

Faculty Senate Meeting Agenda
December 10, 2019
Location: Pitlyk A Auditorium
Time: 3:30-5:30

1. Call to Order
2. Roll Call
3. Moment of Silent Reflection
4. Approval of November Meeting Minutes (11/12/2019). Sent separately.
5. Ruth Evans: FS President's Report
6. Jessica Evenson and Michael Reeves: University Policies
7. Reports from Board of Trustees committees that met Dec 4 and Dec 5, 2019:
 - i. BoT Academic Affairs Committee (Brian Downes: RE to read out report)
 - ii. BoT Business and Administration Committee (Constance Wagner: RE to read out report)
 - iii. BoT Development Committee (Kathleen Llewellyn)
 - iv. Board of Trustees Medical Education and Clinical Affairs Committee (Medhat Osman)
 - v. BoT Student Development Committee (Karla Scott)
 - vi. BoT Investment Committee (Naresh Bansal: RE to read out report)
 - vii. BoT Marketing and Branding Committee (Brad Carlson)
 - viii. BoT Mission and Identity Committee (Eleonore Stump: RE to read out report)
8. Reports from FS 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
December 10, 2019
Pitlyk Auditorium A**

- I. Meeting was called to order: 3:34pm
- II. President Evans acknowledged the historic and ancestral lands of the indigenous people who once inhabited the SLU campus and immediate surrounding areas.
- III. Moment of Silence offered for those who experience food insecurity.
- IV. Attendance was taken
- V. November meeting minutes approved with one correction: RDUs changed to RVUs to reflect Relative Value Units. A metric used to assess faculty in the School of Medicine work units to establish work load.
- VI. Jessica Evenson and Michael Reeves: University Policies
 - a. The University is working to better organize and structure policy making, transparency and information sharing related to University policies and procedures. There are nearly 200 policies that help to provide guidance and safety in a number of areas within the University. Some policies are reflective of federal higher education laws and health care & compliance practices and to manage conflicts of interest.
 - b. Language and definitions will be provided to help inform policy making. There will be a more clear way of providing comments to new policies within a 30-day time period.
 - c. Hotline for complaints will be handled by a new vendor.

Q&A:

Q: What should be done with policies that Academic Affairs has been reviewing?

A: Policies for faculty only will not appear on the University site.

Q: What is a university policy and a unit policy? Do unit policies outweigh/or carry the weight of the university?

A: Some policies will be elevated to university level policies, some unit policies will remain, some unit policies were developed because there was not a unit policy in place at that time. The policy review committee will also help to make some determinations about what is or should be a unit v university policy.

Q: What happens with the complaints, what about issues involving multiple faculty? Does it follow the faculty manual?

A: Two to three administrators review these, complaints/issues are sent to various offices to handle, this office rarely launches investigations. The hotline can be a place where people can leverage a concern, ethical issues and they can be resolved.

VII. David Heimburger (not in attendance): Budget update provided by President Evans

- a. A three year planning group has been established (also known as the three-year budget group) to draft a 3-year budget process by the end of the Fall 2010 term.

- b. Planning group has been educated about budget models, budget concerns, higher education budgeting practices
- c. Key principles have been established to provide transparency, accountability and shared governance

VIII. Reports from Board of Trustees committees that met Dec 4 and Dec 5, 2019:

BoT Academic Affairs Committee (Brian Downes)

BoT Business and Administration Committee (Constance Wagner)

- a. Workday Implementation: Workday is enterprise resource planning (ERP) software that will replace existing systems in the areas of finance, human resources (including Banner), and students. Workday implementation will go live on January 2, 2020. The implementation for students is more complicated and will take place later, in July 2020.
- b. Sale of University Properties: Three resolutions for the sale of university properties, including Hotel Ignacio, which do not further the university's mission. A fourth resolution, granting authority to the President and the Board of Trustees Executive Committee to approve real property transactions up to stated limits without full Board approval, was also approved.
- c. SLUCare Update: SLUCare financial results are improving and physician productivity is increasing. There are currently several open chair positions in the School of Medicine and searches have been launched to fill some of these positions.
- d. Enrollment Management: A multi-sector team is working on a student retention plan and related programming.
- e. Approval of Tuition Increases for Fiscal Year 2021: The committee members approved tuition increases of 3.6% (undergraduate), 2.5% (graduate/law), 2.7% (medicine), as well as a room and board increase of 2.5%.
- f. University Finances and Investments: Financial performance is on budget to date. Three year financial plans will be presented to the Executive Committee at the February 2020 meeting.
- g. Report of Faculty Representative: Senate formed a Business and Finance Committee this semester with the purpose of "pursuing transparency, accountability, and shared governance regarding aspects of university finance that affect the university's academic mission."

BoT Development Committee (Kathleen Llewellyn)

- a. FY20 Fundraising Update: So far in FY20 \$21,464,225 has been raised. The FY 20 goal is \$75 million. Campaign Update: The FY19 goal was \$100 million, which was exceeded; \$119 million was raised. Raised to date: \$360,632,926. Verbal Commitment: \$14,287,000. Pending Commitments: \$25,958,977
- b. Development Office Updates: First university-investiture ceremony held, during which 15 positions were invested or re-invested. A number of events are scheduled for spring 2020.
- c. Funding sources reviewed: Corporations have given \$32M; Foundations \$35.6M; Individuals \$273.2M, of which Faculty/Staff gave \$12 million; and Other Organizations gave \$19.8M.

Other reports indicate that fundraising results have been good, there is some concern about meeting goals; more momentum is needed in the coming months.

BoT Student Development Committee (Karla Scott)

- a. Maleah Falliahi President of the Student Government Association discussed focal areas for SGA advocacy: Mental health, Communication, Inclusivity around food insecure students and to provide opportunities for students with limited funds on meal plans. Efforts are being made to enhance the Billiken Bounty and to have offer food through housing units.

BoT Investment Committee (Naresh Bansal)

- a. Endowment Report: SLU's Endowment had a market value of \$1.243 billion as of September 30, 2019. The market value is a decrease of \$10 million from \$1.253 billion as of June 30, 2019. Consultants reported that the endowment's asset allocation is within the ranges of the policy target. Excluding additions, spending and transfers, the endowment returned 0.2% for the quarter and fiscal year. Annual endowment spending rate for the next fiscal year will be discussed in Spring 2020 meeting.

BoT Marketing and Branding Committee (Brad Carlson)

BoT Mission and Identity Committee (Eleonore Stump)

Committee has been working to review things that are already in place or in process which are related to mission at the University and accepting new proposals from faculty, which can be sent to Eleonore Stump or Father Collins.

BoT Medical Education (Medhat Osman)

- a. SLUCare is now on track to turn a profit, the next 6-months there will be challenges, the School of Medicine has experienced many resignations, and revenue is being lost due to out-sourcing surgeries, 10% cut in residency programs in the coming months which will affect eligibility
- b. Plans to address these challenges include: increasing productivity, improving compensation (professional fees), implementing different salary structures
need to add education to the
10% cut of residency programs in coming months
affects eligibility of many programs

IX. Reports from Senate Committees

Academic Affairs (Stephen Casmier)

- a. Committee will continue looking at issues surrounding long-term contracts for non-tenure track faculty and provide a report.
- b. Committee may make recommendations for faculty manual revisions to address fairness in contracts for non-tenure track faculty.

- c. Committee will continue to review and assess implementation of workload policies across units.

Governance Committee (Wynne Moskop and Kathy Kienstra)

- a. Committee agreed on a process for fulfilling our two charges from the Senate: i) to present different models or approaches to an academic senate, ii) to revise Senate bylaws.
- b. There are a number of continuing and emerging issues the committee will monitor and assess, including but not limited to: Current Concerns and Issues to monitor: academic affairs, hiring within the Sinquefeld Center for Applied Economic Research, divisions and re-organization within and across academic units and their potential influence on financial resource distribution, and shared governance within the School of Medicine.

Budget and Finance Committee (Theodosios Alexander)

- a. The Budget and Finance Committee (BFC) is a new type of Committee in which faculty work with administration in an effort to improve transparency and communications in decision making, and as an experiment while we consider operations as an Academic Senate. Four deans serve as voting members, as well as several ex-officio administrators.
- b. To date, the BFC Committee has developed bylaws, reflected on the University's annual budgeting process, reflected on the three-year budgeting process, learned more about University/Higher Education budgeting practices

During this presentation, Senators requested that the BFC share best practices and to offer guidance to University units to help advise unit-level budgeting and how faculty can become involved in these processes more across the University.

Compensation and Fringe Benefits Committee (Chris Sebeliski)

Report will be given at the January 2020 meeting

Workday Committee (Elaina Osterbur)

Report will be given at the January 2020 meeting

Policy Review Committee (Rob Hughes)

X. Reports from Faculty Assemblies/Councils

CAS: CAS is divided into three areas, and as a result of these disciplinary divisions, a Science and Engineering group was established with representatives to examine how the sciences are established at other universities. The Provost has asked the group to provide a report in March 2020. Any changes in CAS will initiate some reorganization and potentially Parks College. The faculty manual will be used to help guide discussions of any kind of reorganization.

SOM: Faculty met on Nov 21st to: i) propose a reorganization of the governance structure of SLUCare (this may affect organization of the School of Medicine) and ii) work-load policies.

SON: Dean's search is underway and faculty are fully engaged in the process.

XI. Old Business

None

XII. New Business

None

XIII. Announcements

XIV. Adjournment 5:24 pm