

**Faculty Senate Meeting Agenda**  
**Tuesday April 13, 2021, 3.30 – 5.30 pm CDT**

**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.*

1. Call to Order 3.30 pm
2. Roll call of Senators
3. Moment of Silent Reflection
4. Approval of March Minutes (sent separately)
5. FS President Report (Ruth Evans) [5 minutes]
6. *Faculty Manual*: voting on six amendments opens at 4.15 pm.

Electronic voting via Qualtrics will be open during this meeting from 4.15 to 5 pm CDT during meeting; voting will close at 5 pm; announcement of results at 5.15 pm. Link to the vote will be sent to Senators and their proxies. The ballot is password protected.

7. APR (Michael Lewis, Provost) [10 minutes]
8. Reports from Senate Standing Committees [15 minutes]
  - i. Budget and Finance Committee (Theodosios Alexander)
  - ii. Academic Affairs Committee (Sally Beth Lyon and Sherry Bicklein)
  - iii. Compensation and Fringe Benefits Committee (Chris Sebeliski)
  - iv. Governance Committee (Wynne Moskop and Kathy Kienstra)

9. Reports from Faculty Assemblies/Councils [15 minutes]

CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated Units (INTO, CADE)

10. Results of the Vote on the *Faculty Manual* Amendments 5.15 pm

11. Old Business

12. New Business

13. Announcements:

Call for candidates for election to the FSEC: 2 members-at-large and FS Secretary.  
Notice of Candidates' Forum.

Norman White Engaged Scholarship and Service Award (self-nominations and  
nominations **by April 23** to Dr Mike Mancini)

John A. Slosar Award for Shared Governance (no self-nominations: deadline for all  
nominations **by June 1** to Dr Mark Knuepfer)

14. Adjournment

5.30

RE 4/12/2021



SAINT LOUIS  
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**DRAFT**  
**Faculty Senate**  
**Meeting Minutes**  
**March 9, 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, Jesse Helton (Proxy: Mike Mancini), Kimberly Enard, Katherine Stamatakis

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

**Doisy:** Sherry Bicklein, Catherine Newsham, 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, T. Scott Isbell (Proxy: Mark Knuepfer), Amy Ravin, Angel Baldan, Katherine Christensen, Adam Merando, Michael Donovan, Bilal Khalid, Marie Philipneri, Phillip Ruppert, Mirjana Vustar, Lily Dolastshahi

**Libraries:** Lynn Hartke, Matthew Tuegel

**Independent Units:** Matt Ryan

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

\*Robert's Rules of Orders does require a verbal roll call for electronic/virtual meetings.

Meeting Called to Order: 3:38 pm

1. February Meeting Minutes Approved:
  - With a correction to Item #6, III.I.2.
2. Moment of Silence: March 8<sup>th</sup> was International Women's Day, let us think about the women in our families and our colleagues at SLU and around the world, of all races and ethnicities and creeds, that experience inequities at home and in the workplace, in terms of access to health care, and other inequities, and let us work to change that.
3. Ruth Evans: President's Report
  - Congratulated Dr. Michael Lewis on becoming Provost

- Current open searches:
  - The Vice President of Medical Affairs and Dean of School of Medicine: This search, is for two positions but they are treated as one position, VP for Medical Affairs and Dean of the School of Medicine
  - We welcome Dr. Chris Jacobs who is currently serving as Acting Dean for the Saint Louis University School of Medicine.
  - VP and General Counsel search: The search for the replacement for Bill Kaufman, JD who is VP and General Counsel will begin in late spring and the FSEC has been consulted.
  - VP for Information Technology Services search: This will be an internal search conducted by the CFO, and VP for Financial Planning and Budget. A survey will be distributed about Mr. Kyle Collins who is the current Interim VP. The survey has gone out to selected groups for feedback.
  - Interim Dean of Parks College: This position is filled by Dr. Scott Duellman, former Interim Dean of the Chaifetz School of Business.
- Academic Portfolio Review Process (APRC): Provost is still considering the list of programs for consideration submitted to him by the APRC. Provost Lewis will make a decision prior to the next BOT meeting in April.
  - Some programs will be considered re-organization or re-allocation (which requires a more extensive review and more extensive decision-making process).
  - The number of affected faculty who will lose their positions will be low.
  - The FSEC met with the Provost last week to discuss the best way of moving forward. The FSEC will act with maximum transparency, including letting all effective faculty know right from the start with a letter clearly detailing the consultation process meetings between the FSEC and affected faculty, and the opportunity to suggest alternative plans. FSEC will make every good faith effort to ensure that tenured faculty are retained and re-deployed
  - The process must be completed before the next meeting of the Board of Trustees in April.
- CAS Restructuring: An email will be sent from the Provost soon.
- A reminder to faculty to end class on time. This has some effect on student's getting to other classes on time and to help students get all of the materials before the end of the class period.

#### 4. Miriam Joseph: Faculty Manual Committee

Faculty Manual Amendments Document Changes are located on the Faculty Manual Webpage:

[https://www.slu.edu/provost/policies/faculty-manual/final-proposed-fm-amendments\\_spring-2021\\_3-9-21.pdf](https://www.slu.edu/provost/policies/faculty-manual/final-proposed-fm-amendments_spring-2021_3-9-21.pdf)

- Six amendment proposals were presented to the Faculty Senate, February 9, 2021
- Open fora were announced and held on February 24<sup>th</sup> and February 25<sup>th</sup>

- A Qualtrics survey was distributed to collect feedback and it closed Thursday, March 4, 2021
- Feedback received was used to revise amendment proposals:
  - Amendment #1: Non-Tenure-Track Faculty changed to make explicit that NTT faculty may apply for early for promotion for reasons other than negotiated prior service credit.
  - Amendment #2: Participation in the Selection and Evaluation of Administrators Recognizes the involvement of the Jesuit Provincial and/or Archbishop are exceptions to the usual selection process for the positions of Dean of the College of Philosophy and Letters and the Vice President for Mission and Identity
  - Amendment #3: Medical Leaves of Absence and Termination for Medical Reasons. Clarified contradictory text and ensure the amended text continues to apply only to tenure-track faculty.
  - Amendment #4: Annual Review. Added a statement that says it will require that faculty submit their annual activity reports in a timely way, reinforces the timeliness of evaluator written feedback, and ensures active
  - Amendment #5: Midpoint Review. Explicitly acknowledges department chair's role and addresses effect of tenure clock extensions on the timing of the review.
  - Amendment #6: Third Year Review of Non-Tenure Track Faculty. This establishes a requirement of a review in the third year of employment, unless officially approved leaves warrant a delay.

Q&A:

Can the Faculty Manual be amended to include non-college appointments such as centers such as CADE?

A: Yes, the Faculty Manual will be reviewed to include language that addresses faculty who do not report to a college dean but perhaps to a director.

Q: Can we get more information about the source of the position of Mission and Identity, does it have to be a Jesuit, or if there should be a search for someone that may include a Jesuit?

A: The President can decide to structure a search for this position for a Jesuit only. This may change in other administrations. The Faculty Manual is not the source for all nuts and bolts about the appointments of administrators. The Dean of Philosophy and Letters is essentially a position governed by the church. There are no explicit agreements.

Q: Will a search committee will be formed for hiring administrators, with the exception of these two positions?

A: Not the intent. The interpretation is that there's nothing in the exception language that precludes the search committee

##### 5. Carolina Ana Aznar: Madrid Campus Faculty Ranking

Aneca- National System on Assessment and Accreditation in Spain is being used to create a ranking system for faculty at the Madrid Campus. There will be an initial

assignment of ranks. Those with ANECA will receive rankings, for others without ANECA there will be another process developed to assign ranks. This process will be completed by the summer.

#### 6. Chris Tinson: Conference for the Coalition on Intercollegiate Athletics

From the meetings attended, a College Bill of Rights was proposed by Senator Cory Booker and Congresswoman Lori Treyhan. Another bill proposed a bill called the College Athlete Economic Freedom Act. This will provide a measure giving college athletes the ability to earn money for themselves independent of their athletic scholarships, without jeopardizing their eligibility. This gives athletes the right to use and profit from their own name image and likeness.

The Coalition on Intercollegiate Athletics is composed of former athletes, former athletes who became faculty, and administrators, staff, and other personnel such as academic advisors and physical trainers. Most represent Division I or Division II schools. Speakers included the Commissioner from the Big East, who noted that many athletic commissioners were wanting to get ahead of the issues related. Others talked about athletics and COVID-19 and reported about 85% of sports were in-play and reviewed many of the safety guidelines they implemented. Speakers also discussed the health and well-being of athletes, coaches, and other staff.

Q&A:

Q: Did anyone at the meeting discuss how collegiate sports are becoming the minor leagues for professional sports?

A: This was a debated issue. Some wanted to protect athlete's ability to pursue professional athletic careers and those athletes who were not interested in professional sports. Some of the legislation introduced by Senator Cory Booker included lifetime scholarships, and insurance to protect athletes who may be injured during collegiate sports that may surface later in life or during an professional career. There are several campaigns to assist college athletes in obtaining more rights and share in profits.

Q: Does the political leaning of a state influence their level of support?

A: Some of this may have some ties to the political leaning of a state and perhaps the geographic proximity to Indianapolis, where the NCAA is headquartered.

#### 7. Theo Alexander: Budget and Finance Committee

Budget and Finance Committee met on the February 24th and examined income and expenses. We learned that SLUCARE has a zero-budget model. Operating expenses have increased between 2016-2020 by about \$20-30 million.

#### 8. Reports from the Board of Trustees Sub-Committees that met 2/25 and 2/26

Academic Affairs: Brian Downes

- Congratulations were extended to the permanent appointment of Mike Lewis as Provost

- Faculty were commended for helping to manage the pandemic and shifts to academic programs
- Dr. Katie Hayden Roots announced the university has agreed internally support TRIO programs to help support more students
- Dean searches were discussed
- Jesuit hiring policy revisions has helped to hire four new Jesuits
- Expecting a shortfall of \$8.5 million, which is more than the original projected deficit of \$4.5 million
- President Evans noted that faculty compensation is an important issue to address
- Report on the 51 programs, minors and/or certificates were being considered for academic program review, the metrics used for selection were discussed
- African American Studies Department was discussed, the history of the program and an outline for the strategy to make it a department was described. This was met with great support from the BOT
- Kathleen Davis provided an enrollment report

Q&A:

Q: Is the higher shortfall due to depreciation?

A: No granular details were presented. This may be about revenue that did not appreciate and costs exceeding revenue.

Business and Administration: Written Report Available

- Six areas included:
  - Climate survey results will be published. Mostly positive feedback with about 60% participation from faculty and staff
  - Student enrollment: positive enrollment trends for Spring 2021 and projected for Fall 2021
  - CARES ACT Funding
  - Redevelopment
  - Below market salaries of SLU-CARE faculty was discussed
  - FY'22 Budget was discussed, and projecting an operating loss \$6.7 million, stemming from lower revenue streams

Development Committee: Jim Fisher and Constance Wagner

Update on fundraising: amount raised \$45 million, the target is \$460 million by June 2021 and \$500 million by June 2022.

Marketing and Communications: Brad Carlson

Primary focus is on enrollment marketing and communications. There are new campaigns that target an applicants' household, and encourages in-person and virtual visits.

Student Development Committee: Karla Scott

- Committee welcomed the new VP for Student Development, Dr. Sarah Cunningham.

- The Student Government Association President, Joseph Reznikov discussed student priorities: COVID-19, student wellness, equity and justice.
- Athletics Director, all 400 athletes are on campus and engaged in their respective sports. Average student athlete GPA is 3.88
- Debie Lohe and Dean of Students, Donna Bess Meyers also discussed student health and well-being
- Martha Uhlhorn Committee Chair, will work with Debie Lohe to develop a committee charter

Medical Education and Clinical Affairs Committee: Medhat Osman

- Chris Jacobs is the Acting Dean of the School of Medicine
- SLU Hospital saw more severe cases of COVID-19, but lower mortality in comparison to other academic hospitals
- The 5% salary cuts and retirement match were restored
- Anheuser-Busch Institute will undergo a \$1.5 million renovation
- Compensation to productivity ratio of 1. More than 1, suggests people are overpaid, below 1, people are being underpaid, and SLU has a less than 1 compensation to productivity ratio. There are efforts to improve this ratio.
- Many departments are still without chairs, and there are searches for those positions underway.

Investment Committee: Tom Doellman

- Endowment is up to \$1.36 billion, up from \$1.1 billion at the end of March 2020, and right after the pandemic hit and \$1.25 billion as of the end of 2019.

Mission and Identity: Eleonore Stump

No report to date.

9. Senate Standing Committee Reports

Academic Affairs: Sally Beth Lyon and Sherry Bicklein

- Committee is continuing to work on longer-term contracts and annual review process. A survey will go out to collect additional data about annual review process.

Compensation and Fringe Benefits: Chris Sebelski

- Continuing multiple meetings with administrators about a variety of issue
- February 18: announcement about extended coverage from care.com; which provides additional coverage for families of faculty
- February 24: Salary report was released. This will require a SLU password to access. Faculty are encouraged to review data closely to identify where they fit within the report and to make self-comparisons and to raise any questions they have with their Department Chairs.

Governance Committee: Wynne Moskop and Kathy Kienstra



- Continuing discussion about how the Senate should manage violations of the faculty manual. There is no specified process to manage violations of the faculty manual. FSEC handles these violations ad-hoc. A three-phased process is proposed: receiving the reports and concerns, determining whether reports and concerns are actionable in collaboration with the FSEC and determining violations/concerns that remain unresolved after a period of consultation and collaboration between the FSEC and the administration.
- Governance Committee presented a process that suggested how it will handle reporting, investigation, and documentation.

Q&A, Discussion:

- If an issue is brought to the Governance Committee and it is resolved, can the Governance Committee resolve it and does that get published? Can the FSEC determine about if and when there are violations. If there is a violation, can it be sent to the Governance Committee?
- Should there be a third category about issues that are deemed to be non-violations? The Governance Committee is not an elected body, and the proposed process bypasses the FSEC. Can there be some discussion about re-evaluating the process once it is set in motion.
- The current process is getting in the way of the Senate by-laws. One concern is that the FSEC operates during times when the Senate is not meeting. The Senate can over-ride a FSEC decision. An amendment to the original motion was presented to be in-line with the Senate by-laws.

Revised amendment:

The Senate directs the Faculty Senate Executive Committee to receive and document alleged violations of the Faculty Manual and related shared governance concerns. The FSEC will make a determination as to whether the allegation appears to have merit. If it is determined to have merit, the FSEC will refer the allegation to Governance Committee for investigation. The Governance Committee shall report its findings to the FSEC. The FSEC will then make the final determination as to whether a violation has occurred. The FSEC will inform the Governance Committee of its decision and instruct the Committee to document and make such violations available only to the SLU community on the Governance Committee's website.

Q&A, Discussion:

- This is an effort to move the investigations to the Governance Committee to assist the FSEC
- The motion is to not approve the proposed process, but to document violations of the faculty manual
- Non-violations are not reported
- The current amendment is aligned with the Senate by-laws
- Asking the Governance Committee to review issues can help the FSEC

- Considerations should go to the FSEC first and FSEC deciding if any further investigation it can be done by the Governance Committee

The question was called on the amendment above.

Vote Count: Yes: 42, No: 2, Abstentions: 3

#### Original Motion Under Discussion

The Senate directs the Faculty Senate Executive Committee to receive and document alleged violations of the Faculty Manual and related shared governance concerns. The FSEC will make a determination as to whether the allegation appears to have merit. If it is determined to have merit, the FSEC will refer the allegation to Governance Committee for investigation. The Governance Committee shall report its findings to the FSEC. The FSEC will then make the final determination as to whether a violation has occurred. The FSEC will inform the Governance Committee of its decision and instruct the Committee to document and make such violations available only to the SLU community on the Governance Committee's website.

Q&A, Discussion on the original motion.

Q: How are nuanced issues to be handled that are ambiguous in the Faculty Manual. Who decides if there is a violation?

A: These will be discussed between the FSEC and the Governance Committee. If there is something ambiguous about a potential violation, the FSEC should determine how to proceed.

Senators asked the Governance Committee to revise the process presented.

The question was called:

Vote Count: Yes: 33 No: 4 Abstentions: 5

10. Reports from Faculty Assemblies  
Postponed to April Faculty Senate Meeting

11. Old Business  
None

12. New Business

Mike Mancini: Announced that the applications for the Norm A. White Award for engaged scholarship and service are now open. The purpose of the award is to honor and recognize faculty who exemplify community engaged scholarship and service at Saint Louis University. This award is to honor our faculty Norm White, who passed in 2017, and who focused on dismantling racism, improving racial equity and helping kids flourish and who are facing poverty violence and oppression. Send nominations, including self-nominations to [michael.mancini@slu.edu](mailto:michael.mancini@slu.edu).

Meeting Adjourned: 5:26 pm

Respectfully submitted  
Keon Gilbert