

**Faculty Senate Meeting Agenda**  
**Tuesday March 21, 2023, 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)

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| 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 Reflection (Toby Benis)  | 3:32 |
| 4. Approval of February minutes (separate attachment)   | 3:37 |
| 5. Presentation on the state of SLU marketing and communication,<br>Anita Borgmeyer, the new VP for MARCOM  | 3:45 |
| 6. Old Business   | 4:25 |
| 7. Reports and information from committees  | 4:45 |
| a. Academic Affairs Committee (AAC)   |      |
| b. Compensation and Fringe Benefits Committee (CFBC)  |      |
| c. Faculty Governance Committee   |      |
| d. Joint FS/Provost Budget and Finance Committee (FSBFC)  |      |
| e. Joint FS/Provost Gender Equity Committee   |      |
| f. University Policy Review Committee   |      |
| g. Undergraduate Academic Affairs Committee (UACC)  |      |
| h. Graduate Academic Affairs Committee (GAAC)   |      |
| i. Faculty Senate Board of Trustees representatives   |      |
| 8. Reports and information from Councils & Assemblies   | 5:00 |
| CAS; CPHSJ; Doisy; Libraries; SOB; SOE; SOL;<br>SOM; SON; SPS; SSE; SSW; Unaffiliated Units   |      |
| 9. New Business   | 5:15 |
| 10. President's report and Announcement information   | 5:25 |
| 11. Adjournment   | 5:30 |

Future meeting plans in development:

## Faculty Senate Meeting Agenda Tuesday February 21, 2023,

1. Call to Order

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 Reflection: Matt Ryan

4. Approval of January minutes: Approved

5. Process of determining new benchmarks for compensations and benefits (Chris Sebelki, Chair-Compensation & Fringe Benefits Committee, Mike Lewis, Provost, Stacey Harrington, Associate Provost) Q&A [see slides]

- Two main goals: Establish stable pool of money to adjust salaries in SLU community; implement best practices of compensation
- Philosophy: target salary of faculty will be between the 40<sup>th</sup> – 60<sup>th</sup> percentile of discipline, rank and tenure status. To have clear target we need a list of universities that are most similar to SLU, not aspirational.
- Picked schools from College and University Professional Association. Institutional and salary data is drawn from this data set for the institution not individuals.
- Deans were provided a list from this data base and the deans chose among these. Their votes resulted in 46 institutions.
- A task force from each unit will then select 30 institutions that most accurately represent/alight with their unit. The task forces are being asked to name 30 because not all institutions report every year. (by 3/1/23)
- The information will be shared with the faculty senate CFB, the Provost and the SLU OIR for utilization to determine equity in terms of gender/race first, then market
  - If there are inequities, the provost's office will direct those adjustments to be made.
  - Equity will be assessed more so internally than externally.
  - If there are no comparison programs how is one to compare with external institutions. The vast majority of disciplines have been able to be benchmarked against the peer institutions. This year the idea is that we will use a similar or like department as a best guess. Health care ethics, nutrition and dietetics, and public health are examples where there are no good comparison units.
  - Every institution is unique, we recognize that and SLU still needs at high level a way to compare for compensation metrics at the aggregate. Institutions that look something like us. If we want to see salary increases so we need to figure out how best to make the argument.

- Classification of instructional program (CIP) codes are used not where the program is located [You can find these for 2020 <https://nces.ed.gov/ipeds/cipcode/default.aspx?y=56> ]
- Faculty base salaries are compared to benchmarks. Supplemental, overload, and administrative stipends, and fringe benefits are not included in the comparison.
- As a reminder, the salary studies and compensation information can be accessed through the Provost's website: <https://www.slu.edu/provost/index.php> If you are off campus, you will need to be logged in via Global Protect and your SLU ID to access the files
- Merit and equity are considered separately.

6. The Norm White Award (Mike Mancini) The nomination process for the Norman White award for engaged scholarship and service is now open. Full time tenure track or non-tenure track faculty, minimum 4 years of employment at SLU. Three areas that the committee focuses on are: promoting healthy individuals, families, schools, organizations and communities work that focuses on alleviating poverty, violence, injustice, illness and inequity, and or advocating for social justice through policies, programs and practices that focus on dismantling systems of oppression. For additional information see the attached flyer (see attached)

7. Old Business: Faculty Manual Amendments: The amendments were approved (vote 36 in favor, 1 opposed)

#### 8. Reports and information from committees

##### a. Academic Affairs Committee (AAC) Completed bylaws

- Compensation and Fringe Benefits Committee (CFBC) See attached report
- Faculty Governance Committee See attached report (reviewing bylaws, reviewing concerns about workload policy, and still need members for the committee from CPHSJ, SSE)
- Joint FS/Provost Budget and Finance Committee (FSBFC) See report (we have discussed what we want considered for FY2024 budget including addition of inflation into compensation pool in addition to merit and equity; appreciate progress made on many issues including return of the full match, consideration for ombudsperson, and alternatives for childcare facilities).
  - Note: There were some discussions about the pros and cons of making adjustments for inflation including the requirement that this would change the compensation philosophy. For additional information on the FSBFC see attached report.
- Joint FS/Provost Gender Equity Committee : No report
- University Policy Review Committee Need new member for the semester
- Undergraduate Academic Affairs Committee (UACC): No report
- Graduate Academic Affairs Committee (GAAC): No report
- Faculty Senate Board of Trustees representatives: Will report at next meeting.

#### 9. Reports and information from Councils & Assemblies

- CAS: Looking at workload policies; the Provost confirmed that the profit and loss statements do not refer to a pot of money that each unit.
- CPHSJ: Continuing with Dean search, almost ready to invite candidates. We have 3-4 candidates that we are planning to bring to campus. Some of our candidates are in multiple searches. Also, working on workload policy.
- Doisy: Nothing to report
- Libraries: Nothing to report
- SOB: Nothing to report
- SOE: Nothing to report
- SOL: Nothing to report
- SOM: The Dean has charged the executive committee of the faculty assembly to develop a process that engages the faculty in the development of a SOM faculty manual for the faculty members of the SOM who also have SSM clinical agreements. We are currently creating this process.
- SON: Nothing to report
- SPS: Nothing to report
- SSE: In the process of having candidates for permanent dean coming on campus. Sometime before the beginning of spring break we anticipate completing the visits. The search committee seem pleased with the candidate pool. Working on numerous policies..
- SSW: We are renewing a number of policies and have some faculty and staff searches.
- Unaffiliated Units: Nothing to report

## 10. New Business

### 11. President's report and Announcement information (see attached slides)

- Please note that the FSEC has at-large positions and the faculty senate secretary position open. Nominations will be due in the March meeting, after which we will have forums and we will vote at the FS April meeting.
- Contract with bookstore is ending and SLU is in a position to put out an RFP to a few different vendors. A survey will be distributed. The information from this survey will be used to develop the RFP distributed to vendors.
- The I-9 process has created substantial problems for hiring student workers. Meetings with HR have resulted in the development of a better process. If you use student workers and are able to speak with HR to provide feedback about the new process please contact Chris Rollins at [christine.rollins@slu.edu](mailto:christine.rollins@slu.edu)

## 12. Adjournment

Future meeting plans in development: Anita Borgmeyer, VP for Marketing and Communications (MARCOM) will present at March meeting

**Participants**  
**School of Medicine (15 Senators)**

Katherine Christensen (2020-2023)  
Marie Philipneri  
Phillip Rupert  
Hany Elbeshbeshy  
Jabon Ellis

Jaya Gnana-Prakasam  
T. Scott Isbell  
Meadow Campbel for Aidan Ruth  
Jennifer Cash  
Farzana Hoque

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**College of Arts and Sciences (8 Senators)**

Chris Duncan  
Scott Harris for Joel Jennings  
Toby Benis  
Stacey Harris

Hisako Matsuo  
Stephen Casmier  
Zhenguo Lin

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**School of Science and Engineering (4 Senators)**

Ray LeBeau (for Jeff Ma while Jeff is on  
sabbatical)  
Riyadh Hindi

Paul Jelliss (Ajith Karunaratne while Paul is on  
sabbatical)  
Amina Mohammadalipour

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**Doisy College of Health Sciences (4 Senators)**

Kitty Newsham  
Barb Yemm

Mike Markee  
Chezna Warner

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**Richard A. Chaifetz School of Business (4 Senators)**

Frank Wang

Noni Zaharia

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**Trudy Busch Valentine School of Nursing (4 Senators)**

Kathleen Carril  
Kathleen Armstrong

Pat Freed  
Alison Kuhn

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**School of Law (3 Senators)**

Doug Williams

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**College for Public Health and Social Justice (3 Senators)**

Kimberly Enard  
Kathleen Gillespie

Min Qian for Katie Stamatakis

**School of Education (2 Senators)**

John James

Jody Wood

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**Social Work (2 Senators)**

Stephen McMillin

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**University Libraries (2 Senators)**

Angela Spencer

Matthew Teugel

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**School for Professional Studies (1 Senator)**

Maria Weber

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**Independent Units (1 Senator]  
[ESL & CADE]**

Matt Ryan

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**Faculty Senate Executive Committee**

Terry Tomazic, President
Chris Rollins, President Elect
Beth Baker, Secretary
Sally Beth Lyon, Member-at-Large
Sherry Bicklein, Member-at-Large
Theo Alexander, Member-at-Large
Joe Lyons, Member-at-Large