

Faculty Senate Meeting Agenda

Tuesday December 8, 2020 3.30 – 5.30 pm CST

Via ZOOM:

<https://slu.zoom.us/j/95325191944?pwd=cTQyVHFvODFXMlFRRO4yV215OVRyOT09>

Meeting ID: 953 2519 1944

Password: 129418

One tap mobile

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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 not be a roll call. 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. Moment of Silent Reflection
3. Approval of November Minutes (sent separately) 3.32
4. FS President Report (Ruth Evans) 3.35
5. Update on Academic Finances (Interim Provost Michael Lewis) 3.40
6. Information update on revised Consensual Sexual or Romantic Relationship Policy (Michelle Lewis and Danielle Uy). Policy sent separately. 4.10
7. Governance Committee Report and resolution (Wynne Moskop and Kathy Kienstra) 4.25
8. Reports from the Board of Trustees Sub-Committees that met 12/3 and 12/4 4.40
 - i. BoT Academic Affairs Committee (Brian Downes)
 - ii. BoT Business and Administration Committee (Jim Fisher and Constance Wagner). Report sent separately. JF will attend to take questions, but you are welcome to email Drs Fisher and Wagner if you have questions.
 - iii. BoT Development Committee (Huliyar Mallikarjuna). Report sent separately. Please email Dr Mallik if you have questions.
 - iv. BoT Student Development Committee (Karla Scott)
 - v. BoT Medical Education and Clinical Affairs Committee (Medhat Osman)
 - vi. BoT Investment Committee (Tom Doellman)

vii.	BoT Marketing and Branding Committee (Brad Carlson)	
viii.	BoT Mission and Identity Committee (Eleonore Stump)	
9.	Reports from Senate Standing Committees:	5.00
i.	Academic Affairs Committee (Sally Beth Lyon and Sherry Bicklein)	
ii.	Budget and Finance Committee (Theodosios Alexander)	
iii.	Compensation and Fringe Benefits Committee (Chris Sebelski)	
10.	Reports from Faculty Assemblies/Councils CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated Units (INTO, CADE)	5.10
11.	Old Business	5.20
12.	New Business	
13.	Adjournment	5.30

RE 12/7/2020



SAINT LOUIS
UNIVERSITY™

**Faculty Senate
Meeting Minutes
November 10, 2020
Zoom Meeting**

Senators in Attendance

College of A&S: Rob Hughes, Kathryn Kuhn (Proxy: Anneke Bart), 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, Kimberly Enard, Katherine Stamatakis

Chaifetz School of Business: Olgun Sahin

Doisy: Sherry Bicklein, Sarah Walsh, Randy Richter, Barb Yemm, Randy Richter (Proxy: Gretchen Salsich)

Parks College: Silviya Zustiak, Ronaldo Luna, Jeff Ma

School of Education: Jody Wood, John James, Sally Beth Lyon

School of Law: Kelly Mulholland, Robert Gatter

School of Medicine: Ramona Behshad, Austin Dalrymple, Dawn Davis, Scott Isbell, Amy Ravin, Angel Baldan, Katherine Christensen, Michael Donovan, Bilal Khalid, Marie Philipneri, Phillip Ruppert

Libraries: Lynn Hartke, Matthew Tuegel

Independent Units: Matt Ryman

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

Meeting Minutes

1. Meeting called to order by President Evans at 3.34 pm
2. Moment of Silent Reflection for all the people who have been affected by coronavirus and those most vulnerable, including poor communities, elderly, and communities of color.
3. A motion was made and seconded to approve October 13, 2020 Minutes with a change that Jessica Evenson will consult with the FSEC.
4. FS President Report: Ruth Evans

- a. Progress on several university policies include: approval of Jesuit Hiring Policy, Revisions to Title IX Policy, and a committee has been established to revise the Academic Integrity Policy (last revision 2015) chaired by Rob Wood.
- b. There are a number of current searches: VP for Student Development (4 finalists have been selected with interviews the week of November 9th and November 16th); Dean Search for Doisy College; Dean Search for Parks College will begin 2021, because launching the search now is not ideal given the current time of the academic year
- c. CAS Restructuring: Provost Lewis will set up listening meetings in December and January with affected units in CAS and Parks to develop a single proposal to move forward
- d. HLC Accreditation is moving forward with teams gathering data and rewriting. This is being led by Steve Sanchez. The accreditation visit is November 15-16, 2021
- e. 2020 University-wide Climate Survey. This may occur in December as scheduled, but may be halted. More information will come.
- f. Diversity, Equity and Inclusion (DEI) at the Unit Level
 - i. CAS has established a dean's DEI advisory group
 - ii. Parks has hired Steven Belt to serve as its Chief Diversity Officer
 - iii. CPHSJ is establishing a DEI Office
 - iv. School of Social Work is establishing an Equity and Inclusion Committee
 - v. SLU Law has an Office for Inclusive and Diverse Education
 - vi. SOM has Diversity and Social Equity Committee
 - vii. Provost's office is in the process of hiring a Faculty Equity Fellow
 - viii. SON: Terri Murray has been selected as the Chief Diversity and Inclusion Officer

Q&A:

Q: Will the climate survey bring up issues of DEI?

A: Yes, it will include these issues.

Q: Can we ensure revisions to the Academic Integrity Policy address needs of international students?

A: Yes, these will be included in those revisions.

5. Chief Financial Officer, David Heimburger

- a. Has met with members of the Budget and Finance Committee to provide an overview of budgeting and will include more details over time
- b. Workday is our new finance management system and they are continuing to refine its use and implementation
- c. The next meeting with the Budget and Finance Committee will discuss first quarter projections for FY21
- d. In July 2020, Board of Trustees approved the University's budget. This was delayed because of COVID-19. They approved a \$4.5M deficit budget for FY21. Deficit budgets are rarely approved but given the

context it was necessary. The actual deficit will be slightly higher than what was approved.

- i. University has had a 4% decline in enrollment, lower housing revenue, has held 150 rooms open for isolation/quarantine.
- ii. \$3.7M decline in housing, \$2M decline from Athletics and Arenas, \$2M decline from parking.
- iii. Gifts and donations may be lower than expected.
- iv. P&L are showing some favorability because of lapsing budgeted funded positions that have gone unfilled

Total losses are around \$8.5M compared to \$4.5M presented to the Board -this does not include re-establishing benefits that were cut

Q&A:

Q: Do we know if the BOT will accept the \$8.5M?

A: The BOT has asked about mitigating actions to help reduce the \$8.5M and the answer is to not suggest any additional cuts, even though we are \$4M on the unfavorable side.

Q: What savings have been achieved from the 403b match cuts, was it really \$40M?

A: The total impact of suspending the 403b match is \$30M, with \$10.2M from SLUCare's budget.

Q: What are the endowment performance projections?

A: The expected return of the endowment is 7%, the current endowment is at \$1.2B as of June 30th, which is up \$94M, with a return rate of 8.8%

Q: What is the status of donations and gifts to the university?

A: This is an area of high concern. There have been asks made but it is not clear what the return will be and they may be smaller than the asks.

Q: What are the concerns that the next phase will be worse? What needs to be assessed between now until January 1st?

A: Cuts to benefits are not long-term strategies to recruit or retain faculty or staff. The Trustees will help answer some of these questions and will likely ask and guide ways to find some balance to restoring benefits and reducing the budget in other areas. The 403b has to be restored for everyone and as soon as possible. This will depend on what happens in January. If students do not return, there could be another \$18-20M shortfall. Spring 2020 the university returned about \$10M in refunds to students.

Q: Can you review donation and gifts to the university?

A: If a gift is made to the endowment the it does not show up "above the line" until the university starts its 5% spend from it. These all vary given the type of gift and its restrictions.

Q: Will there be a return to SLUCare of the 403b match since SLUCare is running a surplus?

A: Not clear. Some figures suggest breaking even and not a surplus.

6. Areas of Impact: Ken Olliff, VP for Research, and Michelle Sabick, Dean of Parks College

These have been reviewed by the deans, ULC and chairs of CAS

- a. Improving Health and Wellbeing
- b. Understanding and Engaging the World
- c. Harnessing Data and Technology
- d. Cultivating Vibrant Urban Communities
- e. Caring for Our Shared Home

2019 President Pestello named centers of excellence as top priorities
 Center of excellence is defined as a discrete program, center, or institute through which SLU pursues selective excellence in carrying out our research, education, and service missions. This can be achieved through organizational structures, aligning with the university mission. These areas may include areas on track to achieve national or international recognition, and many may include multiple disciplines, cross-department or cross-college collaborations.

- a. There are 3-levels of excellence:
 - a. University-wide including expertise from across the university, one example being the Big Ideas process which formed the WATER Institute, Geospatial SLU, AHEAD Institute, and Institute for Healing Justice and Equity
 - b. College-level which includes expertise across departments. Two examples are Center for Health Law and Center for Medieval and Renaissance Studies
 - c. Individual faculty, which is based on the expertise of a faculty member and their collaborators. This is the most common form of area of excellence and is where the university invests the most.

Next steps in this process will include:

- townhalls with units in October and November
- December 15th, will begin the next iteration of the Areas of Impact process and sent to the Provost and President for review
- January 15th an announcement of the final decisions to the campus and launching and effort to identify strengths at unit levels

Q&A

Q: Are these areas of impact for outside advertising and do new hires have to fit within these areas?

A: Areas of Impact are broad overarching areas where there is excellence. Some of the institutes may capture emerging areas. There is not a commitment that funding will only be made in these areas. This is all still in development.

Q: Is basic research included?

A: Yes. They are open to feedback to refine wording to make it more inclusive.

Q: What information is needed before the January 15th deadline?

A: That time will be used to report feedback and articulate a plan to move forward.

Q: How will strong individual faculty be identified?

A: This is still being figured out.

Q: Are interdisciplinary v. disciplinary strengths being emphasized?

A: Foundation of strength is at the individual faculty level where most of the university's investment is. This will not disappear but there may be a need for greater connections.

7. Reports from the Senate Standing Committees

- a. Budget and Finance (Theo Alexander): Dates for next meeting are in the report and the committee has developed a "grand" list of questions after reviewing data.
- b. Governance Committee (Wynne Moskop and Kathy Kienstra): progressing on charges to make recommendations on Senate Committee chairs. Chairs will be elected by committee members, and committee members will be determining term limits within new by-laws they will develop. The second area they are working on includes creating structural elements to help manage, investigate, document, and store information regarding violations of the Faculty Manual. Information from the committee will be stored on a Google site.
- c. Academic Affairs (Sherry Bicklein and Sally Beth Lyon): a survey was sent to assess the annual review process and long-term contracts
- d. No report from: Compensation and Fringe Benefits Committee (Chris Sebeliski)

8. Reports from Faculty Assemblies/Councils

No Reports from CAS, SOM, SOB, Doisy, CPHSJ, SPS, SOL, Law, SON, Unaffiliated Units

- a. Parks: Had a meeting on October 28, 2020, standing committee approved graduate curriculum and may reduce or cut other programs
- b. SOE: Educational Leadership program will be moving forward with a new hire

9. Old Business: No Reports

10. New Business: Senate President Evans encouraged everyone to take time during the upcoming winter break and to not feel pressured to work on committees or other responsibilities to foster faculty mental wellness.

11. Adjournment: 4.23pm

Respectfully submitted
Keon Gilbert