

Faculty Senate Meeting Agenda
March 17, 2020
Location: Chaifetz School of Business, Anheuser-Busch Auditorium
CANCELLED COVID-19
Time: 3:30-5:30 pm

1. Call to Order 3.30 pm
2. Roll Call 3.31 pm
3. Moment of Silent Reflection 3.36 pm
4. Approval of February Meeting Minutes (2/18/2019). Sent separately. 3.38 pm
5. FS President Report 3.40 pm
6. Institute of Healing Justice and Equity (Big Ideas initiative) (Ruqaiijah Yearby (Professor of Law and Member, Center for Health Law Studies) and Michelle Rolfsmeyer (Program Director, Institute for Healing Justice and Equity) 3.50 pm
7. Atlas Week (Luella Loseille) 4.00 pm
8. Faculty Senate website (Miriam Joseph) + FM amendments redux 4.05 pm
9. Reports from Board of Trustees committees that met February 26 and 27, 2020: 4.20 pm
 - i. BoT Student Development Committee (Karla Scott)
 - ii. BoT Academic Affairs Committee (Brian Downes)
 - iii. BoT Finance and Administration Committee (Jim Fisher)
 - iv. BoT Development Committee (Kathleen Llewellyn)
 - v. BoT Medical Education and Clinical Affairs Committee (Medhat Osman)
 - vi. BoT Investment Committee (Naresh Bansal)
 - vii. BoT Marketing and Branding Committee (Brad Carlson)
 - viii. BoT Mission and Identity Committee (Eleonore Stump)
10. Reports from Senate Committees: 4.45 pm
 - i. Academic Affairs (Stephen Casmier)
 - ii. Governance Committee (Wynne Moskop and Kathy Kienstra)
 - iii. Budget and Finance Committee (Theodosios Alexander)
 - iv. Compensation and Fringe Benefits Committee (Chris Sebeliski)
 - v. Gender Equity Committee (Kristin Wilson)
 - vi. Workday Committee (Elaina Osterbur)
 - vii. Policy Review Committee (Rob Hughes)

11. Reports from Faculty Assemblies/Councils 5.00 pm

CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE,
Unaffiliated units: CADE, SLUCOR, Phil & Letters

12. Old Business 5.10 pm

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

13. New Business

14. Announcements

2020 Norman White Engaged Scholarship and Service Award. Due date for
materials: Friday, April 17

15. Adjournment

Faculty Senate Meeting Report
March 17, 2020
(Was to have been in Chaifetz School of Business, Anheuser-Busch Auditorium)
Time: 3:30-5:30 pm

This meeting was cancelled because of the COVID-19 situation. Below are updates on the individual items and reports from the FS President, the Board of Trustees committees with faculty representation, the Senate Committees, and the Faculty Assemblies/Councils.

1. Call to Order

2. Roll Call. Because the meeting was cancelled, no names are recorded.

3. Moment of Silent Reflection

I'd like us to read and reflect on the first two stanzas of the narrative poem *The Wreck of the Deutschland* by the great Victorian poet and Jesuit priest Gerard Manley Hopkins (1844-1889). The poem is an ode that is dedicated "To the happy memory of five Franciscan Nuns, exiles by the Falk Laws, [drowned between midnight and morning of Dec. 7th, 1875.](#)" In these opening stanzas Hopkins alludes to his conversion from Protestantism to Catholicism, and his willing submission to God's forceful mastery. Although the poem aims to reconcile the idea of suffering with a belief in a loving God, its themes are not exclusively Christian. It's also about the recognition that violent forces can shape our identities in transformative ways. We can be "unmade" (taken apart) by an event (a shipwreck, a conversion, a disaster), but that unmaking can paradoxically be productive: of the self, of writing (in this case, the poem Hopkins has written). Hopkins isn't necessarily offering comfort here. Rather, he acknowledges the complexity of our encounter with a terrible other.

Thou mastering me
God! giver of breath and bread;
World's strand, sway of the sea;
Lord of living and dead;
Thou hast bound bones & veins in me, fastened me flesh,
And after it almost unmade, what with dread,
Thy doing: and dost thou touch me afresh?
Over again I feel thy finger and find thee.

I did say yes
O at lightning and lashed rod;
Thou heardst me truer than tongue confess
Thy terror, O Christ, O God;
Thou knowest the walls, altar and hour and night:
The swoon of a heart that the sweep and the hurl of thee trod
Hard down with a horror of height:
And the midriff astrain with leaning of, laced with fire of stress.

4. **February Meeting Minutes (2/18/2019).**
Approval postponed until the April meeting.

5. **FS President Report**
CAS Dean Search
One of the three remaining Dean candidates (one of the original four candidates withdrew), Dr Crislyn D'Souza-Schorey (currently at the University of Notre Dame), will be brought back to campus for a second visit. Due to the COVID-19 situation, this visit has had to be postponed. CAS will therefore not have a new Dean in place by July 1. Michael Lewis, Interim Dean of CAS, will continue in his current role for the Fall 2020 semester.
Faculty Fellow for Equity Issues
This .5 FTE, 12-month (may be renewed annually) position has recently (3/5/2020) been advertised to reflect the amount of the administrative stipend: \$20,000 in addition to the .5 FTE release time from research, service, or teaching requirements in the home academic unit.

6. **Institute of Healing Justice and Equity (Big Ideas initiative) (Ruqaiijah Yearby (Professor of Law and Member, Center for Health Law Studies) and Michelle Rolfsmeyer (Program Director, Institute for Healing Justice and Equity)).**
Report postponed until April meeting.

7. **Atlas Week (Luella Loseille)**
SLU Atlas Week, which was to have been held Mar 28 – April 4, has been cancelled:
<https://www.slu.edu/atlas-week/index.php>

8. **Faculty Senate website + FM amendments redux (Miriam Joseph)**
Postponed until April meeting.

9. **Reports from Board of Trustees committees that met February 27 and 28, 2020**
 - i. **BoT Student Development Committee (Karla Scott)**
The agenda consisted of
 1. An introduction of Dr. Debi Lohe Interim Vice President for Student Development and Ms. Donna Bess Meyers, Interim Dean of Students
 2. A report from the President of the Student Government Association
 3. An update from Athletics
 4. Student Mental Health and Well-Being Discussion
 Both Lohe and Bess emphasized that in their interim roles the primary focus is to keep student development initiatives and programs moving forward to implementation proposed by the two previous administrators. The majority of the meeting was focused on Student Mental Health and well-being—a primary concern shared by the SGA President and Dr. Lohe and Ms. Bess. Both Lohe and Bess reiterated that this was an ongoing concern of the former VP for Student Development and Dean of Students and both Lohe and Bess remain committed to maintaining momentum on plans to address the need for adequate resources to

respond to an increase in student mental health concerns. To further increase awareness on campus and build SLU staff and faculty capacity to respond to students needs faculty were invited to participate in a Mental Health First Aid training held March 11 and facilitated by a local certified provider. The number of participants in the trainings are limited in the 8 hour all day session and Lohe stated that the March 11 session reached capacity in the first day of registration and a wait list was created. Additional trainings are planned for later in spring term and over summer. To increase participation across university contexts, the local provider of Mental Health First Aid is developing a hybrid online and in-person training format and will also conduct a training of trainers for SLU staff who will ultimately provide services across campus.

Respectfully submitted,
Karla D. Scott, Professor, Department of Communication

ii. BoT Academic Affairs Committee (Brian Downes)

Notes from the Feb 27, 2020 Academic Affairs Committee, SLU BoT Meeting

1. Interim Provost Dr. Gillis made a report:

- a. Updates on the ongoing Dean searches passed without comment from trustees.
- b. Updates were made on the task force for a science and engineering structure recommendation committee (Chaired by Dr. Mardell Wilson). The Interim Provost specified that he requests a single recommendation but allowed that it may be layered and complex. One trustee voiced opposition to isolating the sciences, noting that the future will be increasingly interdisciplinary.
- c. Trustees raised the university-wide core. Multiple trustees conveyed feedback from off campus acquaintances regarding a lack of “Catholicity” in the emerging core. It became apparent that these contacts generally misunderstood the distinction between a university, college, department, major, etc., core. The IP pushed back firmly on behalf of the emerging university-wide core, its integrative nature, and pledged to contact Ellen Crowell about outside messaging.

2. Academic Portfolio Review Committee

Chair Dr. Knuepfer gave a report where he emphasized data collection and review, opportunities for program justification, and a sustainable future review process; as opposed to hasty changes. Associate Provost Stacey Harrington spoke to reliable data collection systems being implemented and she was applauded for her efforts.

3. Faculty Senate President Dr. Evans gave a strong overview of the *Faculty Manual (FM)* and the Faculty Senate structure, function, and current activities. She noted that the university has fallen below 50 % tenure-track, counter to the *FM* mandate. She reminded the trustees that we report back on their meetings, and that that is a valuable opportunity for information-sharing. Few comments, as we were now pressed for time.

4. Dr. Armbrecht gave an update from Operational Excellence focused on a series of trial professional Master’s programs being marketed internationally. The programs have fallen short of enrollment projections revealing the complexity of program marketing. The trustees were blunt about failure to meet projected

enrollments. The conversation focused on opportunities to learn from these case studies to develop future accountability for new program targets and acceptable time frames for meeting those targets.

Respectfully submitted to the SLU Faculty Senate on Mar 10, 2020,
Brian Downes, Professor of Biology

iii. BoT Finance and Administration Committee (Jim Fisher)

Peter Benoist death

The meeting began shortly after 11:30 with expressions of prayer (Fr. Collins) and sadness at the death of Trustee Peter Benoist, Board Chair-Elect.

David Hakanson departure

Mr. Hakanson's (IT) departure was announced. He is moving to a position in healthcare IT with another organization. His six (6) years of service was acknowledged.

Coronavirus Readiness

We departed from the agenda with Jessica Evenson (Vice President for University Compliance and Ethics) who reported on Covid-19 (a novel coronavirus) preparations. These are underway (task force is focusing on "stakeholders and contingency plans") with an emphasis on communications with students and health center preparations. Certain international student populations have been advised to avoid travel (e.g., Korea) and they have complied. General appraisal of situation and likelihood of spread of virus (recall, this was several days ago) was summarized as "not if, but when." Still, tone and tenor was generally measured and calm. Housing may become an issue if there are travel restrictions or other measures requiring "social distancing." President Pestello offered verbal support for Evenson, called her a "great hire."

Casa Belize Resolutions

Moving on, a resolution on SLU Belize was passed unanimously. The resolution is somewhat lengthy (I have a copy), but in general it authorizes the establishment of two new legal entities for purposes of "international endeavors and specifically Casa Belize." Operating in Belize (e.g., supporting student study in Belize) requires the University to establish a corporate presence in Belize. Establishment of these new, separate entities will limit liability to the new entity (will not flow to SLU) and will limit disclosures of trustee information. It appears that only about 10 to 20 SLU students currently participate in the Belize program and that the legal and administrative costs in the short run will be less than \$100,000. My sense is that the University wanted to avoid disclosures of trustee information. Father Collins and Tom Nolan, voluntary SLU staffer, spoke in support and praise of the program.

Workday Implementation

Next item on the Agenda was an update on the Workday implementation, largely described by Mr. Luna (HR) and Mr Hakanson (IT). This report was a favorable one (e.g., people got paid in the new year, talent recruitment is being streamlined). The system will facilitate performance evaluation (these comments seemed to related most directly to staff). Mention was made that a 3% raise pool was

available -- 2% for merit and 1% for retaining key employees. Union employee raises are pursuant to collective bargaining agreements but likely fall in the 2% range. Provost office is engaged with ongoing non-medical faculty gender-equity pay issues.

Yet to do: Workday Student Implementation. This was scheduled to begin in the summer, but this kick-off target date is likely to be pushed further in the future. This piece of Workday implementation will be more difficult, take longer and cost more money. We appear to be among the early adopters, but not the very first.

Other Human Resource issues

2020 will include a University Feedback Survey. Data collection is scheduled August/September, with results reported in October/November.

May meeting of this committee will include an update from the University Retirement Committee.

SLU recently garnered recognition from The Women's Foundation of Greater St. Louis as among those named "most outstanding places for women to work":

<https://www.slu.edu/news/2020/february/women-workplace-recognition.php>

Financial Report

This report was somewhat abbreviated in part because we are mid-budget cycle (and not too much "new" to report) and also to allow more time for the final agenda item report on midtown redevelopment.

The Fiscal Year 2020 budget projections at this time anticipate a balanced budget (no operating profit or deficit). David Heimburger said we are on budget. Revenue is very slightly ahead of the budget (1.0%) and expenses are currently in excess of the budget by 5%. Revenue and expense flows are subject to some seasonality or cyclicity, so I would caution not to over-interpret these small variances. Next meeting should give us a better fix on where our budget will come in.

3-year plan. This approach to budgeting is new to SLU. But no report was made on this item in the Business and Administration Committee meeting. I did, however, get the impression that trustees are currently being briefed on this. The slides included in our Board Book suggest that keeping our budget in balance will be a touch-and-go proposition. Tuition and Fees (less scholarship allowances) are expected to resume growth and grow at the rate of about \$10M per year for FY21, FY22 and FY23. This will be a very tall order. Of course, we experienced no such growth in 2020 and we are headed into what is labeled by the *Chronicle of Higher Education* as the "Looming Enrollment Crisis." Kathleen Davis, our VP of Enrollment and Retention, gave her report which she summarized by saying we are "looking in good shape." At the same time, she offered the caveat that at present there is not much data to project. Still, apps up, visits up, and FAFSA filers are up. Recall that Davis's success last year was widely acknowledged, but we clearly had to pay for the influx of students with scholarship aid. This re-pricing (as I have heard President Pestello call it) has allowed us to maintain net tuition revenue but, of course, is now reflected in a higher or deeper discount rate. I think Kathleen's success was further enhanced by her decision to get those financial aid offers out early. Our competitive class of schools will likely respond

in kind. Make no mistake, Kathleen Davis is a key player as we move into the next budget cycle. Also related to enrollments, Eric Armbrrecht reported on efforts to boost graduate student enrollments, principally organized around terminal masters in which the students are typically paying tuition. I gather that Eric is spearheading a “collaborative” of master programs to 1) increase net tuition revenue, 2) develop shared services in support of recruiting students to these masters programs, and 3) generally improve our capacity and expertise to attract international students. Eric’s work thus far leads him to believe SLU is underperforming with our masters degree programs in these international markets (e.g., India). “Select Group of Programs in the Collaborative” include: Artificial Intelligence, Information Systems Management, Cybersecurity, Analytics, Leadership and Organizational Development, Strategic Intelligence, Bioinformatics, Computer Science and Software Engineering.

SLUCare.

Nothing less than a turnaround has been promised in this area. Early results (about 2 quarters) are encouraging, but much work remains. You will recall that in the recent past SLUCare was losing money. That is no longer the case. As I read the financial results summary, SLUCare has, in the current fiscal year to date, returned \$5,550,000 in net income from operations. Results from the remainder of the fiscal year will obviously be important to restore this important piece of SLU’s business model. Dr. Wilmott and the turnaround firm Alvarez and Marsal have been working, as I understand it, to improve operations (e.g., scheduling, boosting capacity), but Dr. Wilmott mentioned at our meeting that productivity improvements are still required. My hypothesis is that SLUCare also needs to get better at marketing its services. At a recent meeting Trustees asked if the School of Medicine’s tuition was priced right. As an oral report presented at the meeting suggests, SLU is currently priced at the 40% percentile, somewhat below the average for private schools of medicine.

SLU Finances

SLU debt is still rated high (but not the highest): AA by Standard & Poor’s; A1 by Moody’s. The SLU Endowment has a market value of \$1,297 billion as of December 31, 2019. (Of course, we just witnessed a big sell-off recently.)

St Louis Midtown Redevelopment Corporation

David Heimburger characterized this concluding presentation as the “feel-good” portion of the meeting. Brooks Goedecker, Executive Director of SLU’s Redevelopment Corporation, updated the committee on the various development activities and projects taking place in the vicinity of the campus, primarily in and around the area between the Frost and Medical campuses. Interest is high, proposals for development are being readily attracted, and projects are in various stages of completion. These projects include housing, office and retail space, as well as parks and recreational areas. Mr. Goedecker summarized many of the developers, their projects, and their potential impact on the school, community and other stakeholders. Investment will surpass one billion dollars and will potentially transform the area in which the school is located.

A little background and explanation from the St. Louis Midtown Redevelopment Corporation website:

To help promote and guide the further redevelopment of Midtown, Saint Louis University and SSM Health worked with the City of St. Louis to develop the St. Louis Midtown 353 Redevelopment Plan (the “Redevelopment Plan”), which was adopted by Ordinance 70428 and became effective on March 21, 2017.

The Redevelopment Plan will be administered by the St. Louis Midtown Redevelopment Corporation, organized under the Urban Redevelopment Corporations Law of Missouri, whose shareholders are Saint Louis University and SSM Health. One of the key responsibilities of the Redevelopment Corporation is to serve as an “umbrella redeveloper” tasked with overseeing and facilitating development efforts within the Redevelopment Area. To that end, the Redevelopment Corporation will review and approve plans for construction and rehabilitation of improvements within the Redevelopment Area to ensure that these projects comply with and further the goals of the Redevelopment Plan. <https://www.stlmrc.com/>

Respectfully submitted,
James E. Fisher, Professor of Marketing, Emerson Faculty Fellow, Richard A. Chaifetz School of Business

iv. BoT Development Committee (Kathleen Llewellyn)

Board of Trustees Development Committee February 28, 2020 Meeting Summary FY20 Fundraising Update:

So far in FY20 \$29.6 million has been raised. The FY 20 goal is \$75 million. Campaign Update: Raised to date: \$380,833,900 Verbal \$18,275,000 Pending \$15,007,206 Milestone Goals: \$340 million by July 1, 2019 \$420 million by July 1, 2020 \$500 million by July 1, 2021

Sheila Manion, Vice President for Development, gave a presentation on the current status of campaign fundraising. She then gave an overview of some recent fundraising events, including events surrounding Presidential Scholar interviews. A number of fund-raising events are scheduled for spring 2020. With 16 months and \$120 million to go in the campaign, Development will be focusing on: Executive Level Outreach (goal: \$50+ million) Major Gift Pipeline (goal: \$60+ million) Annual Fund (goal: \$5+ million) Sponsors Programs and Research (goal: \$5+ million)

Mr. Dave Gallagher, President-Harvest Fund Raising Counsel (SLU’s campaign consultant) gave a campaign analysis and said even though results have been good, there is some concern about meeting goals; more momentum is needed in the coming months. Current world events are having a negative impact on giving. Concerns about the coronavirus COVID-19 have depressed the stock market, and recent changes to tax law have discouraged donations. In addition, giving decreases in election years.

Future Fundraising Possibilities:

- A new Jesuit residence on campus

- Humanities Center
- Champion Center

Fundraising Focus Topic: Making a Modern-Day Medical School, presented by Chad S. Miller, MD. Senior Associate Dean, Undergraduate Medical Education. The goal of the SLU School of Medicine is to develop outstanding physicians who embody the spirit of *cura personalis*. The SOM seeks to prepare students to excel in residence, to cope with the rigors and challenges of medical practice, and to develop healthcare leaders of tomorrow in research, clinical practice, policy, and education with knowledge rooted in Jesuit values and the Jesuit mission.

Major Medical Education needs include:

- Sustainable financial support for time to teach, evaluate, and provide feedback to students
- Personnel dedicated to faculty development
- Personnel and resources dedicated to mental health and learning science
- Space for active learning: a 360 Classroom.

Report prepared by Kathleen Llewellyn, Professor of French in the Department of Languages, Literatures, and Cultures, based on report information provided by Sheila Manion, Vice President for Development.

v. **BoT Medical Education and Clinical Affairs Committee (Medhat Osman)**

Dr Osman unfortunately did not receive an invitation to the meeting. In lieu of a report from that meeting, he submits the following report on the recent SOM Dean's town hall meeting which was focused on sharing the good news about SLUCare and compensation, and which was reported to the Board of Trustees on February 26, 2020. Here are the highlights (for 7/1/2019 -12/31/2019) with Dr Osman's comments in blue:

-- Clinical volume increase 12.9% compared to the prior fiscal year resulting in increased revenues of nearly \$18.9M - *With the Coronavirus problem the expectation is it not going to be good news in the second half of the year.*

-- of 187 of 407 total faculty received increases that average 6.5%. *To the best of my knowledge, the range is 2-10% and the metrics used in who received 2% vs. who received 10% are not clear.*

-- 211 faculty salary did not receive an adjustment as they met the productivity standard. *There are still significant discrepancies between productivity reported by departmental business directors and SOM reports. I brought this up during the town hall meeting and Karen Davis, interim CEO of SLUCare, requested that I send her an email and she would look into this matter.*

-- 18 faculty were eligible for decreases, ultimately 3 faculty received decreases. Currently, median SLUCare faculty compensation has been increased to the 31st percentile (AAMC). *The Dean stated that he hopes to bring ALL to the 50th percentile. Again, the financial impact of the coronavirus could be very bad and prevent any upward salary adjustments.*

Respectfully submitted,

Medhat Osman, M.D., PhD, Professor of Radiology, Director of Nuclear Medicine

vi. BoT Investment Committee (Naresh Bansal)

The Investment Committee met on Feb 28th (Friday) at 11:30 am. An endowment report was presented, which included review of recent performance and overall asset allocation. It was reported that the endowment's asset allocation is within the ranges of the policy target. There was also discussion on the endowment fee; the discussion on fee will continue into the next meeting in month of May. I plan to present an in-person update at the faculty senate meeting that occurs after the May meeting of the Investment Committee. The committee went into executive session at 12:30 pm.

Respectfully submitted,
Naresh Bansal, Father Davis Professor, Finance

vii. BoT Marketing and Branding Committee (Brad Carlson)

For the first time, possibly ever, admissions and Marcom are working together to increase yield marketing (i.e., increasing the number of accepted applicants who make a deposit to attend SLU). The results are very positive and allow for marketing efforts that are focused on both mass appeal (e.g., general mass marketing via social media and the website) and personalization (e.g., personal phone calls to every accepted student).

With the integration of Salesforce in recent years, the university is now able to collect and analyze a vast amount of information about potential students, visitors to our website, and how specific viewing behaviors on the website translate to applying, visiting, and ultimately enrolling at SLU. It also allows marketing efforts to be uniquely tailored to each individual. Based on this intricate data, visitors to the website will view a customized page with reminders relevant to their specific interests and journey. For example, if a student has applied, shown an interest in marketing, and their application has been accepted, the home screen they view will showcase a direct link the undergraduate degree program in marketing as well as pop-up reminder w/link to submit their deposit. All of these initiatives are much improved from a few years back.

It is too early to know where we stand regarding enrollment numbers for next year.

The success of Billiken's athletics is a major influence on prospective students at a national level. The university website had tremendous spikes in traffic coinciding with the Billiken's men's basketball team appearance in the NCAA Tournament last year.

From me: This is an important point to communicate to faculty to reiterate that student athletes have a dual purpose while at SLU: 1) to grow as a student and strive for success in the classroom, and 2) to grow as an athlete and strive for success on the field or court with their teammates and in doing so, bringing visibility to the university that ultimately enhances the reputation of SLU. I continue to hear stories of some faculty who are not supportive of students who

have to miss class due to SLU sports and, in some cases, will not make an effort to accommodate those students when they must travel for official athletic events. This type of mentality is detrimental to SLU and SLU Athletics.

Respectfully submitted,
Brad Carlson, Pierson Chair in Marketing

Dr Carlson sent four further documents from that meeting (including the February 2020 Marketing and Branding Committee Report and the Minutes of the December 5 2019 Marketing and Branding Committee Meeting). If you would like copies, please email Ruth Evans (ruth.evans@slu.edu).

viii. BoT Mission and Identity Committee (Eleonore Stump)

The Trustees subcommittee on mission is strongly committed to doing what it can to maintain and further the Jesuit Catholic mission of Saint Louis University. In addition to all its other work, at its most recent meeting this committee was largely focused on an in-depth discussion on the mental health and wellness needs of students, faculty and staff and the different supports that the office is attempting to implement in order to contribute to meeting those needs.

Respectfully submitted,
Eleonore Stump, Robert J. Henle, S.J., Professor of Philosophy

10. Reports from Senate Committees

i. Academic Affairs (Stephen Casmier)

Academic Affairs Committee Report to the Faculty Senate March 17, 2020

The Academic Affairs Committee met on March 3, 2020.

New Co-Chair

The Committee agreed to appoint Sally Beth Lyon (SOE) as co-chair of the AAC.

Workload Policy

The AAC plans to submit a report at the May, Faculty Senate meeting on Workload Policy Implementation. The draft report examined six points provided by the Provost's office that should be on the unit's Work Load Policy. Most units are compliant with four of six points. Most units seem to be non-compliant with two of the six points: Only 25% to 26% of units compliant with the requirements that: 1) they provide the "manner in which workloads will be administered for sponsored program responsibilities and assignment to their restricted sources of support, and 2) they proved a "general description about the process by which workloads are established for each faculty member on an annual basis." The final report is likely to recommend:

- That units to update their policies and bring them into compliance with items 5.5 and 5.6 of the Provost's requirements.
- A survey be conducted next year of Faculty concerning the transparency and equity of their unit's Work Load Policy.
- The AAC will present the report and recommendations at the May Faculty Senate meeting.

Long Term Contracts for NTT Faculty

The AAC reviewed and approved a “Template for Review of NTT Positions” that each committee member would fill out for his or her unit and make a report at the next meeting. The report will then be reviewed and summarized by a committee member outside the unit. Need to seek input from faculty on the Medical School campus. The AAC will submit a final report to the Faculty Senate in May that would review the different uses of NTT contracts in different units which will be part of deliberations concerning the use of long-term NTT contracts and their relationship to the support for academic freedom and Tenure Track positions at Saint Louis University that was part of the report sent to the Senate by the AAC last spring.

Academic Portfolio Review

The AAC discussed the inadequacies of Mark Knuepfer’s report to the board of Trustees concerning Academic Portfolio Review: 2 Phase I Undergraduate Programs “The committee started with a list of 120 undergraduate programs [...] a total of 78 majors/minors will undergo further analysis.” Graduate Programs “The committee reviewed [...] 126 programs. The result was 47 graduate programs that are exempt from further review and 42 graduate programs that will undergo further analysis.” Phase II “This phase will seek information from a variety of sources to better understand the 78 undergraduate and 42 graduate programs not exempted from further review.” The committee agreed to express its profound disfavor to the Faculty Senate that the APRC was not forthcoming and transparent by disseminating to the entire faculty the names of the programs that are exempt from review and of the 78 undergraduate and 42 graduate programs not exempted from further review.

ii. Governance Committee (Wynne Moskop and Kathy Kienstra)

No report.

iii. Budget and Finance Committee (Theodosios Alexander)

No report.

iv. Compensation and Fringe Benefits Committee (Chris Sebelski)

The 2019-2020 Charges of the CFBC of the Faculty Senate with current progress/status reported beneath each item in italics. The CFBC respects that in these unprecedented times the current status and plans may change as other issues are re-elevated and/or items are suspended per the global public health needs. As always, please reach out to a member of the CFBC with any questions/concerns.

One such item that will be evolving is the scheduled Lunch and Learns with David Heimburger, CFO of SLU, on the topic of the endowment spend. The on-site meetings on March 25 and March 27 from noon – 1 pm are canceled. We are currently working with him to schedule a ZOOM session on this topic for this semester. More news to come.

Continued and active engagement with all levels of the University to educate, inform, and discuss the issues of equity, compression and inversion of Faculty compensation at Saint Louis University and higher education.

Engage in active dialogue with Provost's office, Faculty Senate Academic Affairs Committee on annual faculty review processes, transparency of processes, and interlink with forward thinking merit awards versus cost of living/labor / market equity adjustments.

Via the CFBC, the faculty has been represented with a voice at the table in a variety of venues and meetings: the President's Cabinet (twice since January), meetings with the Interim Provost, presented at the Dean's Council with the Interim Provost, and met with the Interim Dean of A&S. There have also been presentations at the Faculty Council of A&S and one scheduled (and since deferred until late March) to the SON.

The discussions and presentations focus on the 3% aggregate pool of compensation that is anticipated for approval by the Board in May. The CFBC is advocating that 1% (at minimum) should be held at the University level for distribution to address internal equity issues within the SLU community. 2% will be held at the level of the College and will be distributed based upon merit. The CFBC is advocating for an aggregate examination of productivity by the faculty for the distribution of merit. This would mean that the accomplishments of the faculty for the past 2 years and the current year would be considered for the distribution of merit.

Continued advocacy for implementation of Faculty Leave Benefits that at minimum equitable to the benefits of SLU Staff members.

These policies have been put in place for the majority of the SLU community with the exception of the SLUCare faculty. There have been several outreaches to representatives in the SOM and SLUCare. In addition, as of late February, there are tentative plans to meet with Mickey Luna, VP of HR, to continue to discuss. Please see the posted policies on the Provost's website.

v. Gender Equity Committee (Kristin Wilson)

No report.

vi. Workday Committee (Elaina Osterbur)

No report. See the latest on Workday here: <https://www.slu.edu/its/about/services-and-products/workday/index.php>. N.B. The Covid-19 situation will almost certainly hold up the planned scheduling of the Finance modules going live on July 1, 2020.

vii. Policy Review Committee (Rob Hughes)

The Policy Review Committee discussed the Copyright Compliance and Use Policy and the Policy on Civil Discourse Speech and Expression.

The first is a rather broad policy that establishes a baseline for Copyright compliance at SLU. There was broad agreement with most of the policy which will be subject to some edition and refinement before it is voted on.

The second, which I believe will be renamed Civil Discourse, Speech, and Expression Policy is likewise still being revised before a vote is taken.

11. Reports from Faculty Assemblies/Councils

School of Medicine

Note: the ECFA meets on the 3rd Thursday of every month at 3 PM. Please contact me if you have any concerns or issues you would like to be included on the ECFA agenda. scott.isbell@health.slu.edu

Updates from the SOM Executive Committee of the Faculty Assembly (ECFA), T. Scott Isbell PhD, DABCC |Chair, School of Medicine ECFA

For the past year, the ECFA has been working closely with the Office of Faculty Affairs & Professional Development and directly with Dean Wilmott to address faculty concerns and issues. I would like to take a moment to share with you some of the accomplishments of these joint efforts.

Accomplishments and Ongoing Initiatives

- In response to faculty concerns raised about how searches for school of medicine leadership positions were being conducted Dean Wilmott convened a task force to develop a formal policy and process for SOM that promotes diversity, equity and transparency in the hiring. In the interim Dean Wilmott released a memo with search requirements.
- With respect to search committees, Dean Wilmott has engaged and continues to engage the ECFA to review search committee membership.
- ECFA members have been or are included in the following searches:
 - Vice Dean of Diversity, Equity and Inclusion
 - Chair of Surgery [ongoing]
 - Chair of Anesthesiology
 - SLUCare CMIO
 - SLUCare CEO
- To provide an outlet for faculty concerns and ensure good communication between the Dean and the ECFA, Dean Wilmott established a standing monthly meeting between himself and the Chair of the ECFA.
- To provide the faculty with a public forum to raise issues and request information from SOM leadership, Dean Wilmott has charged the ECFA with drafting the agenda for general faculty meetings. Please contact Dr. Heidi Sallee (Faculty Secretary) if there are general faculty meeting agenda items you would like the ECFA to consider. Next general faculty meeting is May 11th at 5PM.
- In response to concerns from faculty about the lack of official policies and procedures easily searchable by SOM faculty, Dean Wilmott created a SOM Policy Review Committee and charged this committee with compiling all SOM policies and procedures into PolicyStat (a searchable online database where policies and procedures can be stored, reviewed, approved).

- In collaboration with the Committee on Faculty Affairs the ECFA is reviewing the School of Medicine Bylaws and Constitution with a goal to look for opportunities to further enhance shared governance within the School of Medicine. None of these accomplishments would have been possible without a close working relationship between the Dean of the School of Medicine, the Office of Faculty Affairs and Professional Development and the Executive Committee of the Faculty Assembly. The ECFA is appreciative of Dean Wilmott and Dr. Jane McHowat, Vice Dean of Faculty for actively seeking our input on behalf of the faculty body.

Reports from the Faculty Assemblies/Councils of CAS, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated units: CADE, SLUCOR, and Phil & Letters will be held over until the April 14 Senate meeting.

12. Old Business

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

Postponed until April meeting.

13. New Business

14. Announcements

2020 Norman White Engaged Scholarship and Service Award. Due date for materials: Friday, April 17. Send nominations and self-nominations to Dr Michael Mancini.

15. Adjournment