

Faculty Senate Meeting Agenda
January 14, 2020
Location: Il Monastero, 3050 Olive Street
Time: 3:30-5:30

1. Call to Order
2. Roll Call
3. Moment of Silent Reflection
4. Approval of December Meeting Minutes (12/10/2019). Sent separately.
5. FS President Report
6. David Heimburger: Budget update
7. Resolution Requesting President Fred Pestello to Urge Unit Administrators to Support Participation in the Faculty Senate (Stephen Casmier)
8. Reports from Senate 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 Sebeliski)
 - v. Workday Committee (Elaina Osterbur)
 - vi. Gender Equity Committee (Kristin Wilson)
 - vii. 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
January 14, 2020
Il Monastero**

Senators in Attendance:

CAS: Erica Salter, Rob Hughes, Kathryn Kuhn, Simone Bregni, Julie Howe, Pascale Perraudin, Scott Ragland, Wynne Moskop, Phil Gavitt, Stephen Casmier (proxy Toby Benis), Jim Burwinkel.

TBV-SON: Jean Krampe, Renee Davis, Elaine Young, Karen Moore.

Doisy: Mitzi Brammer, Sherry Bicklein, Julie Howe, Randy Richter.

SPS: Joe Lyons.

CPHSJ: Stephen McMillin, Jesse Helton, Kristin Wilson, Beth Baker.

Chaifetz School of Business: Frank Wang, Olgun Sahin, Nitish Singh.

Parks: Silviya Zustiak, Ronaldo Luna (Proxy: Huliyar Mallikarjuna), Theo Alexander.

SOE: Mark Pousson, John James, Sally Beth Lyon.

Law: Kelly Mullholland, Robert Gatter.

SOM: Barry Duel, Andrew Butler, Dawn Davis, Miriam Rodin, Austin Dalrymple, Amy Ravin, Stephen Osmon, Mirjana Vustar, Marie Philipneri, Ángel Baldán

Libraries: Lynn Hartke, Amy Pennington, Matthew Tuegel.

Unaffiliated Units: Paula Buchanan.

FSEC: Ruth Evans, Stacey Harris, Doug Rush, Medhat Osman, Terry Tomazic, Ted Vitali.

- I. The Meeting was called to order at 3:35 PM.**
- II. A moment of Silence was offered to reflect on work and challenges ahead in 2020.**
- III. The minutes of 12/11/2019 were approved, subject to the addition of attendees and some minor corrections.**
- IV. Faculty Senate President's Report:**

President Ruth Evans presented the temporary Secretary for the FSEC (Dr. Andrew Butler, SOM) to the Faculty. Dr. Butler will take the role for the Spring Semester while Keon Gilbert is taking a sabbatical.

Academic Portfolio Review: Dr. Mark Knuepfer conveyed to President Evans that the Academic Portfolio Review committee are working on a draft report, anticipating completion by January 24th.

Common Core: RE reported that the UCC would like more time to work on the revision of the Core. A Senator asked President Evans when the revised proposal(s) on the Core will be sent out for comment. President Evans responded that no information was available but will seek information. The revised Core proposal will be voted on by every unit by March 20.

Transition to Workday: President Evans noted that Elaina Osterbur will be giving a report later in the meeting. For questions about Workday, please email Jackie

Manikam. HR modules are live, while finance modules will go live July 2020. The move will have a greater impact on unit administrators compared to Faculty. Eventually the day-to-day operations of the University will move from Banner into Workday. Some Senators expressed anxiety about whether information can be transferred. President Evans stated that this should not be an issue

Undue Donor Influence Report: President Evans noted that FSEC forwarded the report provided to the FSEC on March 9th 2019 to President Pestello for his response. President Evans received a draft response on 12/29/19. Ruth read out a summary of the draft response to the Senate, stating that President Pestello believes that common grounds on the issue should be possible, and that he would send the report to Jessica Evenson for her to work with the Senate and other parties on the recommendations. The FSEC had no further comments. President Evans hopes that this will initiate a wider discussion on the recommendations of the report.

New staff in the Office of President Pestello: Ashley Jost has been appointed Director of Presidential Communications.

Search Committee for new VP of Student Development: Doug Williams is organizing a national search. Interviews with candidates are anticipated to occur in late May; President Pestello hopes to have someone in place by June.

Dean Searches (CAS/TBVSoN/Chaifetz): Four candidates for CAS coming to school in Jan and Feb (open forums); TBV Sch. of Nursing has secured a good person; Chaifetz search is ongoing (search committee formed; hiring firm bought in to help with recruitment. Airport interviews are anticipated within the next two months with the goal of should hiring by July 2020).

A Senator asked whether the departure of Dr Kent Porterfield offered an opportunity to restructure Student Development (for e.g., moving it back in to Faculty Affairs). RE noted that this would be put on the agenda when the FSEC next meets with the Provost.

V. Resolution Requesting President Pestello to Urge Unit Administrators to Support Participation in the Faculty Senate (Stephen Casmier)

A Motion to discuss sending President Pestello a memorandum on the issues facing Faculty participation in the Senate was opened for discussion.

Dr. Scott Isbell was invited to discuss the situation. At the November Faculty Senate meeting it was noted that the SOM was not participating to a full level. Stephen Casmier drafted a resolution which was discussed by the SOM Faculty Assembly (FA), who approved the language and sent the draft to the FSEC. The FSEC made some modifications and returned it to the SOM FA. The SOM FA was unanimous in agreeing with the revision. SOM Senators are generally supportive as clinical faculty are now required to have charters that preclude time away for service. The Charters are split into 0.9 FTE clinical and 0.1 FTE for service, which leave very little time to participate in Faculty Senate. This resulted in several SOM Senators resigning because they were informed that they had to be in the clinic. Scott Isbell has

informally expressed concern with the Dean, stating the threat to the academic mission of the SOM. Dean Wilmott is therefore aware of the resolution that highlights the parts of the Faculty Manual on shared governance.

This issue was then opened for discussion.

Senator: could we send the memorandum to Dean Wilmott before sending to Pestello? Answer: yes, that could be a good approach.

Senator: is 10% FTE sufficient for service? Scott Isbell mentioned that Dept. Chairs have very little power over the contract, and also noted that the contracts of some Faculty had moved to 100% FTE clinical service (basically no longer members of Faculty).

Senator: stated that the 10% of service time still has to be “earned” by clinical Faculty (salary is dependent on patient time); suggested that this issue would be better dealt with at the SOM level and that the Faculty Senate could then provide support.

Another Senator commented on involvement of Faculty Senate in this process, reiterating that it is an important issue and that the Senate should support it. Also discussed was reorganization of the practice (“provider-based practice”) – President Evans stated that this was outside the scope of the Faculty Senate which is focusing on the issue of shared governance.

Senator: a statement to the effect that a motion by the Faculty Senate to reaffirm policy is “toothless”. President Pestello would probably send an email saying “I support service” but it would not change reality. Could we ask for Dean Wilmott to create a policy for Faculty involvement in shared governance at the SOM. President Evans agreed but said in essence that this is something that has to be discussed within the SOM.

A Senator responded that this is not just a SOM issue, that there should be a united front to ask for something specific regarding policy which is consistent across all departments. The Senator requested an amendment to require all administrators requiring their commitment to the *Faculty Manual*.

Doug Rush responded that work load is established within each school. Asking for a university wide policy in the amendment would actually contradict the Faculty Manual, and he would not support it. Not all colleges will have the same workload policy

At this time, Stacey Harris moved to table the discussion so we can move the meeting forward. There was majority approval to table the discussion; however it was noted that a sizeable minority wanted to keep the discussion going.

VI. David Heimburger provided a Budget update.

Based on 2nd quarter projections we are anticipating a small surplus for FY20. Financial planning for FY21/22/23 (3-year) is in progress based on assumptions (e.g., 3% compensation inc. for FY21, tuition rate inc. by 3.6% grad. by 2.5%, housing by 2.5%). A draft document has been prepared but not discussed with the Board of Trustees. A few Trustees were selected for feedback – the response so far is that they believe we are on the right track. The Board of Trustees do not want Saint Louis

University to operate under a deficit, but approve when investments are needed (for example, with pay increases). One expressed an opinion that working through a deficit is allowable as long as there is a plan to resolve the issues causing the deficits and return to a balanced budget. Trustees in general are open minded about making improvements, and will meet on February 15th to discuss the 3-year plan. David Heimburger stated that the administration is trying to be as transparent as possible about the plans. DH stated that he is optimistic that SLU will be able to have a plan to move forward with this year with plans to improve the University's fiscal situation.

Current projections suggest \$13 million dollar deficit for FY21 but will decline and demand is looking good on the undergraduate side of the equation.

David Heimburger reported that while some Trustees expect near-term specific monetary relief for the University as a result of the contraction of the number of programs, DH and his staff expend effort to correct this expectation, since it is not consistent with University timelines on such matters.

Response to Questions:

- Faculty Senator: expressed concern about the assumptions on undergraduate enrollment that don't appear to be conservative – concern is we “bought the class”; what happens when competition matches? DH responded that he is o.k. with assumptions made about future enrollment as they are consistent with trends. He also mentioned that we have “bottomed out” on some programs. He also did not agree with the comment that “we bought the class” using heavy discounts. He envisions future enrollment at a lower discount rate and slightly smaller class. Tuition rate increases (3.6% pa) will also help with the budget by drawing some of the discount back with a larger class. He estimates that an enrollment of around 1800 students at a 60% discount rate is feasible. He also stated that there needs to be a stop in the decline in overall return from tuition (around 10% pa) that started in FY12. Board of Trustees are encouraging the University to increase class size and stabilize revenue.
- Retention is currently around 88-89% freshman to sophomore. This was a response to the comment that a larger class means more ‘at risk’ students, however there has been no apparent reduction in retention.
- The budget assumes a growth in Faculty expenses of around 3%. Savings from Program review and Workload adjustments have not been built into the projections.
- A Senator thanked DH for transparency, and stated a desire to see a “risk analysis” (e.g., what if enrollment is worse than projected?).
- A Senator asked whether the “3-year rolling plan” for budget will be continued. The response from DH was yes: the University Administration will continue to model future expenditures based on a rolling 3-year forecast modelling. The modelling will be refined over time as data accumulates.
- A SOM Senator asked a question about SLUCare and the transition to SSM. DH responded that there have been no conversations (that he is aware of or participated in) about selling SLUCare at this time. The relationship between SSM

and SLU is challenging, but DH does not see sale of SLUCare for a variety of reasons (we are an academic medical center / does not fit with a low-cost hospital model).

- A Senator asked questions on the Endowment: how much does the University pay in fees for management of the Endowment? DH responded that the number in the 100s of thousands (not aware of the exact figure). However, this does not include the fees from the mutual funds which compose part of the Endowment (Mutual Funds used in the investment strategy for the endowment will have their own separate operating fees). The Senator mentioned that he had read that the return on investment of the Endowment was around 0.9%, asked why is it so low? DH said the return on our 1/3/5/10 year returns are actually in the top quartile for similarly sized endowments, and that that number (0.9%) was likely incorrect. The Endowment is heavily invested in equities- DH will share information on this; President Evans also offered to get more information.
- President Evans mentioned to DH that a 3% compensation rise has been approved in FY21 by the whole board. DH answered that this correct, and that the rise needed to be approved early and was approved in December. There was an agreement that a rise in compensation was needed for the University, and had been approved prior to knowing the current state (deficit/surplus) of the budget. DH also acknowledged that the compensation raise is a driving factor in the deficits projected deficits.
- A Senator asked whether the 3% pool include staff – the answer is yes. However, it does not involve SLUCare, who have separate contracts.

VII. Reports from Senate Committees:

- i. Academic Affairs (Stephen Casmier)**
 - No report
- ii. Governance Committee (Wynne Moskop and Kathy Kienstra)**
 - No report
- iii. Budget and Finance Committee (Theodosios Alexander)**
 - Mentioned a meeting in December 2019 to discuss receiving consolidated statements from each department, benchmark increases in revenue. One of the major questions: details on how administrative costs are accounted.
- iv. Compensation and Fringe Benefits Committee (Chris Sebelski)**
 - No report
- v. Workday Committee (Elaina Osterbur)**
 - Provided a reminder to complete Workday tasks. Finance moved to June/July. A Senator asked when will paystub appear in Workday? Response: we don't know when it will appear.
 - Question about “percentage” for beneficiaries in Workday: Elaine could not answer and suggested emailing Jackie Manikam.
- vi. Gender Equity Committee (Kristin Wilson)**
 - No report
- vii. Policy Review Committee (Rob Hughes)**

– No report

VIII. Reports from Faculty Assemblies/Councils

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

No report from Phil & Letters.

CAS – committee has been assembled for task force on restructuring of the College

SOM -- No report

SOB -- No report (other than previous discussions on Dean Search in item VI)

Doisy -- No report

Parks – Theo Alexander asked about the Task Force organized by Provost on restructuring CAS. Last committee meeting said we were uninformed; no change.

No other reports offered.

IX. Old Business

None

X. New Business

Suggesting: A committee should be formed to search for permanent replacement for the Interim Provost.

HR should clarify TIAA matching email communication.

XI. Announcements

None

XII. Adjournment

Meeting was adjourned at 5:05pm

Respectfully submitted
Andrew Butler
1/27/2020