activity.  
Sustainable teaching loads will be developed with some of these metrics in mind.
- x Grow graduate programs that are providing positive return. There are a handful of masters programs that can yield revenue growth in the next few years and other programs in later years that show potential for growth.

Cuts and growth will allow university to achieve the university mission and vision based on strategic goals.

Map out a viable, visionary and strategic path that allows the budgetary process to help grow the university.

Sponsored research has grown 9%







Next week, they will start going through data to identify metrics to help identify programs that may need attention. The committee wants to move forward in a just and fair manner.

Q&A :

Q: How is underperforming being defined? That makes many faculty very nervous.

A: Some metrics include: low enrollment is one metric, obsolete program, not of interest to students, very niche programs, committee will help identify those cut-offs and other thresholds. Metrics will be different for graduate and undergraduate programs.

Q: If we are starting with 256 programs is there an end in number of programs or dollar amount that needs to be cut?

A: Currently, no ideal number however, 150 programs seems to be a number the Provost and President think is appropriate for our size university.

Q: When the committee makes recommendations in May, and obtaining rough metrics around October, it will be beneficial to share that information with each unit so they can begin to identify areas to improve. Can the metrics be blown out and shared with everyone to enable faculty to have conversations early, which can help to identify the return on investment?

A: There is a plan to involve faculty at every step. There are not sufficient metrics or data to make some decisions now, everyone with a SLU address will be able to see the information: <https://sites.google.com/a/slu.edu/academic-financial-planning-and-portfolio-review/home>

Q: What structures are in mind for transparency? Google site, reports to let people know what is happening in a timely fashion?

A: A google site, committee email, to add transparency and disseminate information quickly

Q: The word essential was used--how does that match with the metrics? How can our humanistic education measure up with a cost/benefit analysis? How does essence/essential factor in with the metrics?

A: Some cuts have to be made, not able to have every single program we want

Q: The aim should be for excellence --d o n ' t p l a y t h e s p r e a d s h e e t

A: Programs will have to find ways to justify themselves and essential has to be part of that justification, some of the justification will be subjective and less objective/quantitative.





The committee will be composed of voting and no voting members.

Q&A:

Q: What will be the process to move things forward quickly to work with president on new budget models due in December?

A: The hope is to be able to find a path to work with faculty members of the committee who are aware of the university process.

VII. Senate Committees Reports