

# Faculty Senate Meeting Agenda

Tuesday March 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. 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 minutes)
3. Moment of Silent Reflection
4. Approval of February Minutes (sent separately) (2 minutes)
5. FS President Report (Ruth Evans) (10 minutes)
6. Faculty Manual Amendments (Miriam Joseph) (15 mins)
7. SLU Madrid update (Carolina Ana Aznar) (10 minutes)
8. Conference of the Coalition on Intercollegiate Athletics Feb 1920 (Chris Tinson) (5 minutes)
9. Reports from the Board of Trustees Sub-Committees that met 2/25 and 2/26 (25 mins)
  - i. BoT Academic Affairs Committee (Brian Downes) Oral report.
  - ii. BoT Business and Administration Committee (Jim Fisher and Constance Wagner) Oral report. Also sent separately.
  - iii. BoT Development Committee (Huliyar Mallikarjuna). Report sent separately.
  - iv. BoT Marketing and Branding Committee (Brad Carlson). Report sent separately.
  - v. BoT Student Development Committee (Karla Scott). Report sent separately.
  - vi. BoT Medical Education and Clinical Affairs Committee (Medhat Osman). Oral (Karc5J

10. Reports from Senate Standing Committees (30 minutes)

- i. Budget and Finance Committee (Theodosios Alexander)
- ii. Academic Affairs Committee (Sally Beth Lyon and Sheela Klein)
- iii. Compensation and Fringe Benefits Committee (Chris Sebelski)
- iv. Governance Committee (Wynne Moskop and Kathy Kienstra) Report sent separately.

11. Reports from Faculty Assemblies/Councils (15 minutes)

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

12. Old Business

**Faculty Senate  
Meeting Minutes -- DRAFT  
February 9, 2021  
Zoom Meeting**

Senators in Attendance

**College of A&S:** Rob Hughes, Pascale Perraudin, Scott Ragland, Wynne Moskop, Kathryn Kuhn, 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, Sarah Walsh

- e. Interim Provost will announce mid-to-late February which programs are being considered for re-allocation (more involved process and will include consultation with the FSEC) or re-organization
  - f. CAS Restructuring: Interim Provost has held listening sessions with extensive feedback and in late February or March will provide a final announcement
  - g. SLUCARE: 5% salary cuts will be restored and retroactive pay will extend back to January 2021
  - h. The third meeting of the large Budget Committee led by Dr Pestello met Jan 25.
  - i. Katie Heiden-Rootes has been appointed as the Faculty Fellow for Equity Issues. This position resulted from a recommendation from the Gender Equity Task Force's 2017 Report. The position is in the Office of the Provost to continue to monitor and provide recommendations to address equity concerns.
  - j. Athletics: Coalition on Intercollegiate Athletics (COIA) Conference on February 19 and 20: SLU has been invited to join the COIA and send a rep to the conference. A call to senators and other faculty for volunteers has been released to identify a faculty member to attend the meeting.
4. Carolina Ana Aznar, President SLU Madrid Faculty Senate: Update on Madrid Campus
- a. Madrid: campus founded 1967, campus of over 100 faculty. Pressing issue would like to address the lack of a ranking system. Spain does not have tenure; they are asking for ranks to reflect experience that will help recognize their roles and responsibilities. AAUP suggests remote campuses have parallel structures and systems as the home
  - b. National Agency for Quality Assessment and Accreditation of Spain (ANECA), this is a process to accredit colleges and universities and their faculty in Spain. The criteria include: 60% research, 30% teaching, 8% academic and professional training, 2% other experiences. At least 60% of faculty at colleges and universities need to be accredited. Because of the current assessment, this is one way to help simplify the process. They have been working with Paul Vita and Miriam Joseph to identify the processes needed for establishing ranks within the Madrid campus. Some areas within the Madrid campus will not become accredited. They are asking for support from the FS at SLU-main campus.

Q&A:

- 5. Faculty Affairs will introduce the recommendations and process. From Miriam Joseph: This is something that can happen and is about assigning initial ranks to those who want ranks at the Madrid campus. SLU-main campus will work out the procedures with Provost Lewis. As appropriate, there will be some articulation of which departments may be involved.
- 6. Faculty Manual Amendments: Miriam Joseph
  - a. Can view proposed amendments at: <https://www.slu.edu/provost/policies/faculty-manual/index.php>
  - b. There will be 2 Open Fora: Feb 24<sup>th</sup> 4-5pm and Feb 25<sup>th</sup>, 5-6pm
  - c. Committee Members: Miriam Joseph (Chair), Ruth Evans, Terry Tomazic, Julie Birkenmaier (FSEC Appointed), Amber Johnson (FSEC Appointed), Jane

McHowat (SOM), Danielle Uy (General Counsel), Michael Lewis (previous participant)

- d. Qualtrics Survey for feedback closes March 4, 2021 and summaries of feedback and amendment changes will be presented during the March 9, 2021 Faculty Senate meeting.
- e. Summary of Amendments under consideration:
  - III.D.2.- Clarifies eligibility of non-tenure track faculty up for promotion early;
  - III.H.7- Addresses selection and evaluation of administrators by providing some clarity to variations in appointments of certain roles of admin/exec positions that are subject to the approval of Jesuit Provincial and/or the Archbishop;
  - III.H.12.b- Clears up any confusion about time on FMLA counting for faculty tenure time period;
  - III.I.2 Annual Review –  
The amendment will add that evaluators should provide annual written and timely feedback to faculty with direction on how faculty can provide response comments and document the process

7. Senate Budget and Finance Committee: Theo Alexander
  - a. Committee had its 3<sup>rd</sup> meeting of President's Finance group held on Jan 25, 2021. There is more transparency of data sharing within the group, noting the need for confidentiality.
  - b. Tuition-revenue: decrease is about half of what was budgeted, and other sources of income continue to trend downwards, still uncertain what the post-pandemic influence on the overall budget will be. During fiscal year 2022, re-instating previous cuts will further place the budget into a deficit.

Q&A:

Q: Does greater transparency mean the administration has responded to some of the Budget and Finance Committee's questions from a year ago?

A: Yes, there will still be a need for more granular data. The level of data that has been shared suggests faculty are being engaged to help understand the university budget and help solve problems and plan ahead.

8. Update on COVID-19 and the vaccine: Rachel Charney and Terri Rebmann
  - a. Data dashboard suggest that campus infection rates are doing well. Quarantine housing capacity has decreased as the number of persons under investigation have increased. It is unclear if each individual has COVID-19 symptoms or symptoms of an infection similar to COVID-19.
  - b. SLU has been approved as a vaccine provider. University is waiting for supply from the state to be able to distribute. Current plans will allow them to distribute vaccines within 3-days of receiving vaccine doses and they will apply the current state vaccination phase and tier eligibility to schedule appointments. The State has prioritized larger vaccine distribution events over larger ones which has limited overall supply.

Q&A:

Q: What is the state prioritization plan?

A: After reports about MO having one of the lowest vaccination rates has caused the state to try to increase vaccination distribution to larger-mass vaccination sites such as healthcare centers as well as mass community sites.

A: This should be discussed at the next meeting.

#### 9. Provost Mike Lewis, Follow Up on Faculty Teaching and Work Loads

Q: How can we ensure workload policies are not seen as penalties? Can there be supplemental pay?

A: Question/comment was taken under advisement as a suggestion.

Q: Will there be a recording for the townhalls with the Provost on work load policies?

A: The links will be posted to the Provost's website.

Q: If someone has to teach more for a few years, how can they get back to doing excellent research afterwards? It looks like a one-way road.

A: This should be discussed, there is not a clear answer at this time. Workloadsway road.

Parks: Jan 27<sup>th</sup> Assembly, Interim Provost announced Scott Duellman will be the Interim Dean of Parks starting on March 1, 2021.

12. Meeting Adjourned: 5.09 pm

Respectfully submitted  
Keon Gilbert