

# Faculty Senate Meeting Agenda

Tuesday November 10, 2020, 3.30 – 5.30 pm CST

## Via ZOOM:

<https://slu.zoom.us/j/94647880679?pwd=WUhmKzNWWHd6Mk1tdWVlZmwzaFF3UT09>

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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   | 3.31    |
| 3. Approval of October Minutes (sent separately)   | 3.33    |
| 4. FS President's Report (Ruth Evans)  | 3.35    |
| 5. Budget (David Heimbürger, CFO)  | 3.45    |
| 6. Areas of Impact (Ken Oliff, VP for Research, and Michelle Sabick, Dean of Parks College)  | 4.10    |
| 7. Reports from Senate Standing Committees:  | 4.40    |
| i. Budget and Finance Committee (Theodosios Alexander)   |         |
| ii. Compensation and Fringe Benefits Committee (Chris Sebeliski)   |         |
| iii. Governance Committee (Wynne Moskop and Kathy Kienstra)  |         |
| iv. Academic Affairs Committee (Sally Beth Lyon and Sherry Bicklein)   |         |
| 8. Reports from Faculty Assemblies/Councils<br>CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated Units (INTO, CADE) | 4.55    |
| 9. Old Business  | 5.10    |
| 10. New Business   |         |

11. Adjournment

5.30

RE 11/09/2020



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**Faculty Senate  
Meeting Minutes  
October 13, 2020  
Zoom Meeting  
DRAFT**

**Senators Present:**

**CAS:** Robert Hughes, Kathryn Kuhn, (Proxy: Anneke Bart) Pascale Perraudin, Scott Ragland, Wynne Moskop, Tom Finan, Julia Lieberman, Wenyan Xiao, Joel Jennings, Chris Duncan (Proxy: Ellen Carnaghan)

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

**SPS:** Joe Lyons

**CPHSJ:** Stephen McMillin, Jesse Helton (Proxy: Sabrina Tyuse), Kimberly Enard, Katie Stamatakis

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

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

**Parks College:** Silviya Zustiak, Ronaldo Luna, Jeff Ma

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

**School of Law:** Kelly Mulholland, Robert Gatter

**School of Medicine:** Austin Dalrymple, T. Scott Isbell, Katherine Christensen, Michael Donovan, Bilal Khalid, Marie Philipneri, Phillip Ruppert

**Libraries:** Lynn Hartke, Matthew Tuegel

**Independent Centers:** Matt Ryan

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

- 1. Meeting called to order by President Evans at 3.30 pm**
- 2. Moment of Silent Reflection for the #OccupySLU Remembrance Week.**
- 3. A motion was made and seconded to approve September 15, 2020 Minutes**
- 4. FS President Report: Ruth Evans**
  - a. The Faculty Senate website will be routinely updated with agenda and meeting minutes from the senate and senate committees
  - b. On October 1, 2020 the Provost received the report from the Restructuring Task Force which contained two recommendations: 1) current structure of CAS and Parks and 2) formation of a STEM College. Provost will consult with faculty governance groups to arrive at

a single proposal and will likely not be resolved until end of the academic year.

- c. University center policy will be developed by the Office of the Provost and may be sent to the University Policy Review Committee December 2020.
- d. Search committee for VP for Information Technology with three faculty reps
- e. VP for Student Development with Doug Williams as Chair
- f. Students have made demands on addressing systemic racism
  - i. Curriculum changes will be reviewed by an ad-hoc committee
- g. Faculty are encouraged to get a flu shot

5. [National Assessment of Collegiate Campus Climates](#) (NACCC) Survey: Taylor Stalling, Sophomore

NACCC will be campus climate around racial diversity and inclusion to address student concerns around justice and racial climate. This survey will help to take a data-informed approach. There is a committee to help manage the distribution of the survey and encouraging students in many ways including faculty encourage  
October 29-November 19<sup>th</sup>.

Q: Can the survey be taken on the phone?

A: Yes

Q: Will there be any incentives provided for students?

A: There will be 100 students selected to receive flex dollars and maybe a grand raffle.

Q: Can medical students take it?

A: Only undergraduate students

**6. Academic Portfolio Review Overview: Interim Provost Michael Lewis**

<https://www.slu.edu/news/announcements/2020/october/academic-portfolio-review-update.php>

Provided a brief review of the background of academic program review process to “sunset” some programs to initiate a recurring process for review and closure of programs more formally and routinely.

APRC was established in 2019 by Provost Gillis. This process was not intended to be purely focused on cost savings.

Students who participated have graduated and will not be replaced

Early focus was on developing metrics, data definitions, data acquisition, data accuracy, data time periods. Most data are captured by Institutional Research  
Undergraduate Programs: 3-year average of degrees granted, 3-year average of program matriculants

Graduate Programs: 5-year average of degrees granted, 4-year average of program applications

Provost Lewis provided one data report using the Department of Biology as an example:

- Degrees granted (undergraduate and graduate), matriculants
- Program and department net tuition revenue for undergraduate and graduate programs, department level expenses, taught/taken
  - Some of this includes cross-department and within-college taught/taken that becomes expenses to some departments
- Provost Lewis is suggesting overhead costs to not be included in department budgets but it is important to be managed and understood at all levels

Provost Lewis provided one data report example using College of Arts and Sciences

- College-level revenue and expense (profit and loss) categories that focus on operating revenue streams and operating expenses
- Some college level expenses will be adjusted based on their infrastructure and overhead costs that are housed within their colleges

APRC moving forward will categorize programs by three codes:

Green: recommendation for retaining

Yellow: recommendation for retaining with monitoring

Red: recommendation for discontinuation (full-teach out plan required by HLC)

Deans will have input about program categorization, request re-categorization and APRC will entertain additional requests for information and review by deans

Provost recommendations will be sent to Board of Trustees January 20, 2021

Final Board of Trustees decision May 2021

Any discontinuation of programs will be done according to the Faculty Manual Board of Trustees Academic Affairs Committee will help to provide oversight of academic re-allocation

Program review will be incorporated into regular curriculum oversight process—this will help to create a culture of oversight and to address many of the challenges this has presented to current university culture

Q&A:

Q: How does the analysis consider: startup costs, maintenance of facilities within departments?

A: Need to do a better job of accounting for and understanding cost-sharing. Expenses generated by the operating budget can be reflected in the department budget. These costs should be part of the analysis.

Q: Does overhead include all non-personnel expenses? Where are the checks and balances to help ensure the accuracy of these costs?

A: It includes many categories that are not explicitly listed, utilities, personnel that are in non-academic units, athletics, interest paid for recently buildings, etc. Financial auditors help to reconcile all expenses for overhead.

Q: What is the timing faculty can offer for suggestions or recommendations regarding academic program review before the next Board of Trustee meeting? Will there be recommendations that include termination of faculty and how can an alternative plan to the BOT?

A: Will stay out of the details until recommendations are final. Will not receive recommendations until December 1, 2020 and will be sensitive to these needs and to help ensure

Q: Is it possible that that BOT will be able to hear additional information in February?

A: Yes. Provost is helping to educate the BOT about these issues and they have an interest in doing this well.

Q: How do you view the best approach for figuring 1818 credit revenue into a department calculation, and where has this tuition revenue been applied in the past?

A: Revenue is diverse: endowment and 1818 summer and winter. Revenue comes from designated restricted.

Q: What are the challenges with overhead calculations at the department level? How is taught/taken calculated?

A: All these questions were reflected in conversations with deans. Overhead has to be accounted for and many discussions will be had to figure out how or not to account for it at the department level?

## **7. Reports from the Board of Trustees Sub-Committees that met 9/24 and 9/25**

- i. BoT Academic Affairs Committee sent by Brian Downes: Report sent
- ii. BoT Business and Administration Committee sent by Jim Fisher and Constance Wagner: Report received and sent out

There is valuable information about the deficit and managing the deficit

- iii. BoT Development Committee sent by Hulyar Mallikarjuna: Report received and shared
- iv. BoT Medical Education and Clinical Affairs Committee by Medhat Osman:

September 24, 2020 -key messages, celebration of the move to the new hospital and moved in September 1, 2020.

SLUCARE productivity, losses are less than projected, there are 66 openings, there are multiple chair openings, this is a tough time to recruit new faculty given the pandemic and budget issues

CPSC Benchmark: productivity was in the 60<sup>th</sup> percentile of the benchmark. AAAMC was in the 29-30<sup>th</sup> percentile for compensation. There was some improvement however the pandemic reduced productivity and compensation dropped to the 28<sup>th</sup> percentile.

SLUCARE and SSM hired companies to find resolve the AAA agreement and has to be resolved by December 21, 2020

Q: Will finances break even by the end of the calendar year? What are some issues with the AAA agreement?

A: The projected loss is lower than projected. Volume of patients seen is increasing and if the trajectory continues there may be positive returns. The AAA agreement is stalled over costs for areas like continuing medical education and other administrative costs and costs for RDU productivity.

Q: Will there be a restoration of the 5 % salary reduction that was given to SOM faculty ?

A: It is not clear. The financial gap needs to be closed. There is recognition also that faculty pay is lower than the national average.

Q: Did the BoT offer any strategies to hire for the opening positions?

A: BoT discussed this issue and different models to address these. One is to possibly make interim chairs permanent chairs. Outside candidates may include other costs, as they are requesting start-up packages.

- v. BoT Student Development Committee sent by Karla Scott: Report received and sent. President Evans suggested faculty look at student views of the campus.
- vi. BoT Investment Committee by Tom Doellman:  
SLUs' endowment market value \$1.2B as of June 30<sup>th</sup>, it increased by \$94M, endowment returns were 8.8%. Asset allocation was within policy target ranges.  
Discussed need to optimize endowment's investment returns. Endowment returns are back to pre-pandemic levels.
- vii. BoT Marketing and Branding Committee by Brad Carlson): Report received and sent
- viii. BoT Mission and Identity Committee (Eleonore Stump): Received and sent. Jesuit examen process and Jesuit hires.

## **8. Reports from Senate Standing Committees:**

- i. Academic Affairs Committee by Sherry Bicklein and Sally Beth Lyon:  
Be aware of the charges: 1) investigate best practices for NTT contracts, AAUP policies and other universities, 2) partner with administration to investigate best practices for annual reviews this will be working with Provost 3) working with Governance Committee on Academic Senate models
- ii. Budget and Finance Committee by Theodosios Alexander: Report received and sent to senate. There will be four budget meetings.
- iii. Compensation and Fringe Benefits Committee by Chris Sebelski:  
Report received and sent

- iv. Governance Committee by Wynne Moskop and Kathy Kienstra: Report received and sent  
Charges are provided in the written report with updates and progress.

## **9. Reports from Faculty Assemblies/Councils**

CAS by Anneke Bart and Scott Ragland: a motion was passed regarding the staffing of the diversity committee:

The Faculty Council of the College of Arts and Sciences requests the Faculty Senate Executive committee to direct the senate Governance Committee (and/or any other relevant senate committees) whether a committee as described in Interim Provost Lewis' email is consistent with the role of faculty in searching for, interviewing, and choosing among candidates, and that the relevant senate bodies consult with representatives of the local AAUP chapter in this process.

Given the desirability of ensuring the observance of the Equal Employment Opportunity Policy and Affirmative Action Plan of the University and the need for consistency, the Faculty Council further requests the Senate to explore a mechanism for the creation of a standing committee to ensure future compliance with University policies and goals.

Comments: Provost has considerable latitude to make hiring decisions and AAUP guidelines suggest faculty involvement.

Is there a process to create oversight to ensure diversity and inclusion standards are being met?

Provost Lewis has asked Jonathan Smith to take on this effort and work out the details of the process.

No Reports from: SOM, Doisy, SON, SPS, Libraries, SOL, SOE, Unaffiliated units

SOB by Nitish Singh

Recruited a new Dean and will begin January 2021.

CPHSJ by Steve McMillan

Assembly meeting to discuss shared governance

Parks Report: September 9, 2020, Assembly meeting and Ellen Cromwell presented about the Core Curriculum. Announced the closure of the Neuro-physics program.

## **10. Old Business**

- (i) Update on University Gift Policy

FSEC received working draft in September 2020 and asked for an extension of the deadline to October 2020. Senate passed a motion to convene some faculty from the Influence on Donor Ad Hoc Committee to work to revise and improve the current working draft. September



28<sup>th</sup> email informed President Evans that there will be a pause in the preparation of the working draft and there will be a consultative process to finalize the policy.

Comment: The faculty involved will help provide review and key information from the Donor Influence report to help inform that development of the gift policy.

- (ii) 2020 awardees of the Norman A. White Award for Engaged Scholarship and Service: Amber Johnson and Kira Banks and the John A. Slosar Shared Governance Award: Stephen Casmier

**11. New Business: None**

**12. Meeting Adjourned: 5.06pm**

Respectfully submitted  
Keon Gilbert