

Faculty Senate Meeting Agenda
Tuesday January 18, 2022, 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)

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 Silent Reflection. 3:32
4. Approval of December Minutes (separate attachment). 3:35
5. Report on policies for 1) Center Creation; 2) Donor Influence; and 3) Gifts Policy (Janet Flach, Jessica Everson and Mike Lewis) followed by Q&A 3:40
6. Report on decisions regarding opening for the spring semester (Mike Lewis) followed by Q&A 4:00
7. FS President's Report (Terry Tomazic) 4:30
8. Reports from Senate Committees: 4:40
 - a. Budget and Finance Committee (Theo Alexander)
 - b. Compensation and Fringe Benefits Committee (Chris Sebelski)
 - c. Academic Affairs Committee (Sherry Bicklein & Jennifer Lowe)
 - d. Faculty Governance Committee (Kathy Kienstra & Marie Philipneri)
9. Other University Committees with Faculty Senate Representatives 5:00
 - a. University Policy Review Committee (Elizabeth Block)
 - b. UAAC (Sabrina Tyuse)
 - c. GAAC (Jesus Garcia-Martinez)
 - d. Reports from Faculty Reps on Board of Trustees committees
10. Reports from Faculty Assemblies of the Colleges and Schools 5:10
SOM, CAS, Doisy, CPHSJ, SOB, SON, SOL, Parks, SOE, Libraries, SPS, Unaffiliated Units (INTO)
11. Old Business 5:20
12. New Business 5:25
13. Announcements 5:29
14. Adjournment 5:30

Faculty Senate Meeting Minutes
Tuesday December 14, 2021, 3.30 – 5.30 pm CDT
Via ZOOM: <https://slu.zoom.us/j/97281725414>
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1. Call to Order
2. Roll Call: See below
3. Moment of Silent Reflection.
4. Approval of October Minutes: Minutes approved
5. Report on the state of SLU (President Pestello): President Pestello provided a report on SLU. Some highlights are listed below:
 - Decennial HLC report: When President Pestello came, he noted that one concern from the HLC was that we had no core curriculum. After the HLC review this fall, we have every reason to believe that we will be re-accredited for the full 10 years. While we would expect identification of some challenges, the external reviewers had many positive things to say. In particular, they were glowing about SLU's ability to respond to COVID-19.
 - Mission report: President Pestello has been part of regular discussions among college presidents and archbishops regarding young people's shifting away from organized religions. These conversations are on-going
 - Search for Vice-President for Marketing and Communication is in progress.
 - President's report has been completed: One purpose is to share the good news about SLU more broadly and to continue to enhance SLU's reputation. All faculty will receive a copy of the report. The report highlights how well SLU handled COVID-19, and identifies priorities for the year including to build academic excellence across the institution, plan for a financially sustainable future that balances our commitment to mission with the realities of the budget; and to advance diversity, equity, inclusion and racial justice in our university community and in our city. The report also highlights SLU's commitment to build academic excellence and expand student recruitment and enrollment, and a discussion of research and fundraising campaign initiatives. The report describes the importance of living our Jesuit mission both with regard to the global experience and more locally with regard to the revitalization of Midtown in ways that engage community members to ensure their voice is incorporated in these developments. The report goes on to describe the campus developments and patient care. Finally, the report describes expansions in alumni outreach and support, and highlights of SLU's athletic successes, and financial statements.
 - President Pestello then responded to several questions:
6. Report on IRB issues (Provost Lewis): Provost Lewis acknowledged that the challenges that faculty and students are facing in getting IRBs approved and identified a number reasons for these challenges and some of steps that SLU is taking to address these.
 - OVPR staff was reduced by Bain, yet our research dollars have increased by \$16 million. The Sinquefield gift has been wonderful in that it has increased internal grants but doesn't allow for administrative positions.

- Provost Lewis stated that many of the issues related to IRB are around unfunded research and student protocols with the idea that the protocols are not well crafted.
 - Faculty countered that their experience indicates that IRB issues exist with funded as well as unfunded research and that IRB reviews have included attending to research methodologies rather than ethical issues. Faculty requested that those who conduct IRB reviews be provided with additional training around the intent and role of an IRB review.
7. FS President's Report (Terry Tomazic) [see attached]: The focus of the report was the upcoming budget meeting (12/16/21). Faculty were surveyed to identify the main budgetary areas that they felt needed to be addressed in the upcoming budget discussions. These included: improve compensation (including merit pool) and move to fully restore the retirement match, address equity and compression issues that remain at SLU, create and fund an Ombuds person position, establish a childcare facility for faculty & staff on campus, create a compensation pool to improve salaries for staff.
8. Reports from Senate Committees:
- a. Budget and Finance Committee (Theo Alexander)[see attached]
 The FSBFC met on Friday December 10th to discuss input received in response to the request for budget priorities. Most comments received were related to compensation and fringe benefits for faculty but also for staff, which fall under the remit of the CFBC. These will be included in the presentation of FS president Terry Tomazic in the second annual budget meeting scheduled for December 16th.
- Fred Winkler and VP and CFO David Heimburger presented slides explaining that the endowment income in the budget is computed using the average of endowment changes of the last 12 quarters (3 years), thus "damping the response" and ensuring the income does not suffer from temporary fluctuations down (by averaging ups as well as downs over a longer period).
- The discussion was much broader and included options for faculty engagement on increasing revenue and controlling expenses. These included increasing engagement of faculty who may be interested in participating in discussions within their units, or with the FSBFC.
- These should be discussions of how to increase revenue from teaching and research, but also from development, endowment, auxiliaries, services etc.; as well as making recommendations for percent allocations on the expense side of the budget, like depreciation, maintenance, interest, and (the biggest expense) compensation, where the CFBC is looking deeper in the allocation to individual elements of compensation (merit, equity, retirement match other fringe benefits), etc.
- There was also a suggestion to institute an escrow account for the School of Medicine budget, partially filled when the SoM is in surplus, partially depleted when in deficit.
- b. Compensation and Fringe Benefits Committee (Chris Sebelki)
 As a follow up to the FSBF Committee meeting, the "ask" from the Faculty Senate CFBC to Academic Affairs for the upcoming budget meeting are as follows (These are in alignment with the charges listed below and the feedback/comments from the faculty).
- Sustainable multiyear planned compensation pool of at least 3% to be distributed between equity issues and performance-based merit.
 - A full return to the 10% retirement match (as soon as possible – within financial responsibility)
 - The CFBC will continue to advocate in partnership with the Staff Advisory Council for sustainable compensation pool for the staff of the SLU community.
 - The CFBC will continue to advocate for alternative budget models that would allow for a year of "adjustment to all base salaries" to accommodate for the inevitable compression that occurs in relation to inflation.

- c. Academic Affairs Committee (Sherry Bicklein & Jennifer Lowe) [see attached report]
 - d. Faculty Governance Committee (Kathy Kienstra & Marie Philipneri) [see attached report]
9. Other University Committees with Faculty Senate Representatives
- a. University Policy Review Committee (Elizabeth Block)- no report
 - b. UAAC (Sabrina Tyuse)- no report
 - c. GAAC (Jesus Garcia-Martinez). GAAC approved a new graduate pathway that will serve as the provision route into the MA in philosophy and theology from the Ministry degree. GAAC also had a discussion on IRB issues, and several members of GAAC consistently found that the process for protocol review and approval is delaying the beginning of capstone project status and dissertations and it doesn't seem to be a coherent process, some, some protocols are approved in a few days, where, whereas other ones are made a given month, and this is particularly problematic for graduate students that have only one academic year to complete their project. GAAC wrote a white paper about these concerns and presented this to the Provost. We also discussed reducing the number of committee members for doctoral oral exams from five to three but in the end the committee decided to leave it the same, with the proviso that any program that wanted an exemption to the policy they can apply for that in writing.
10. Reports from Faculty Reps on Board of Trustees committees. [see Marketing and Branding report]
11. Reports from Faculty Assemblies of the Colleges and Schools: SOM, CAS, Doisy, CPHSJ, SOB, SON, SOL, Parks, SOE, Libraries, SPS, Unaffiliated Units (INTO) None were provided
12. Old Business
13. New Business
14. Announcements
15. Adjournment

Senators in attendance:

CAS: Chris Duncan, Hisako Matsuo, Joel Jennings, Pascale Perraudin, Robert Hughes, Scott Ragland, Stacey Harris, Toby Benis, Wynne Moskop

CSB: Noni Zaharia, Frank Wang, Hailong Qian

CPHSJ: Jesse Helton, Kimberly Enard, Stephen McMillin, Katie Stamatakis

Doisy: Barb Yemm, Kitty Newsham, Mike Markee, Sherry Bicklein

Independent Units: Matt Ryan

Libraries: Angela Spencer

Nursing: Elaine Young, Karen Moore, Kathleen Armstrong, Kathleen Carril

Parks: Jeff Ma, Roobik Charabagi, Silviya Zustiak

SOE: Jody Wood, John James, Karen Tichy

SOL: Kelly Mulholland

SOM: Aidan Ruth, Angel Baldan, Jaya Gnana-Prakasam, Katherine Christensen, Lily Dolatshahi, Mirjana Vustar, Ramona Behshad, Marie Philipneri, Philip Ruppert

SPS: Joe Lyons

Madrid: Carolina Aznar

FSEC: Terry Tomazic, Ruth Evans, Beth Baker, Sally Beth Lyon, Theo Alexander, Chris Rollins

DRAFT