

Faculty Senate Meeting Agenda
Tuesday April 19, 2022, 3:30 – 5:30 pm CDT
Via ZOOM: <https://slu.zoom.us/j/97281725414>
Meeting ID: 972 8172 5414
One tap mobile
+13126266799,99737928189# US (Chicago)

1. Call to Order 3:30
2. Roll Call: Names of participants are recorded in Zoom. Alternates should notify the Senate Secretary, Beth Baker, with the name of the Senator for whom they are substituting. Please also let her know your name and phone number if you are calling in. All FS meetings are recorded for record keeping purposes only.
3. Moment of Silent Reflection. 3:32
4. Approval of March Minutes (separate attachment). 3:35
5. Faculty Manual changes VOTE on package (Miriam Joseph) voting 4-5pm 3:40
6. Report on the student deaths, campus climate, and well-being task force report (Mike Lewis, Debie Lohe, Eric Anderson) w/ Q&A 3:50
7. Resolution for Long Term Contracts for Non-Tenure Track Faculty – presented by the Academic Affairs Committee 4:15
8. Resolution for a Designated Escrow Account for SLUcare – presented by the Faculty Senate Budget & Finance Committee 4:30
9. Resolution requesting that the Board of Trustees revisit the proposal to divest the University’s portfolio of fossil fuel securities – presented by the College of Arts & Sciences 4:45
10. FS President’s Report and announcements (Terry Tomazic) 5:00
11. Reports from Senate Committees: 5:10
 - a. Compensation and Fringe Benefits Committee (Chris Sebelki)
 - b. Academic Affairs Committee (Sherry Bicklein & Jennifer Lowe)
 - c. Faculty Governance Committee (Kathy Kienstra & Marie Philipneri)
12. Other University Committees with Faculty Senate Representatives 5:15
 - a. Joint FS/Provost Budget and Finance Committee (Theo Alexander)
 - b. Gender Equity Committee of the Provost and Faculty Senate
 - c. University Policy Review Committee (Elizabeth Block)
 - d. UAAC (Sabrina Tyuse)
 - e. GAAC (Jesus Garcia-Martinez)
13. Reports from Faculty Assemblies of the Colleges and Schools SOM, CAS, Doisy, CPHSJ, SOB, SON, SOL, Parks, SOE, Libraries, SPS, Unaffiliated Units (INTO) 5:20
14. Old Business 5:25
15. New Business 5:29
16. Adjournment 5:30

Faculty Senate Meeting Minutes
Tuesday March 22, 2022, 3:30 – 5:30 pm CDT

1. Call to Order
2. Roll Call: See below
3. Moment of Silent Reflection.
4. Approval of February Minutes Approved
5. Academic Tech Governance [see slides]: Debi Lohe, Tim Murphy, and Michael Lewis presented information on the history, goals, and current actions of the Academic Tech Governance Committee including:
 - Make sure that academic priorities and strategies align with and drive technology decisions
 - Ensure shared governance in decision making about technology – 2 faculty senate reps [Emily Buxbaum and Morgan Hazelton]
 - Prioritized FY 23 requests
 - Will work to ensure SLU community understands processes for ITS requests and criteria used
 - Align ITS process with budgetary timelines
 - Working to find a balance of cost/budget; individual department needs and SLU wide needs; recognize one tool won't always work for everyone
 - Faculty Manual modifications [Faculty can find latest modifications here: https://www.slu.edu/provost/policies/faculty-manual/final_proposed-fm-amendments_spring-2022_3-22-22.pdf] Miriam Joseph presented each specific proposed Faculty Manual modification along with changes made as the result of feedback from faculty. Key issues discussed included:
 - a. Changes made to ensure that search committees do their due diligence and ensure that faculty in the proposed Dean candidate's home department approve of appointing the individual as a tenured professor in their department prior to advancing the name of the candidate to the Provost. The Provost has agreed to craft a written process that will document this.
 - b. Changes were made to ensure that the text on workload policy includes the range of activities faculty engage in including teaching, research, service, administration and clinical. It was also clarified that the workload for each faculty is determined by the Department chair and/or Dean depending on the structure of the unit.
 - c. Changes such that grievance committees are instructed to include that the General Counsel and *when reasonably available* an AAUP representative, will conduct training about the grievance hearing process. Facilitating the training via zoom provides increased opportunities for this to occur as it is easier than flying someone into St. Louis.
6. Faculty Governance Committee report (Kathy Kienstra & Marie Philipneri) [see attached] The Committee presented several concerns about the Faculty Manual changes, most of which had

already been addressed in the previously discussed modifications. They also indicated some concerns about the Faculty Manual committee, wanting to ensure that there was faculty representation on the committee (which was affirmed: there are 4 faculty members of this 7-person committee). The committee also noted the importance of faculty senators discussing the proposed amendments at their unit level faculty assemblies and councils.

7. Academic Integrity & Q&A Gary Barker [see slides]: Mirroring national trends, SLU has seen an increase in academic integrity incidents. Right now, each school and college has their own academic integrity policies, creating inconsistencies in sanctioning. The committee is working on faculty development, SLU honor code, orientation for faculty and students, and policies and procedures. The committee has looked to Marquette as a model to inform their next steps. SLU has joined the International Center for Academic Integrity and the Provost has agreed to creating a Director of Academic Integrity to start July 1, 2022 (calls for interested applicants have been distributed). They anticipate being ready to roll-out their proposed changes in Fall, 2023
8. FS President's Report (Ruth Evans for Terry Tomazic) [see slides] Ruth Evans presented the President's report on behalf of the FSEC with key points:
 - Given the recent reorganizations within CAS and Parks and CPHSJ and Social Work Terry Tomazic is working on a redistribution of senators. This will be presented to faculty for review at an upcoming faculty senate meeting
 - Faculty were given the opportunity to have input into recent changes to the SLU mask mandates through an online survey and a special session of the faculty senate. This input was and remains valuable in crafting mandates that are responsive to the current pandemic conditions and specific needs of the SLU community members. Please see <https://www.slu.edu/health-advisory/messages/second-phase-updated-face-mask-event-guidelines-more.php> for the most recent communication about mask mandates.
 - We continue to engage in Academic Strategic planning with faculty representatives on the steering committee and working group.
 - Nominations are being accepted for the Associate Provost for both Undergraduate and Graduate Education.
 - A committee that includes a Chris Rollins, 2 faculty and a representative from Madrid has been established to further review and revise the recommendation for an Ombuds.
 - Nominations for the Norm White award is due March 31st and provisional nominations for the John Slosar award are due May 16th, with additional material to be submitted by June 1st.
9. Reports from Senate Committees:
 - Compensation and Fringe Benefits Committee (Chris Sebelski) The committee is revisiting the benchmark institutions that exist within the compensation philosophy. They are considering which policies and processes within SLU promote continued compression and inversion of salaries as individuals advance in rank. There are conversations that there should be two

different pools of money for raises, one for equity and a different pool for merit. There are also conversations about revisiting benchmark institutions and the importance of faculty input on these.

- Academic Affairs Committee (Sherry Bicklein & Jennifer Lowe) FSEC needs to review the report on long term contracts for non-tenure track faculty.

10. Other University Committees with Faculty Senate Representatives

- Joint FS/Provost Budget and Finance Committee (Theo Alexander): Reported that the committee has met and is preparing for the next university's Fourth annual budget meeting, which is scheduled for April 11. They were given a substantial amount of data (more data than they can reasonably review) to provide comment/input on with regard to next year's budget.
- Gender Equity Committee of the Provost and Faculty Senate: No report
- University Policy Review Committee (Elizabeth Block) There is a revision to the policy on policies that is being proposed and the committee will present more on this during the next faculty senate committee.
- UAAC (Sabrina Tyuse): UAAC continues to discuss changes to withdrawal date. While there is still no permanent decision, faculty should have received an email indicating that it has been extended for this semester. This may or may not continue in future semesters.
- GAAC (Jesús García-Martínez): No report

11. Reports from Faculty Assemblies of the Colleges and Schools

- SOM- Faculty Assembly (FA) Report - 1. moving forward with formalization of FA departmental reps. 2. FA looking forward to hearing clinical and translational infrastructure design recs from Huron consultants. 3. Dean Jacobs held listening sessions last week to solicit faculty input regarding research goals/strategic planning. 4. Dean Jacobs to hold Town Hall tomorrow night to further discuss research strategies/goals for the SOM. 5. Faculty within SOM continue to be dissatisfied with WorkDay but recognize the Dean and others are working to improve this tool for researchers. scott.isbell@health.slu.edu
- CAS – Have been discussing transfer of finances given reorganization processes; motion that CAS has asked its senators to work with other senators to consider divestment of fossil fuel – motion asking board and administration to reconsider the question recognizing the impact of this on vulnerable populations and SLUs mission. This link provides information on economic impact on this (<https://www.forbes.com/sites/davidcarlin/2021/02/20/the-case-for-fossil-fuel-divestment/?sh=4e1074276d22>) (see the language of the motion below)

- Whereas the burning of fossil fuels is causing increasing catastrophic weather events (droughts, fires, floods, etc) that disproportionately affect the poorest and most vulnerable human populations (the “least of these” with whom Christ identifies in Matthew 25:45), and
 - whereas SLU as a Catholic Jesuit University is committed to care not only for the poor but for creation as a whole (as outlined in Pope Francis’ 2014 encyclical *Laudato Si*), and
 - whereas leading universities such as Harvard, Rutgers, Brown, Cambridge and Columbia, as well as peer Jesuit Universities Seattle, Creighton, Georgetown, and Loyola-Chicago have already committed to divest their endowments from fossil-fuel companies, and
 - whereas the SLU board previously considered and rejected a policy of fossil-fuel divestment,
 - Be it resolved that the CAS Faculty Council charges the senators from CAS, after first attempting to build a coalition with senators from all other SLU units, introduce a motion in the Faculty Senate requesting that the administration and board, for the sake of fidelity to mission, reconsider the issue of fossil-fuel divestment.
- Doisy – There were some questions raised about the replacement for Vitality. Chris Sebelski indicated that HR is looking at a replacement for this.
 - CPHSJ- Working on College level workload policy and P & T policy revisions.
 - SW- nothing to report
 - SOB - nothing to report
 - SON – nothing to report,
 - SOL – nothing to report
 - Parks – nothing to report
 - SOE- nothing to report
 - Libraries – nothing to report
 - SPS nothing to report
 - Unaffiliated Units (INTO) – nothing to report

12. Old Business: None

13. New Business: None

14. Announcements: None

15. Adjournment

As a reminder, the Faculty Senate invites all faculty to share their questions and concerns via this Qualtrics link: https://slu.az1.qualtrics.com/jfe/form/SV_brLIA0Dz88NHxxX

Senators in attendance:

CAS: Matthew Nanes (for Chris Duncan), Joel Jennings, Toby Benis, Stacey Harris, Wynne Moskop, Pascale Perraudin, Hisako Matsuo, Tom Finan, Scott Ragland, Aaron Johnson (for Robert Hughes)

CSB: Hailong Qian, Noni Zaharia, Fei Tan

CPHSJ: Katie Stamatakis

SW: Sabrina Tyuse (for Jesse Helton), Stephen McMillin,

SOE: Donna Jahnke (for Jody Wood), John James, Karen Tichy

SOL: Not present

Doisy: Barb Yemm, Kitty Newsham, Julie Howe (for Mike Markee), Sherry Bicklein

Independent Units: Chia-Hui Liu (for Matt Ryan)

Libraries: Angela Spencer, Lynn Hartke

Nursing: Karen Moore, Kathleen Carril

Parks: Jeff Ma, Roobik Gharabagi, Silviya Zustiak

SOM: Meadow Campbell (for Aidan Ruth), Jaya Gnana-Prakasam, Katherine Christensen, Ramona Behshad, Marie Philipneri, Philip Ruppert, Hany Elbeshbeshy, Scott Isbell

SPS: Joe Lyons

Madrid: Not present

FSEC: Terry Tomazic, Ruth Evans, Beth Baker, Sally Beth Lyon, Medhat Osman, Theo Alexander, Chris Rollins