

Faculty Senate Meeting Agenda
Tuesday Feb 9, 2021, 3.30 – 5.30 pm CST

Via ZOOM:

<https://slu.zoom.us/j/99047159821> Meeting ID: 990 4715 9821 Passcode: 651262

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 be a roll call to establish that there is a quorum. 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. Roll call of senators | 3.31 |
| 3. Moment of Silent Reflection | 3.32 |
| 4. Approval of January Minutes (sent separately) | 3.33 |
| 5. FS President Report (Ruth Evans) | 3.34 |
| 6. Update from Madrid (Carolina Ana Aznar, President SLU Madrid Faculty Senate) | 3.40 |
| 7. Faculty Manual Amendments (Miriam Joseph) | 3.45 |
| 8. Update on COVID-19 and the vaccine (Rachel Charney and Terri Rebmann) | 4.05 |
| 9. Q&A follow up on faculty teaching loads (Interim Provost Mike Lewis) | 4.20 |
| 10. Reports from Senate Standing Committees: | 4.30 |
| i. Budget and Finance Committee (Theodosios Alexander) | |
| ii. Academic Affairs Committee (Sally Beth Lyon and Sherry Bicklein) | |
| iii. Compensation and Fringe Benefits Committee (Chris Sebelki) | |
| iv. Governance Committee (Wynne Moskop and Kathy Kienstra) | |
| 11. Reports from Faculty Assemblies/Councils
CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated
Units (INTO, CADE) | 4.45 |
| 12. Old Business | |

13. New Business

14. Adjournment

5.30

RE 2/5/2021



**SAINT LOUIS
UNIVERSITY™**

**Faculty Senate
Meeting Minutes
January 12, 2021
Zoom Meeting**

Senators in Attendance

College of A&S: Rob Hughes, 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, Mike Mancini (proxy for Jesse Helton), Kimberly Enard, Katherine Stamatakis

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

Doisy: 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: Robert Gatter, Kelly Mulholland

School of Medicine: Ramona Behshad, Austin Dalrymple, Dawn Davis, Scott Isbell, Amy Ravin, Ángel Baldán, 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 was called to order at 3.30 pm
2. A moment of silent reflection was observed for those suffering from poverty which continues to rise and affect many groups, including faculty, staff, students, and families connected to each.
3. January Senate Meeting minutes were approved.
4. Ruth Evans, Faculty Senate President's Report
Madrid Senate: Madrid does not have academic ranks similar to US system and this is something faculty are pushing for and for these ranks to be aligned with descriptions in the faculty manual. Madrid faculty would like to have these rankings established by Summer 2021.
 - Interim Provost will hold a Town Hall on Faculty teaching loads February 8, 2021 @ 3.30 pm. The Provost's Office will send out a Google form to collect questions and comments in advance.
 - Update on budget meetings: The Budget Committee will have its third meeting with a larger group of faculty and the CFO on January 25, 2021.
 - Update on the Provost's Search process: 4 finalists have been selected and will visit during the weeks of January 11th and 18th.
 - Following the Academic Portfolio Review (APR), the Senate should set up a committee to carry forward the work on a rolling basis. One question for senators to consider is the establishment

of a standing committee of the Senate or a joint committee with the Provost and how it should be conducted.

- Workload Policy revision committee: Miriam Joseph sent a message to faculty via Ruth Evans on Jan 12th 2021
- Workload Policy discussion: The revision of the university policy should not be conflated with the workload (teaching) issues raised by the Provost at the December 2020 Senate meeting – this policy does not address those concerns.

Q&A:

Q: Is the Senate Budget and Finance Committee still meeting? A: Yes, but faculty do not have time to deliberate about the budget and finance issues presented during the larger meeting with the CFO. The Provost will work on providing information for senators and faculty to review pertaining to Fiscal Year 22 budget.

Q: What is the role of Academic Portfolio Review and other reviews such as an ongoing annual Academic Program Review? A: Academic Portfolio Review and annual program review are not the same.

Open Forum Discussion Points, Comments and Questions:

- Faculty would like clarity on processes to evaluate faculty performance.
- Will an increase in teaching begin in Fall 2021?
- Achieving equity in workload policies that reflect productivity
- Faculty manual revisions will seek to include more accountability and involvement of faculty to craft policies around workload
- There should be clarity around issues related to what are deemed as important and less important areas of research.

5. Kathleen Davis, VP for Enrollment and Retention Management

The following report is an update on enrollment based on information from December Board of Trustees meeting. There is additional information regarding the change in application and registration data from December 2020 to January 2021.

National Landscape

- Many schools are using the common application. Nationally, school applications are down over 7%, students are behind on their applications because of counseling at their high schools. Midwest applications are down close to 14%.
- Students enrolling in Fall 2021 will have had their Junior and Senior years interrupted by COVID-19 and will have had significant school time virtually.
- Current applicant pool of students are slow to apply to college and are requiring more contact with admission officers.
- SLU has some advantage in describing how the campus offered opportunities to maintain options for student learning which may differ from other colleges and universities.
- SLU is above the national average and ahead 8% in application. This does not mean there are more students will attend SLU, but may reflect students are applying to move schools than they normally would.
- SLU applications are up across several disciplines.

First Year Applications and Initiatives

- Several activities included: There was an increase in name purchases, plus an offer for a free summer course for those who applied by December 15, 2020, expanded virtual programs, which includes college fairs and other virtual visits, calendar appoints/interviews, which can be scheduled on demand 24 hours, conducting in-person campus tours 7 days per week with small

groups/single family units, developing podcasts focused on a range of topics with students and faculty.

- Admission is now test optional. Many universities that did not go test optional earlier are struggling with admissions.
- Still a need to increase diversity within the applicant pool.

Transfer Visits

The on-demand appointment system has increased contact with admissions staff from potential transfer students.

Increased digital advertising, redesigned the webpage to meet transfer student needs, expanded name purchases, and received feedback from students who have applied to SLU and continue to send them information.

Spring Registration

- There is some decline in the undergraduate population from Madrid campus, up in total graduate students, and overall we are near where registration should be at this time of year.
- Outreach is being done to encourage registration.

Q&A

Q: How will the free course be modeled? A: It is a challenge. Students who receive the free course would have had to apply by Dec 15, take SLU 101, and deposit in May. There will be a selected number of classes they can choose from and this is a new model.

Q: What does the increase in name purchases provide? A: SLU previously bought names of students who register with SAT or ACT in their Soph or Junior year, the names are driven by scores and potential majors. Buying more names is because fewer students are taking the tests, counseling services at high schools is down, and this increases the potential applicant pool.

Q: Will there be net tuition effects from income from spring? A: Hard to predict without knowing what deposits are. Predictive models are based on history, and it would be best to not make any predictions right now.

6. Matthew Christian and Ken Oliff, OVPR

Academic Analytics Dashboard

- Analytic tool will roll out to deans, associate deans, and chairs
 - This is a dashboard for chairs to understand scholarly output separate from grant output
 - Strengths and weaknesses of academic analytics
 - Compared to web of science and faculty 180
 - Analytical tool is not as ambiguous as many thought early on, and allows for customization to provide more accurate comparisons
- Tool provides some common terms
- Compares faculty scholarly activity within the university and to national peers
- The filters allow you to see what is behind the comparison or select what institutions will be compared and the weighting of scholarly output (e.g. books v. articles)
- Additional metrics can include career stage and benchmarking for individual-level data benchmarking
- There is a way to update individual faculty level data for corrections and modifications

- Single discipline departments compare well/better than multi-discipline departments—it will be important to identify a department that is most comparable
- Less common departments will be harder to compare and there is a way to create custom comparisons
- Schools of Law and Clinical medicine departments are harder to compare
- Data is good for books and articles, conference proceedings, it does not include book chapters, non-federal grants, music and theater and other art outputs
- This does not use journal or publisher rankings
- Goal of the tool is to provide additional insight to compare but this does not augment nor substitute for deeper knowledge of faculty contributions

Q&A

- Q: How can this be used to describe or compare different types of scholarly output that may require different types of effort? A: This cannot substitute for the various types of work or output or reflect effort/time put into the scholarly product.
- Q: Will SOM of medicine have access to the tool? A: Yes, but most clinical departments are harder to compare, less good data if any for clinical departments.
- Q: Does this require manual input or does it pull data from other sources? A: It is not clear all of the sources of input.
- Q: What drives the need for this type of software? A: CAD had considered using other similar software, a number of committees have raised this question about how to examine scholarly output, this was a product that some were aware of to use.
- Q: What about Health Care Ethics? Not all health care ethics departments are more easily compared? A: This is a challenging department that will require spending some time with the department chair to identify a possible way (if there is one) to use the tool.
- Q: Why isn't there law school data? A: The program has not included law schools to evaluate them.
- Q: How current are the data in the database? A: Articles are updated daily, book data lags about 3-4 months, the recommendation is to use data from a year.
- Q: What is the cost? A: SLU has a trial subscription, not sure the total full cost, and not allowed to disclose the full contract details.
- Q: Is there a plan to share output with individual faculty? A: Chairs can share these data, and print the academic analytic CV and compare to your own CV. There has been some comparisons of faculty CVs and faculty 180 CVs and they are comparable.
- Q: Does it include international comparisons? A: includes international publications BUT not international departments and scholars
- Q: Is there an option to enter nonfederal grants? A: It will not take corrections on non-federal grants and publications can be corrected.
- Q: Who is evaluating the adoption of the tool? A: SLU is using a demo version and does not have to decide for about a year to adopt it permanently.

7. Reports from Standing Committees

No reports from: Academic Affairs, Budget and Finance Committee, and Compensation and Fringe Benefits Committee

Governance Committee Report

A motion was approved to remove this discussion “off the table” for further discussion by the Governance Committee.

- A revised motion was presented to follow up original resolution passed by the Senate in December 2018. This resolution focused on how academic centers can affect the university's mission and a recommendation in April 2019 for the Senate to help guide the policies about the establishment of academic centers and who should direct them.
- The Governance Committee asks for the Senate to approve a resolution to clarify the role of the Senate on academic centers that are consistent with the Faculty Manual section III.H.4

The Senate Governance Committee moves: The Faculty Senate charges the Faculty Senate Executive Committee, on behalf of the Faculty Senate,

- continue to invite the administration to collaborate to establish a policy for the approval and oversight of centers, institutes, consortia, and other special initiatives.
- request that President Pestello (or his agent) clarify whether his February 2019 response stands or whether he has a new response.
- request that President Pestello (or his agent) clarify for the information of the Faculty Senate who is responsible for ensuring compliance by administrators with the directions in his response.

The Faculty Senate notes that the Faculty Manual states that faculty have a "major role in establishing or modifying general policies that affect the academic mission" (FM III.H.4). The policy on centers affects the academic mission. The Faculty Senate maintains 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 and that affect the academic mission should be directed by a full-time faculty member to be consistent with FM III.H.4.

Discussion Points and Questions:

- Q: There are current centers lead by non-faculty, does this interrupt the operation of the center? A: Centers at the university level are affected by the proposed resolution. The resolution seeks to approve any center at the university level being directed by a faculty member.
- Resolution was approved by a majority.

Proposal Discouraging Violations of the Faculty Manual

The Senate EC has charged the GC to develop a formal mechanism to discourage FM violations; the Governance Committee suggests public accountability. This would include senators or faculty to report issues to the Governance Committee. The Governance Committee would decide if the issue is related to governance and is factually accurate; then the GC would share the concern with the FSEC for input before documenting for the record. They will notify the individual about the concern and give them 30 days for a response, and allow the FSEC to engage all parties if they choose. If there are repeated violations, this will be reported and published, when issues are resolved that will be posted as well. This proposed process is to enhance the current process/or increase the number of people reviewing such violations and to institute or formalize a record of any FM violations. The purpose is to hold SLU administrators accountable for FM violations.

Discussion Points and Questions:

Q: Can this damage the reputation of an administrator?

Q: What is the difference in filing a grievance or filing a report of violations? A: Interpersonal grievances should go to the Professional Relations Committee.

Q: Would the publication of these violations open the university to litigation?

Senate Committee Term Limits

Governance Committee would like the bylaws to articulate term limits for Senate committee chairs, which can be determined by individual committees, and succession planning.

8. No reports from: CAS, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated Units (INTO, CADE)

SOM: A permanent chair has been named for Department of Surgery effective January 1, 2021. Candidates are being finalized for Pediatrics, Pharmacology & Physiology, and Psychiatry. Filling each position will help provide more stability to the SOM. Most faculty in SOM are concerned about when the 5% cuts will be restored, the December financials for the SLUCare practice are being finalized and a decision will be made soon about the cuts.

9. Old Business

10. New Business

A discussion was introduced that asks the Senate to support to ask the Board of Trustees to consider their role in promoting democracy with the following resolution:

Whereas the Faculty Senate of Saint Louis University holds that the peaceful non-violent transition of government is an indispensable cornerstone of American democracy, and

Whereas the Faculty Senate of Saint Louis University carries the responsibility of educating our students on the principles of democracy and truth grounded in the Western tradition of representative government, and

Whereas, the Jesuit Conference of Canada and the United States has recognized that "Inflammatory rhetoric and persistent attacks on the legitimacy of the election are not only irresponsible, they undermine the foundations of democracy and open the door to violence",

Be it resolved that the Faculty Senate of Saint Louis University calls on the Members of the Board of Trustees to withdraw (suspend, terminate, revoke, rescind) any financial or other means of support from elected officials, candidates or political action committees that supported insurrection, the overturning of the 2020 election, or the disruption of Constitutionally mandated process.

Resolution was approved with a majority of senators.

11. Meeting Adjourned 5.45 pm

Respectfully submitted

Keon Gilbert