

Faculty Senate Meeting Agenda
Tuesday May 11, 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 also 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. Moment of Silent Reflection
3. Approval of April Minutes (sent separately)
4. FS President Report (Ruth Evans) [5 mins]
Opening of Qualtrics ballot for Faculty Senate Executive Committee Elections
(Candidates Statements sent separately)
5. Report from President Fred Pestello
6. Report from Board of Trustees Chair Mr Joe Conran
7. Q&A: Dr Pestello and Mr Conran [30 mins for both reports and Q&A]
8. Budget update and Q&A (David Heimburger) [20 mins]
9. DPS (Nandini Fonseca, SGA President-elect, and Aric Hamilton, Ashlee Lambert, and Vanessa Sarmiento [5 mins]
10. HLC Re-accreditation update (Steve Sanchez) [10 mins]
11. Reports from Senate Standing Committees [15 mins]
 - 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)
12. Reports from the Board of Trustees Sub-Committees that met 5/6 and 5/7 [15 mins]
 - i. BoT Academic Affairs Committee (Brian Downes)

- ii. BoT Business and Administration Committee (Jim Fisher and Constance Wagner)
 - iii. BoT Development Committee (Huliyar Mallikarjuna)
 - iv. BoT Marketing and Branding Committee (Brad Carlson)
 - v. BoT Student Development Committee (Karla Scott)
 - vi. BoT Medical Education and Clinical Affairs Committee (Medhat Osman)
 - vii. BoT Investment Committee (Tom Doellman)
 - viii. BoT Mission and Identity Committee (Eleonore Stump)
13. Gender Equity Committee end of year report (Christine Rollins and Kristin Wilson)
14. Reports from Faculty Assemblies/Councils [10 minutes]
CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated Units (INTO, CADE)
15. Old Business
16. New Business
17. Announcements
Announcement of results of FSEC elections
18. Adjournment 5.30

RE 5/11/2021



SAINT LOUIS
UNIVERSITY™

DRAFT
Faculty Senate
Meeting Minutes
April 13, 2021
Zoom Meeting

Senators in Attendance

CAS: Rob Hughes, Kathryn Kuhn, Pascale Perraudin, Scott Ragland, Wynne Moskop, Tom Finan, Julia Lieberman, Wenyan Xiao, Joel Jennings, Chris Duncan

Trudy Busch Valentine SON: Karen Moore, Kathleen Carril, Elaine Young.

SPS: Joe Lyons

CPHSJ: Stephen McMillin, Jesse Helton (Proxy: Mike Mancini), Kimberly Enard, Katie Stamatakis

Chaifetz SOB: Olgun Sahin, Nitish Singh

Doisy: Sherry Bicklein, Katherine Newsham, Randy Richter, Barb Yemm

Parks SOE: Silviya Zustiak, Ronaldo Luna, Jeff Ma

SOE: Jody Woods, John James, Sally Beth Lyon

SOL: Kelly Mullholland, Rob Gatter

SOM: Ramona Beshad, Austin Dalrymple, Dawn Davis, T. Scott Isbell, Amy Ravin, Angel Baldan, Mirjana Vusta, Katherine Christensen, Michael Donovan, Marie Philipneri, Phillip Ruppert

Libraries: Lynn Hartke, Matthew Tuegel

Independent Units: Matt Ryan

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

1. Meeting Called to Order: 3:35 pm
2. The March Senate meeting minutes were approved.
3. President's Report: Ruth Evans
 - Update from Kathleen Davis, VP for Enrollment and Retention Management: Freshmen applications are up 7.2%, admitted students are up, transfer students are up, deposits are down. Efforts will be made to convert admitted students to those who make deposits. This is not an unusual position, as many other universities are in similar positions.
 - VP and General Counsel Search Process: This position will replace Bill Kaufman. The search has been initiated by the President and will be an internal search. The FSEC has selected 3 faculty members from a list of self-nominated faculty to

serve on the committee and those names have been forwarded to the President, who will confirm the names he selects.

- Academic Portfolio Review: The Provost sent a formal communication on 4/12 to all affected faculty to announce his decisions about program closures. He has identified 40 programs with low student enrollment that he has determined could be closed. The Provost also sent letters to 260 students currently enrolled in those affected programs to inform them their programs will be taught-out. The FSEC will help oversee the process and attend meetings with affected faculty. During these meetings the affected faculty will have an opportunity to discuss and propose an alternative plan. The FSEC will make every good faith effort to ensure that tenured faculty are retained or redeployed to other units.
- Fall 2021: Debie Lohe has convened a small group to review fall 2021 teaching and course modalities. Faculty were selected based on a number of criteria such as those with children, other family dependents & dynamics, faculty teaching in person, faculty teaching in hybrid formats, faculty who had labs. The 4 faculty representatives on this committee are: Mamoun Benmamoun (Chaifetz), Alaina Baker-Nigh (Biology), Elodie Pozzi (Math), Renee Davis (Nursing).
- CAS Restructuring: Provost is still working on this decision.
- Faculty Manual Violations: The Senate passed a motion at the March Senate meeting about reporting Faculty Manual Violations. One potential violation has been reported to the FSEC, who are determining if the report has merit and if the FSEC determines it does, it will be passed on to the Governance Committee for further investigation.
- CFO David Heimburger will be rescheduled for the May Senate Meeting to provide an update on the budget. Decisions are being made about the budget process, compensation increase, and the restoration of the retirement match by the 4-step budget group. Over 60 faculty and administrators have participated in this 4-step process.
- Faculty Manual Amendments: A link was sent to each Senator with the ballot. The link will open and close at designated times (4:15 pm open, 5:00pm closing, reporting 5:15pm). The floor will not be opened for discussion on these amendments. The ballot results will be announced at the end of the meeting. Nitish Singh and Scott Isbell have volunteered to monitor the ballot, count votes, and report results back to the Senate.

4. Provost Michael Lewis: Academic Portfolio Review Decisions

- APCR process is on the [website](#). Factors were considered and reviewed during an iterative process and included: student demand, finance, feedback from colleges, deans, and faculty. Programs were placed into 3 general categories: red (discontinuing), yellow (recommend retaining with regular monitoring), green (recommend retaining). 53 programs were recommended for closure. The Provost identified 40 of these 53 programs as those he wished to close.
- Provost met with each Dean to discuss the recommendations and to determine if program closure would be a reallocation or a reorganization. The next step was to meet with the FSEC, which was done in 3 meetings to discuss initial decisions. After those meetings the Provost sent out formal letters to affected faculty members and affected students. For students, the

communication included emails to help clarify if a BA or a BS would close to help reduce any confusion.

- Additional steps will include meeting with affected faculty to provide a rationale for initial decisions to close those programs and to establish a timeline for them to submit an alternative proposal if they choose to do so. These steps are outlined in the Faculty Manual. Alternative proposals will be due in the Fall (mid-September).

Q&A:

Q: What is the process for programs such as the Globalization and Technology Minor in which there are still students?

A: Groups of impacted faculty can indicate if they do not want to meet or submit an alternative proposal.

Q: What about other programs that have requirements or electives attached to them?

A: An initial list of impacted faculty was made, others may be added to the list based on other information from chairs and deans.

Q: Was there a marginal cost analysis done of the elimination of these programs to assess if SLU is closing small programs that generate a positive revenue?

A: Not a deep analysis. Some other factors that would go into that would be if these programs contribute to a secondary or tertiary major, and that analysis was not done.

5. Reports from Senate Standing committee

Budget and Finance Committee: Theo Alexander

- FSBC is pleased with the openness and transparency the administration.
- FSBC met on April 7th and will meet again tomorrow, on April 14th to prepare for the President's 4th budget meeting that is scheduled for April 15th. In the April 7th meeting the provost presented preliminary proposed numbers for the FY22 budget, subject to approval of certain aspects by the Board of Trustees.
- FSBC is working on a common document for our members to discuss in the faculty councils and assemblies, in order to obtain overall faculty comments and feedback.
- FSBC continues to engage in conversations about revenue and increasing expenses and how those will be managed especially in regard to compensation, overhead costs, and generating revenue consistent with the mission of the university.

Q&A:

Q: When will the FSBC have input on decisions and any progress?

A: There is current input from FSBC and there is little room to make changes. FSBC has received a lot of information looking at the university's finances, what is contributing to expenses, such as depreciation and amortization of buildings, maintenance of buildings.

Academic Affairs: Sally Beth Lyon and Sherry Bicklein

- Survey was sent to get feedback on multi-year contracts for NTT faculty. This survey will close on April 19, 2021.
- Improve consistency, transparency, and equity in performance review processes. A request for information was sent to 90+ administrators responsible for annual

review process to get an understanding of current practices, which will be combined with broader best practices to produce a report that will be sent to the FSEC.

Q&A:

Q: Was the survey sent to SOM faculty?

A: No, because faculty in SOM do not report to the Provost.

Compensation and Fringe Benefits: Chris Sebelski

- Meeting consistently to discuss the distribution of equity money that the BOT and discussing how merit will be distributed this year and future years. Merit will be determined from a multi-year look back faculty performance to the last time raises were offered (at least 3 years ago). The committee will also look at issues of equity from year to year.

Q&A:

Q: Is your committee going to separate equity adjustment and merit adjustment? If equity is included in merit that may be misleading and determine what the merit will be? Do units have a say in how merit will be determined given some units have [what's missing here?]

A: There is a compensation pool that will be given to the Provost's Office, amounting to (?) \$2.4m. Of the \$2.4m, 2% will be directed for merit, and 1% will be directed towards equity issues. CFBC has always asked that there is a separate amount for equity issues to prevent minimizing the merit pool. The colleges will not have any say in equity, because those will be determined, and the money held by, the Provost's Office. Colleges have more say about the merit pool. The BOT will not approve a baseline raise. The compensation pool is for a 3% merit or \$2.4m, with 1% allocated for equity issues.

Governance Committee: Wynne Moskop and Kathy Kienstra

No report.

6. Reports from Faculty Assemblies/Councils

No Reports from: Chaifetz SOB, Busch-Valentine SON, Libraries, School of Law.

CAS: Rob Hughes

- There was a presentation about CAS budget, committee reports, course approvals.

SOM: T. Scott Isbell

- Search committee for Dean of the SOM has established and is being chaired by Dr. Howard Pace (Department Chair of Orthopedic Surgery). Faculty feel well represented on the search committee and help structure faculty input.
- Faculty have started working on SOM by-laws to reflect current practices and create more alignment. SOM will also update constitution to reflect changes in by-laws.

Doisy: Sherry Bicklein

- Actively searching for Dean position

CPHSJ: Stephen McMillin

- Distributed survey on workload policy and will discuss results in executive committee

Parks: Jeff Ma

- Committee reports were given.
- Center for Defensive Medicine to discuss collaborative opportunities

SPS: Joe Lyons

- Exploring digital badging for students (shows credentials) and being used at the Center for Workforce Development

SOE: Jody Wood

- Had an assembly meeting and welcomed a new Jesuit faculty member, hired 2 other faculty, and interviewing a third faculty member
- Reviewing by-laws and discussing workload policies

Unaffiliated Units: Matt Ryan

- No report from CADE
- INTO-SLU, revising faculty handbook

7. Old Business

None

8. New Business

None

9. Announcements

- Candidates forum for 3 vacancies will be held late April or early May. Vacancies are for 2 FSEC members-at-large and Faculty Senate Secretary.
- Norman White Engaged Scholarship Award (due April 23). Send nominations to Mike Mancini.
- John A. Slosar Award: Nominations are due June 1 to Mark Knuepfer.
- There will be 17 pre-commencement ceremonies which will include room for students and a limited number of guests. Faculty involvement will be determined overtime and will be limited.

Q&A:

Q: Are there opportunities to have smaller gatherings with students as guidelines begin lessening?

A: Most faculty involvement will include faculty as stage parties. The capacity limits have changed over time and may be different at the time of commencement.

A comment was placed into the zoom-chat about efforts to reduce the number of faculty to allow for more space for graduates and their families.

Q: Is there any sense of when labs will be able to operate at full capacity?

A: The Fall 2021 re-opening group will look into many of the issues about capacity and the hope is that there will be a decision made by the end of May.

10. Faculty Manual Amendment Vote: 44 votes to approve the amendments, and 6 votes against the amendments.

11. Meeting Adjourned: 4.41 pm.

Respectfully submitted
Keon Gilbert