

Faculty Senate Meeting Agenda
November 12, 2019
Location: Chaifetz School of Business AB Auditorium
Time: 3:30-5:30

1. Call to Order
2. Roll Call
3. Moment of Silent Reflection
4. Approval of October Meeting Minutes (10/15/2019). Sent separately.
5. Mark Knuepfer: report on Joint Faculty Senate-Provost's Office Portfolio Review Committee
6. Ellen Carnaghan (UUCC): report on the Core
7. Kristin Wilson: report on Joint Faculty Senate-Provost's Office Gender Equity Committee and Faculty Fellow for Equity Issues
8. Reports from committees:
 - 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 Sebelski)
 - v. Workday Committee (Elaina Osterbur)
 - vi. Policy Review Committee (Rob Hughes)
9. Reports from Faculty Assemblies/Councils
CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated units: CADE, SLUCOR, Phil & Letters
10. Old Business
11. New Business
12. Announcements
13. Adjournment



**Faculty Senate
Meeting Minutes
November 12, 2019
Chaifetz School of Business, Busch Auditorium**

Senators in Attendance:

CAS: Erica Salter (Proxy: Harold Braswell), Rob Hughes, Kathryn Kuhn (Proxy: Joel Jennings), Julia Lieberman, Julie Howe, Pascale Perraudin, Scott Ragland, Wynne Moskop, Phil Gavitt, Stephen Casmier, Jim Burwinkel. **TBV-SON:** Jean Krampe, Renee Davis, Elaine Young. **Doisy:** Julie Howe, Randy Richter. **SPS:** Joe Lyons. **CPHSJ:** Stephen McMillin (Proxy: Sabrina Tyuse), Jesse Helton, Kristin Wilson, Beth Baker. **Chaifetz School of Business:** Frank Wang, Olgun Sahin, Nitish Singh. **Parks:** Silviya Zustiak, Ronaldo Luna (Proxy: Hulyar Mallikarjuna), Theo Alexander. **SOE:** Mark Pousson, John James, Sally Beth Lyon. **Law:** Kelly Mullholland, Robert Gatter, Marcia McCormick. **SOM:** Barry Duel, Andrew Butler, Dawn Davis, Bilal Khalid, Miriam Rodin, Austin Dalrymple, Amy Ravin, Adam Merando, Stephen Osmon, Mirjana Vustar. **Libraries:** Lynn Hartke, Amy Pennington, Matthew Tuegel. **Unaffiliated Units:** Paula Buchanan. **FSEC:** Keon Gilbert, Stacey Harris, Doug Rush, Medhat Osman, Terry Tomazic, Ted Vitali.

- I. Meeting Called to Order: 3:35
- II. Moment of Silent Reflection for students, faculty, staff and administrators.
- III. Minutes approved with change regarding Business School's note about not being able to absorb the CORE.

Commented [RE1]: ?

IV. Portfolio Review Committee: Mark Knuepfer

Website has information regarding Portfolio Review:

<https://sites.google.com/a/slu.edu/academic-financial-planning-and-portfolio-review/academic-portfolio-review?pli=1&authuser=1>

Committee has separated into 2 groups, one to focus on undergraduate programs and the other on graduate programs.

Phase 1 is to quickly review programs that are performing well enough and to take them off the list for any further review. Current plan is to complete the phase 1 process within a month.

In late September, metrics were published for undergraduate program review.

If information is needed from or about programs, it will be requested from Deans in December and January.

Q&A

Q: What are the metrics that were published in September and are they published online?

A: Net tuition revenue and enrollment are two broad metrics. Data is not complete. Many programs have 1 or no graduates within a 5-year time frame. Committee will also review program minors. The current data is incomplete on the number of programs from OIR.

Q: What is meant by program [Definition of program]?

A: Degree programs and certificates. Steve Sanchez noted that many certificate programs can be expensive in regard to some costs being associated with accreditation.

Q: Are programs reviewed by the courses contributing to that degree or only courses within a department granting that degree?

A: Not clear. Additional data will be needed to verify the data the committee has received.

Q: What are the issues with OIR data? If a student has multiple majors—is that data available or clear?

A: There is a list of programs with multiple majors. Only 16 students have three majors.

Q: If departments and programs may be supporting other programs how is that reflected in the data?

A: Program directors, chairs and deans will be responsible for making sense of those issues during the second phase.

Q: What is the timing for phase 2?

A: November to May Timeline:

- The committee will go to program directors around mid-December. The committee will have open fora.
- Phase 2 should be completed in April.
- In January, the committee will want to have data to look at programs alongside program directors to have an understanding about the interest of programs. We know there is an imperfect data set.
- The committee hopes to have a more complete dataset by February or March provide a list of programs that can be sunsetted in May.
- Phase 2 should be completed in April.

Q: Are there any more insights into the committee charge from the Provost? Is the charge to save money or eliminate programs for the sake of reducing the number of programs? Is this an issue about the size of the program, number of faculty (full time and part time), cost of running the program? Does the data get us to a money saving solution or program reduction/elimination?

A: There was a letter sent to the Provost with similar questions. The committee is looking at the viability of programs.

Q: Are you communicating only with program directors and chairs or one or the other?

A: Everyone needs to be involved. Program directors may know the most about the program but realize chairs want input and want to be involved.

Q: What about university-wide minors?

A: It is not clear. Programs will not be recommended for discontinuation until consultation with those involved in the program has taken place.

A reminder of *Faculty Manual* procedures was provided by Doug Rush. He noted that there is a process outlined in the *Faculty Manual* that will have to be followed if programs are being reorganized or discontinued – this process will take some time to carry out, which will prevent any immediate changes to the faculty taking place.

V. University Core Curriculum Update: Ellen Carnaghan

Thanked everyone for the energy and care brought to the process.

Draft of the common core proposal was released on October 1, 2019.

Colleges are reviewing proposals and will provide questions and voting results.

Responses can go directly to Ellen Crowell or to the Core email address.

Committee will work until January 2020 to incorporate requests and provide updates to finalize the core proposal.

Final core proposal will be sent to faculty by 3rd week in January 2020. March 1, 2020 will be the deadline for university vote. Committee work and process are on track to meet the HLC's deadline

To date, Parks College has provided a response to the Core Committee.

Q&A

Q: What happens if resolving issues past March 1? What will be the response from the HLC?

A: HLC has the ability to sanction the university for failing to comply. Committee wants to make every effort to meet/stay within the proposed timeline.

VI. Office of Gender Equity Committee and Faculty Fellow for Equity Issues: Kristin Wilson

Committee has begun meeting and establishing tasks to carry out the committee's charge.

May 2017: recommendations on next steps around gender equity.

Provost Nov 2018: committee on Gender Equity was established.

May 2019: committee began to meet, co-chaired by Kristin Wilson and Chris Rollins (Law). Committee is in need of representatives from Business School. Madrid is also represented on the committee and invited to participate in meetings. The committee meets monthly in addition to smaller work groups meetings

Initial workgroups: compensation, gender related issues with NTT, faculty search for faculty fellow is occurring. Faculty Gender Equity Fellow search committee will meet soon to move the process forward.

In October 2019, the committee requested that the Provost provide a faculty raise pool. If there will not be a universal raise pool, can funds be made available to address gaps in pay?

VII. Reports from Standing Committees

Academic Affairs: continuing to review workload policy issues, committees are working to identify issues within their colleges and schools

Governance: none

Budget and Finance: Theo Alexander

Three-year financial plan workgroup. Three meetings with presentations from the CFO about the university's budget process. The BF Committee is developing bylaws about how the committee will operate.

Q&A:

Q: Is there a budget for the Core? Will it include money for adjunct instructors, administrative roles? How will departments be affected by any demands on the department?

A: Committee does not have any current information about the Core. Committee has seen some information about the Core's budget. University is working on a 3-year financial plan to be presented to the Trustees in the current FY.

Compensation and Fringe Benefits Committee: no report

Work Day Committee Report: written report will be circulated.

Policy Review Committee: Rob Hughes

Haven't met since last senate meeting. Will meet next week.

Committee does not meet in the summer.

Q: Is the committee establishing workgroups to look at specific policies? How are these committees working to develop policies?

A: The university hired 1-2 new admins to address and develop policies at the university.

Q: Many of the people on policy committees do not understand policies. There is some disconnect between staff and faculty and they may not understand the interests of the other.

A: Committee has not seen any new policies that has been directly challenging to faculty

Q: Can you please bring any policies related to academic affairs to senate?

A: The committee will.

Q: Some policies have 30-day review and comment time periods, does your committee review those?

A: Yes, the committee does review these. There is a central repository for university level policies under the my.slu tab (PolicyStat) and links to the policy text.

VIII. Assemblies and Council Reports

Doisy: council met today, most of the conversation was related to the Core.

Q about the calendar: has the calendar for the next academic year been changed?

What are the contract dates for the new academic year?

A not sure. The 2021-2022 academic calendar will return to the usual time frame.

Q: can we get some information to be sure that the change is final?

A: not sure who to respond... the Provost may need to get clarification out.

CAS: Last meeting was about the Core. Settled on a procedure to collect more information. There were multiple items within the CAS which includes questions or other items related to specific interest groups that need to be discussed and agreed upon.

Commented [RE2]: ? about what?

Commented [RE3]: ? Can anyone be more precise?

Philosophy and Letters: No formal report. On June 30th, Current Director will step down. Randy Rosenberg will replace him. The process is not a formal search process. It requires other stakeholders (the Archbishop; the Provincial) and does not fall within the guidelines of the *Faculty Manual*.

IX. Old Business: None

X. New Business

There should be a discussion of a future day resolution to address the workload policy of the SOM to help facilitate SOM faculty to participate in shared governance.

There is no %FTE within the SOM unless it is an administrative role.

Q: Are contracts within the SOM that do not allow for any service obligation?

A; Yes, RVUs (relative value units: a way of calculating how revenue is generated from Medicare payments) have to be produced in order to receive credit. This mostly affects those with clinical appointments

Commented [RE4]: Word missing here?

Several issues were discussed within administrative structures at the SOM. These issues include: the SOM and university are pushing RDUs, there has to be time for service obligations, the metrics for SOM keep changing and it makes it difficult to manage the metrics and how to account for the administrative or service time. There have been exclusions such as the Senate meetings. Some clinical faculty will have to make up the time for meetings such as Faculty Senate. SOM faculty are to generate revenue, service time is considered "functionally" not to be part of workload. RDUs are calculated and faculty are not in charge of some of the scheduling. FSEC will take up this discussion and continue to gather feedback.

XI. Announcement: None

XII. Meeting adjourned: 4:47pm

Respectfully submitted

Keon L. Gilbert, Secretary

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