

Faculty Senate Meeting Agenda
April 14, 2020
(Was to have been in HSEU)

At the direction of the Faculty Senate Executive Committee, Faculty Senate Academic Affairs Committee conducted an assessment of department, school and college workload policies published on the Provost Office website.

The Faculty Senate Academic Affairs Committee respectfully requests the Provost Office be attentive to the established requirements related to (a) sponsored activity and (b) transparency (i.e., how assigned workload information is shared among faculty colleagues). It is recommended the Provost Office assure all departmental or college/school policy statements be updated by December 15, 2020 in full adherence to all established requirements, as described in University Policy on Faculty Workload

The Faculty Senate Academic Affairs Committee is available to assist the Provost Office with examples of best practices and methods for assessing full adherence.

II.
Academic Affairs Committee
Report to Faculty Senate on Long-Term Contracts and Non-Tenure Track (NTT) Faculty

Last year, two things came of the report the Academic Affairs Committee submitted in April 2019 to the

III.

Resolution Requesting President Fred Pestello to Urge Unit Administrators to Support Participation in the Faculty Senate

1. According to the Faculty Manual III.E. describing the Organization of Saint Louis University matters of University-wide concern, and it is the primary means by which the faculty members of the

2. According to the Faculty Manual III.G.4 describing the Responsibilities of Faculty Members governance of the University, as described in Sec. III.H.4. Therefore, faculty members are expected to serve on the appropriate committees of their Department, their College, School, or Library, the Faculty Senate, and the University. They are expected to participate in academic planning and formulation of University policies and, to a limited extent, administration of the

3. According to the Faculty Manual III.H.4 describing Rights, Powers, Privileges, and Immunities of Faculty Members and Shared Governance: important areas of action will involve, at one time or another, the initiating capacity and decision- a major role in establishing or modifying general policies that affect the academic mission of the University. On these matters, the views of faculty members will be solicited through the Faculty Senate or the appropriate Faculty Assemblies or equivalent groups before action is

4. According to Faculty Manual III.H.5 describing Rights, Powers, Privileges, and Immunities of participation in governance of the University. At the University level, the faculty acts primarily through the Faculty Senate, which is empowered by the faculty to represent it or act for it on any

5. Whereas some academic units at the university have violated the Faculty Manual by devaluing participation on the Faculty Senate, and de facto penalizing such participation through workload and remuneration policies that do not adequately account for time allocated to shared governance and participation on the faculty senate; now, therefore be it

Resolved that the Saint Louis University Faculty Senate:

1. urges President Fred Pestello to require all administrators of academic units to reaffirm their commitment to the Faculty Manual and Shared Governance by adopting workload and remuneration policies that adequately support and value participation in the Faculty Senate and other crucial shared governance activities.

Minutes of the Faculty Senate, April 14, 2020
Zoom Meeting
3:30 5:30 pm

Senators in Attendance:

CAS: Erica Salter, Rob Hughes,

13. Reports from other Senate Committees:

i. Budget and Finance Committee (Theodosios Alexander)

Dear colleagues,

The BFC met on December 11, 2019 with the VP and CFO David Heimburger, and the VP for Development Sheila Manion, who answered a lot of our previous questions. The BFC members asked many additional questions, which we are drafting into a list to send to the CFO, so he can help us understand things better in future BFC meetings. We also asked for benchmarked data for many elements of the revenue and expense side of the annual budget, and of the three-year budget plan, which will take some time to collect. The two VPs agreed they will work to start collecting some of these data for future meetings.

The BFC met on February 21, 2020 with the VP and CFO David Heimburger. In that meeting the CFO announced that the three-year budget plan has been presented to members of the Finance Committee, the Chair and Vice Chair of the Board, and others, about 20 Trustees; and it would be presented to the full Board along with the proposed budget in the May meeting of the Board of Trustees. As the COVID-19 crisis has changed a lot of the assumptions that were made for

*The FC of CAS voted to accept the revised core proposals.
Appointment of new Dean to CAS: our understanding is that this has been put on hold, pending the possibility of inviting a candidate to St. Louis for further discussion once we have surmounted the current difficulties. Prof Mike Lewis has agreed to extend his interim tenure of this position, for which we are very grateful.
CAS Restructuring: The timeline for the report of the Interim Provost's Task Force has been (I understand) put back somewhat.
CAS FC is currently working to populate its representation on the "new" UCC and the various curricula sub-committees.*

Reports from SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated units: CADE, SLUCOR, Phil & Letters held over until the May Senate meeting.

16. Old Business:

Resolution Requesting President Pestello to Urge Unit Administrators to Support Participation in the Faculty Senate (see **Appendix V** at the end of this agenda).
Adopted by a majority vote.

17. New Business. None.

18. Announcements:

Call for candidates for election to the FSEC and for President-elect. Notice of

Norman White Engaged Scholarship and Service Award (self-nominations and nominations **by April 17** to Dr Mike Mancini)

John A. Slosar Award for Shared Governance (no self-nominations: deadline for provisional nominations June 1, final June 12, to Dr Mark Knuepfer)

19. Meeting Adjourned at 5:30pm

Next meeting: Tuesday May 12, 3.30 - 5.30 pm, via Zoom. A link will be sent out to senators.

Respectfully submitted
Andrew Butler, FSEC

APPENDICES

I.

Senate Governance Committee Report to the Faculty Senate

Kathy Kienstra and Wynne Moskop, Co-Chairs

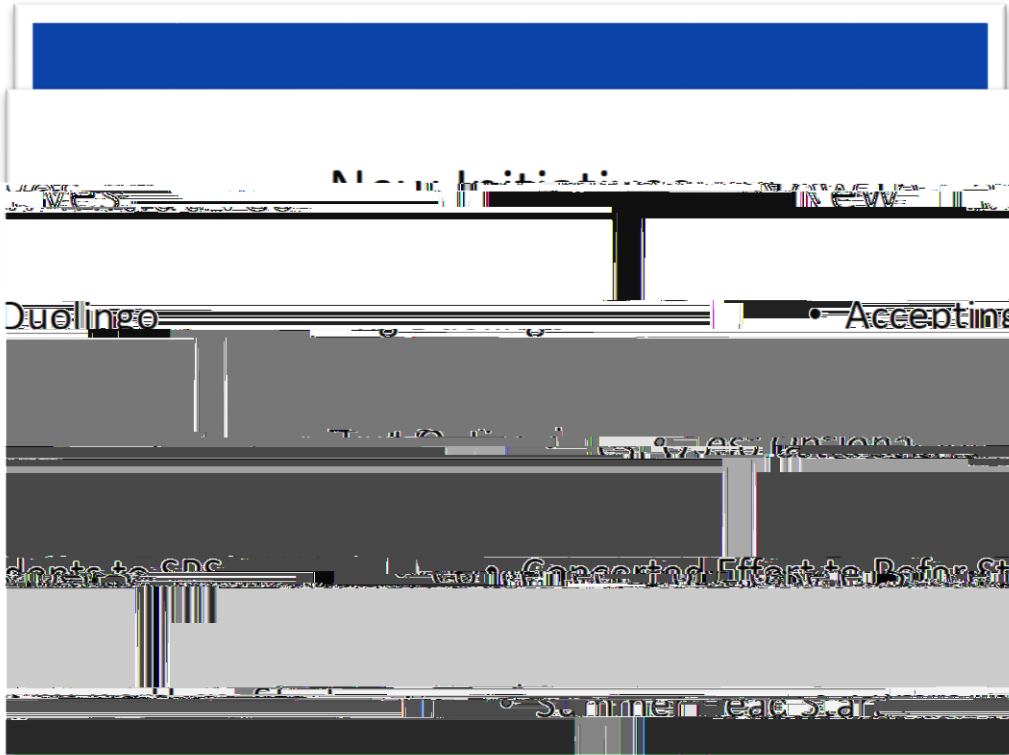
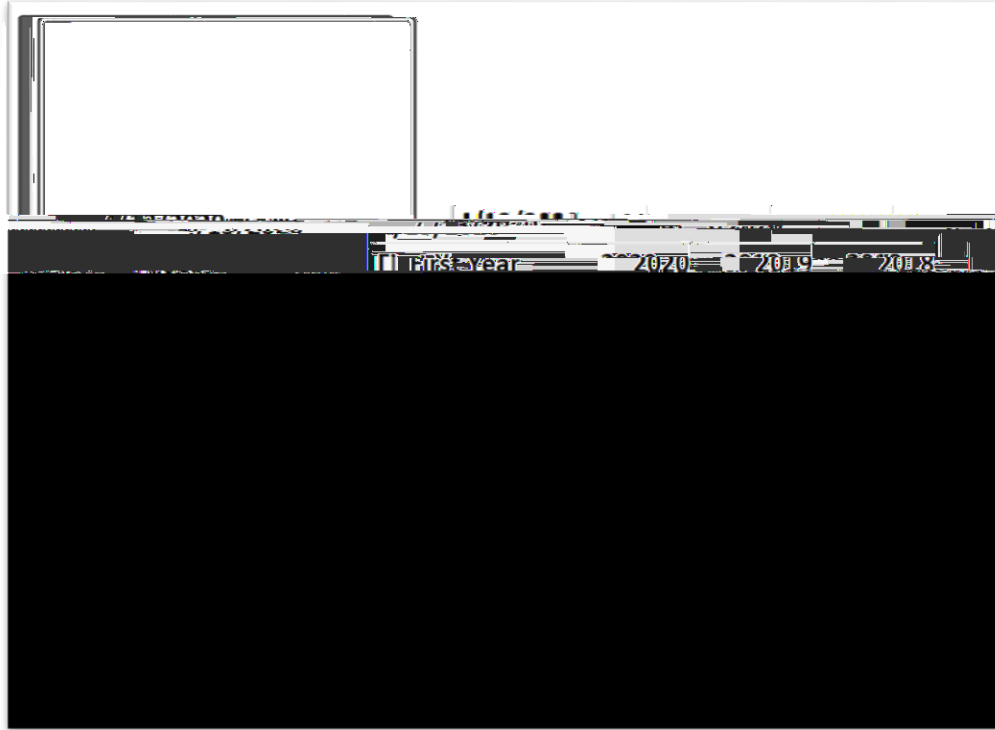
The Senate Governance Committee proposes the five resolutions below as a step toward developing an academic senate at SLU. However, these resolutions are important regardless of whether we ultimately opt for an academic senate. They are intended to enhance the role of faculty in university-level shared governance procedures and structures related to academic affairs, as the existing *Faculty Manual* requires.

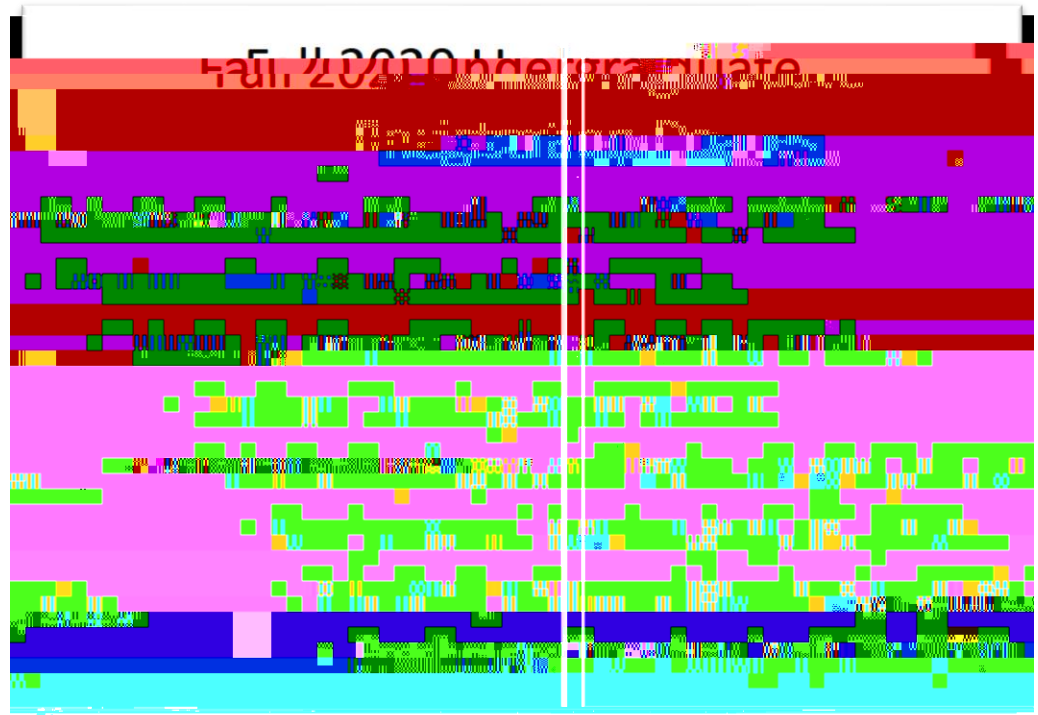
affairs, which is primarily based at the department and college or school level, which is appropriate, given the diversity of disciplinary expertise in the University and principles of subsidiarity. Coordination of
-wide
committees, each with its own narrow purview. Some of these committees are UAAC, GAAC, Program Review Committee, Portfolio Review Committee, University Core Curriculum Committee, University Rank and Tenure Committee, and Research Committees housed in the office of the OVPR. None of these

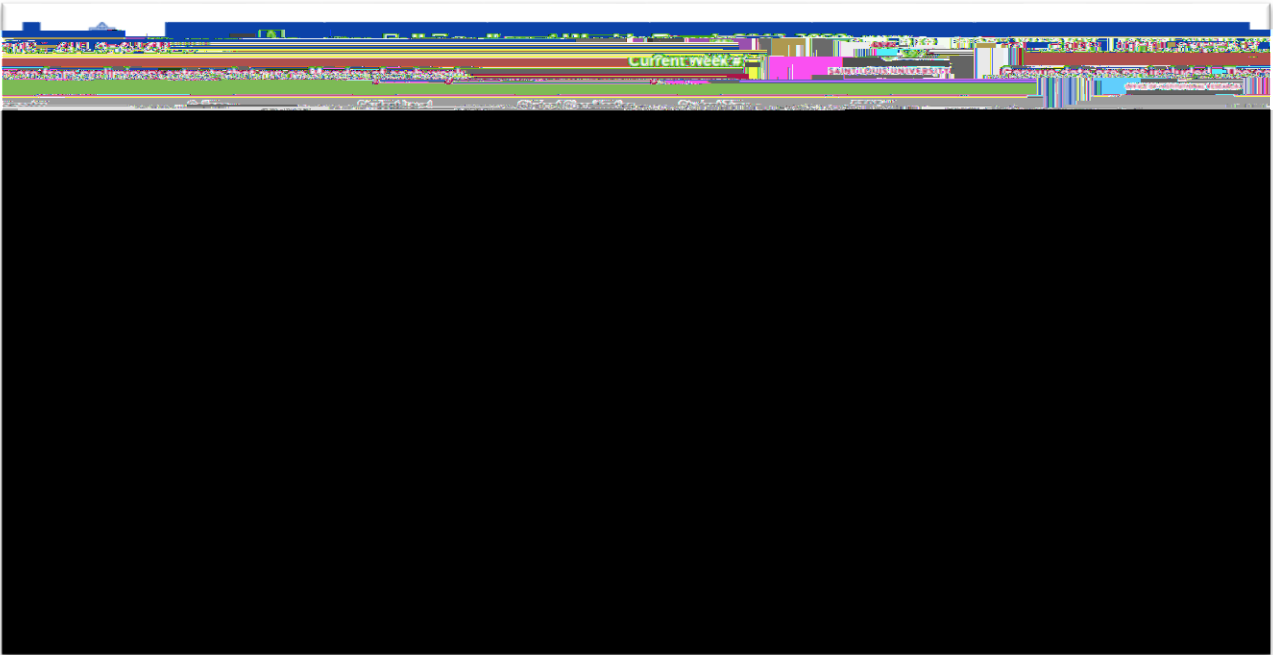
workload and remuneration policies that adequately support, encourage, and value participation in the Faculty Senate and other crucial shared governance activities.

Explanation: Earlier a similar resolution was proposed in the Senate in response to a change in SOM workload policy that effectively restricted ability of medical school faculty to perform service obligations required under the Faculty Manual. Since then, the Governance Committee has learned that workload policies in some other schools and colleges present similar problems. While recognizing that workload policies differ among schools and colleges, the Senate should be concerned when any policy effectively devalues, discounts, or discourages faculty service obligations defined in the Faculty Manual. Shared governance depends on faculty service.

II.
Kathleen Davis,
VP Enrollment and Retention Management







III.
Academic Affairs Committee
Report to Faculty Senate on Workload Policy

During the 2015-2016 academic year, Faculty Senate and Provost Office demonstrated their commitment to shared governance by collaborating to create the first *University Policy on Faculty Workload*, effective date March 1, 2016.

At the direction of the Faculty Senate Executive Committee, Faculty

IV.
Academic Affairs Committee
Report to Faculty Senate on Long-Term Contracts and Non-Tenure Track (NTT) Faculty

Last year, two things came of the report the Academic Affairs Committee submitted in April 2019 to the Faculty Senate on long-term, NTT contracts. The senate passed a resolution the Executive Committee to negotiate a process to address longer term contracts which can lead to discussions encouraging the university to increase the percentage of tenure/tenure track faculty within the And Senate members also agreed that the longitudinal data provided by the Office of Institutional Research, which showed a decline in tenure and tenure track appointments, needed further study on a unit by unit basis.

As concerns long-term NTT contracts, the AAC found general support for them university-wide and the faculty resolution seems to agree that they can fulfill an important role so long as the university also maintains the commitment to tenure spelled out in the Faculty manual. According to semantic research, the word in the phrase University upholds the value of having most of its faculty members as tenure-track and tenured almost invariably means substantially greater than 50%, or anywhere from 60% to 90% (Solt). It therefore suggests that offering long-term NTT contracts should be negotiated through a long-term strategic mindset which includes: 1) Assessing the current situation, 2) Defining and describing the end goal, 3) Considering appropriate criteria for tenure across each type of tenurable position, 4) Stabilizing the situation, 5) Designing a deliberate approach, and 6) Recognize the costs and planning for necessary resources.

In the hope of providing more guidance for the FSEC and the Administration concerning each individual unit on this matter, the AAC has been preparing a report that will do what the Faculty Senate president tasked a committee to do two years ago, which is to review trends involving tenure and NTT contracts at SLU on a unit by unit basis. That report never materialized. Such an analysis was again asked for at the April meeting. The an

