

Faculty Senate Meeting Agenda

Tuesday September 15, 2020, 3.30 – 5.30 pm CDT

Via ZOOM:

<https://slu.zoom.us/j/95949863866?pwd=bTVnS3pGQWRkOXRqTVFsQoc3WjB3UTo9>

Meeting ID: 959 4986 3866

Password: 628483

One tap mobile

+19292056099,95949863866# US (New York)

Please note that each meeting will be recorded for the purpose of note taking and attendance. Recordings will not be shared outside of the Faculty Senate Executive Committee.

1. Call to Order 3.30 pm
2. Roll Call: names of participants are recorded in Zoom
3. Moment of Silent Reflection 3.32
4. Approval of August Minutes (sent separately) 3.35
5. FS President Report (Ruth Evans) 3.37
6. Reports from Senate Standing Committees: 4.10
 - i. Budget and Finance Committee (Theodosios Alexander)
 - ii. Compensation and Fringe Benefits Committee (Chris Sebelki) [no report]
 - iii. Governance Committee (Wynne Moskop and Kathy Kienstra) [no report]
 - iv. Academic Affairs Committee (Sherry Bicklein and Sally Beth Lyon) [no report]
7. Reports from Faculty Assemblies/Councils
CAS, SOM, SOB, Doisy, TBVSON, PHSJ, Parks, SPS, Libraries [no report], SOL,
SOE, Unaffiliated Units (INTO, CADE) 4.20
8. Old Business 4.30
9. New Business
 - a. Faculty Senate Kick-Off Event, October 6, 5.30-6.30 pm, via Zoom
10. Adjournment 4.45

RE 9/14/2020



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DRAFT
Faculty Senate
Meeting Minutes
August 25, 2020
Zoom Meeting

Senators Present:

CAS: Robert Hughes, Kathryn Kuhn, Pascale Perraudin, Scott Ragland, Wynne Moskop, Tom Finan (proxy for Phil Gavitt), Julia Lieberman, Wenyan Xiao, Joel Jennings, Chris Duncan

Trudy Busch Valentine School of Nursing: Karen Moore, Jean Krampe, Kathleen Carril, Elaine Young

CPHSJ: Stephen McMillin, Jesse Helton, Katie Stamatakis

Chaifetz School of Business: Olgun Sahin, Christopher Thomas, Nitish Singh

Doisy College: Sherry Bicklein, Sarah Walsh, Randy Richter, Barb Yemm

Parks College: Silviya Zustiak, Jeff Ma

School of Education: Jody Wood, John James, Sally Beth Lyon

School of Law: Kelly Mulholland, Robert Gatter

School of Medicine: Ramona Behshad, Austin Dalrymple, Dawn Davis, T. Scott Isbell, Amy Ravin, Angel Baldan, Katherine Christensen, Michael Donovan, Bilal Khalid, Alexis McKee, Marie Philipneri, Phillip Ruppert

Libraries: Lynn Hartke, Matthew Tuegel

Independent Centers: Matt Ryan

FSEC: Ruth Evans, Keon Gilbert, Medhat Osman, Stacey Harris, Terry Tomazic, Beth Baker, Theo Alexander

1. Meeting called to order by President Ruth Evans at 3.30 pm
2. Roll Call: names of participants are recorded in Zoom (attendees are listed above)
3. Moment of Silent Reflection: remember Jacob Blake and family in Kenosha, WI; also remembering Michael Brown Jr. who was killed in Ferguson in the month of August of 2014
4. Introduction of Faculty Senate Executive Committee for 2020-2021
5. Approval of May Minutes (sent separately). Approved. Minutes or an Appendix will be added to include resolutions that are approved by the Senate.
6. Report from SLU President Fred Pestello

- Welcomed faculty back to the start of the semester.
- Thanked senators for agreeing to serve, with a special thanks to President Ruth Evans, President-Elect Terry Tomazic, and other faculty for participating in additional meetings to help the campus manage the current circumstances and to help our campus to re-open for the fall. There has been considerable praise for the university's efforts to re-open safely.
Meetings with academic units will begin after Labor Day.
- [Forbes](#) named SLU as the 5th best place to work in Missouri.
- Six Academic Initiatives/Priorities:
 - Identify academic centers of excellence: a) health and well-being, b) understanding and engaging the world, c) harnessing data and technology, d) cultivating, vibrant urban communities, and e) protecting the environment.
 - Academic Portfolio Review: will forward recommendations to the Provost this fall
 - Equitable teaching loads: strategies are being implemented across the campus, will revisit policies starting in 2020
 - Core curriculum: pilot 21-22, university-wide implementation will begin fall 2022
 - Growth in student body: 2019-2020 was largest class in SLU's history, enrollment was on track for another record, but the COVID-19 pandemic did not allow that to happen, 2020-2021 data will be similar to previous years
 - 7% of academic units grew graduate programs (marketing campaigns, transition of programs to online, certificates, partnerships, meeting student demand, reductions in tuition, greater awareness of programs to SLU students)
 - Seeking a positive net return from each academic unit: Deans and Provost have undergone financial assessments, established metrics and reviewed formula to meet metrics
- Five Priorities for the upcoming year
 - Urgent and critical issues resulting from COVID-19: cost reductions have taken place, many universities will not survive long after the pandemic, SLU will survive and will need to do so with strategic thinking and collaboration
 - Continue to strengthen Catholic-Jesuit mission: Father Suwalsky will help guide existing and new initiatives, and follow recommendations from the Examen Report.
 - We will strengthen undergraduate liberal arts education
 - Build new Jesuit residence on north campus
 - Academic excellence: sponsored research has increased, faculty recruitment and retention efforts, and develop mechanisms for excellence in teaching
 - Financial stability: equitable work-loads, increase enrollment, focus on student success and student retention

- Diversity, equity and inclusion and racial justice: Lead by Jonathan Smith to make SLU more diverse, equitable and inclusive with a committee focused on these efforts
- Support redevelopment of community surrounding the campus and the opening of the new SSM-SLU hospital Sept 1, 2020.

7. Report from Interim Provost, Michael Lewis

- Academic Planning to prepare for the 2026 demographic shifts: number of high school graduates will decrease, percentage of white/non-Hispanic students will decrease, value of higher education, affordability of higher education, Growth of graduate and non-traditional programs
- Improving Racial Diversity and Equity at SLU: African American Studies will become a Department, Institute for Healing Justice and Equity will launch Fall 2020, recruitment and retention of faculty of color, student recruitment and retention, address issues within core curriculum
- Advancing SLU's Jesuit and Liberal Arts Tradition: new University Core (with ensured financial support), Jesuit hiring and retention, new Humanities Institute supported with fundraising
- Potential Academic Reorganization: CAS task force established and working on these issues, Academic Portfolio Review will present recommendations Fall 2020
- Enhancing Research Productivity and Eminence: Advance scholarship aligned with President's 2019-2020 and 2020-2021 priorities, Recruit and retain faculty to raise university profile, work with OVPR to identify evaluation metrics for scholarship/research
- Revisit faculty (academic unit) workload policies: Workload documents will be re-visited. Identify a reward structure for faculty teaching. Identify structures to assess faculty service and administration. Workloads should be aligned with annual evaluations. Workload documents should be flexible.

Q&A:

Q: How are centers of excellence selected? Will there be transparency?

A: Process was led by the ULC and examined areas of interest and strength. Feedback should be shared with faculty

Q: How much is undergrad enrollment down?

A: Census has not been taken (as of meeting date). In ULC meeting, February projections were 1825-1850 (to be second largest class), current 1547 students, larger than incoming class two-years ago, transfer students are up 30 students, retention is at 92%, about 89% residence capacity (of capacity allowed)

Q: How does CAS proposal enhance/affect SLU and the academic units?

A: Faculty Manual will be engaged at the point of any recommendations for reorganization. There is currently only a draft report, not the final report. Provost will share information with other academic units.

FSEC NOTE: The processes outlined are in line with the Faculty Manual definition of and processes necessary for reorganization (see page 47).

Q: What investments will be continued in graduate programs?

A: Some programs with room to grow and an identified market will receive investments to grow. Graduate enrollment has increased in several areas (targeted areas).

8. FS President Report (Ruth Evans)

- Thanks to all faculty to help prepare for return to campus and with the additional work taken to ensure the safety of other faculty and student returns
 - Three violations in the Faculty Manual. We are committed to tracking and recording all violations of the Faculty Manual, and to informing President Pestello.
 - Appointment of VP for Mission and Identity without proper FSEC consultation
 - Appointment of VP for Compliance and Ethics without proper FSEC consultation
 - Appointment of Interim Provost Gillis, with some consultation with FSEC, not others
 - Circumstances were deemed unusual
- Future FSEC initiatives
The Provost has charged the FSEC with appointing an ad hoc committee to develop a policy on teaching across colleges. We are also charged with appointing an ad hoc committee to update the phased retirement policy, so that the process is more flexible.
- The four Senate standing committees are charged with important work in advancing and advocating for faculty interests: long term contracts for nonTT faculty, updating the senate bylaws, moving the Senate towards an academic senate, advocating for merit and equitable compensation
- FSEC will push for greater transparency and communication. There will be a new website launched this Fall.
 - *FSEC NOTE: FSEC will work to improve structures to communicate with faculty at large and senators.*

9. WATER Institute with Amanda Cox, Executive Director

- WATER-Water Access, Technology, Environment and Research
- Includes 17 collaborators from five colleges: Parks, CAS, Chaifetz, CPHSJ, and Law
- Approval process has been overseen by OVPR and the Research Growth Committee
- Primary areas Built Environment, Aquatic Ecosystems, Social Justice (related to water)
- Research updates: Testing water-treatment technologies. Determine microplastics in local water sources. Use of machine learning to estimate water supply in reservoirs in the US
- Presented 5-year growth plan to support research, education, and attracting faculty to collaborate internally and externally

Q&A:

Q: What is the funding source?

A: Funded by the SLU Research Institute

Q: What is the plan for faculty hires? Will these follow the Faculty Manual?

A: The intentions are for the WATER Institute to help attract faculty and to engage academic units around those interests or areas of expertise sought. Academic units will make hiring decisions.

10. Revisions to Title IX with Anna Kratky and Danielle Uy

- Created a Title IX Policy Review Committee that was tasked with: Understanding the new requirements and Creating a compliant policy aligned with SLU's mission.
- Dr. Pestello signed the Title IX Sexual Harassment Policy 8.0 into effect on August 14 as an interim policy. There is a 30-day comment period that runs until August 26, 2020
- Regulatory Guidance during the Obama administration, Revocation of 2011 and 2014 Guidance under the Trump Administration, Release of the Final Rule on May 6, 2020 from the DOE – effective date of August 14, 2020
- Sexual Misconduct Policy/Title IX Sexual Harassment Policy:
 - Definition has been narrowed as well as broadened to include certain Clery Act crimes
 - Jurisdictional Scope of Title IX included Education Program or activity
 - Title IX applies to all students, faculty, and staff
 - Grievance Process: Reporting, Investigation, Live hearings, Appeals, and information about the timeline
 - Use Title IX number for reports: 314-977-3886 (business hours) and 314-580-8730 (after hours)

Q&A:

Q: Where will the grievance hearing reports go?

A: Reports will go to the administrative levels who made the final decisions (VP or Dean of the School). Also, the Faculty Manual Sec III.I. states the Professional Relations Committee is charged with adjudicating grievances. Grievance process in the Faculty Manual starts when a decision is made. Hearings can also be requested.

11. Reports from Senate Standing Committees:

- **Budget and Finance Committee (Theodosios Alexander)**
 - Had 12 meetings within the last year to help become familiar with the university budgeting committee.
 - Recent meetings have discussed: endowment, enrollment, and committee's charge for 2020-2021
 - Charges include: 1) Review historical data to provide input in SLU's financial matters, 2) Provide input for FY'22 annual budgeting process, 3) Advise how net revenue changes and their distribution among expenses and future budgeting, 4) Improve unit-level understanding and connectedness to net revenue from SLU operations, 5) Report to Senate on progress of items

- **Compensation and Fringe Benefits Committee (Chris Sebelki)**
 - Established standing meetings with David Heimburger and Provost Lewis
 - Open dialogue with Human Resources and Director of Benefits
 - Salary: salary studies 2014, 2016, and current study (Provost site under Faculty Compensation)
 - Summer meetings focused on maintaining high visibility on progress to address salary concerns stalled during pandemic, the administration hopes to resume conversations post-pandemic
 - Benefits: Progress has been made on expanded parental leaves and new caregiver leave policy approved and will be posted online
 - Medical Ad Hoc Committee to address and manage health care needs and costs, currently facing a 3.4% projected increase to maintain commitment to 75/25 ER-EE cost share
 - Charges: 1) Advocating and informing others about faculty priorities on inequities in salary, 2) Advocating for and informing others of faculty priorities to reinstate benefits and merit dollars from discussions pre-pandemic, 3) Advocate and facilitate discussions on tracking changes in workload, 4) Advocate and facilitate discussions on the impact of spring 2020 and 2020-2021 academic year on annual reviews of faculty in consultation with Faculty Senate Academic Affairs Committee

Q&A:

Q: Who is responsible for sending out information about salary reviews and 403(b) changes?

A: The main decision source should communicate changes.

12. Old Business

- Faculty Fellow for Gender Equity has been re-posted

13. New Business

14. Announcements

- New Senator Orientation: Sept 10, 2020 4:00-5:00pm
- Faculty Senate Kick-Off Dinner: Virtual, September 8, 2020, 5:30-6:30 pm
 - Welcome and thank you
 - John A. Slosar Award and Norm A. White Award presentations

15. Meeting Adjourned: 4:51pm

Respectfully submitted
Keon Gilbert
FS Secretary

AY 20/21 Provost's Priorities

Presentation to the Faculty Senate

Mike Lewis, Interim Provost

August 25, 2020



Academic Planning for the 2026 Demographic Shifts

- Number of high school graduates will decrease, particularly in the Northeast and Midwest
- Percentage of white/non-Hispanic students will decrease
- Growing public skepticism about the value of higher education
- Hollowing of the middle class; the affordability of higher education
- Growth opportunities in graduate and non-traditional programs



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- “2026 The Decade Ahead: The Seismic Shifts Transforming the Future of Higher Education”, 2016, *The Chronicle of Higher Education*.
- “The Looming Enrollment Crisis: How Colleges are Responding to Shifting Demographics and New Student Needs”, 2019, *The Chronicle of Higher Education*.

Improving Racial Diversity and Equity at SLU

- African American Studies (Accord 1)
- Institute for Healing Justice and Equity (Accord 8)
- Faculty and staff hiring/retention
- Student recruitment and success (Accords 2-5)
- Core curriculum

Advancing SLU's Jesuit and Liberal Arts Tradition

- Advancing the new University Core
- Ensuring the Core has the required financial support
- Jesuit hiring and retention
- Humanities Institute and humanities fundraising

Processes Investigating Academic Reorganization and Structure

- CAS reorganization task force
- Academic portfolio review

Enhancing Research Productivity and Eminence

- Advance scholarly areas of excellence identified in response to President Pestello's AY 19/20 priorities
- Hire and retain faculty that enhance the University's research eminence
- Work with OVPR and Research Councils to develop appropriate ways to evaluate scholarship/research

Revisiting Faculty Workload

- As called for in the original policy, work with Faculty Senate to review the University's workload document
- In addition to faculty research effort, we need to properly reward faculty teaching effort
- Develop approaches to assess faculty service and administrative effort
- Faculty workload should be aligned with annual evaluations, merit evaluations, and promotion and tenure documents
- Faculty workload documents should be flexible

Questions, Comments...





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Faculty Senate Title IX Update and Discussion



Agenda

August 25, 2020

- Overview of Legislative History of Title IX
- Key Components of the new Final Rule the impact on the TIX Sexual Harassment Policy
- Questions/Discussion



TIX LEGISLATIVE OVERVIEW

- Regulatory Guidance during the Obama administration
- Revocation of 2011 and 2014 Guidance under the Trump Administration
- Release of the Final Rule on May 6, 2020 from the DOE – effective date of August 14, 2020
- Sexual Misconduct Policy/Title IX Sexual Harassment Policy



PROCESS AFTER MAY 6, 2020

Created a Title IX Policy Review Committee that was tasked with:

- Understanding the new requirements
- Creating a compliant policy aligned with SLU's mission



TIX POLICY REVIEW COMMITTEE

- Members of OIED
- Donna Bess Myers, Dean of Students
- Patrick Cousins, Campus Ministry
- Zahva Naeem, SGA
- Beth Baker, Faculty Senate
- Tyler De Shon, Med School
- Eli Sullivan, Law Student
- John Janulis, Student Conduct
- Richard Marks, Diversity & Comm. Engagement
- Penny Weiss, Women's & Gender Studies Faculty
- Shannon Morse, Law School
- Mary Duggan, Human Resources
- Michael Reeves, Ethics & Compliance
- Danielle Uy, OGC

STATUS OF THE REVISED POLICY

- To be compliant with the August 14, 2020 deadline, Dr. Pestello signed the Title IX Sexual Harassment Policy 8.0 into effect on August 14 as an interim policy.
- There is a 30 day comment period that runs until August 26, 2020 for the SLU community to provide comments and feedback on this policy.



KEY COMPONENTS OF THE TIX FINAL RULE

1. The definition of Sexual Harassment under Title IX
 - has been narrowed as well as
 - broadened to include certain Clery Act crimes.



KEY COMPONENTS OF THE TIX FINAL RULE

TIX Sexual Harassment occurs when:

- **Quid Pro Quo:** when an employee of Saint Louis University provides an educational benefit or service in exchange for unwelcome sexual conduct;
- **Hostile Environment:** when there is conduct on the basis of sex that is unwelcome conduct determined by a reasonable person to be so severe, pervasive, **and** objectionably offensive that it effectively denies a person equal access to the school's education program or activity;
- **Clery Act:** instance of **sexual assault, dating violence, domestic violence, or gender-based stalking** as defined by the Clery Act



KEY COMPONENTS OF THE TIX FINAL RULE

2. Jurisdictional Scope of Title IX

- Education Program or activity
 - On-campus
 - Includes locations, events, and circumstances where the University has substantial control over the Prohibited Conduct and the person accused of having committed the Prohibited Conduct
- Within the United States



KEY COMPONENTS OF THE TIX FINAL RULE

3. Title IX applies to all students, faculty, and staff.
 - Thus, if a student, faculty, or staff member is accused by a Complainant (someone participating in an education program or activity at SLU) of sexual harassment, it **must** go through the following grievance process.



KEY COMPONENTS OF THE TIX FINAL RULE

4. Grievance Process

- Reporting
- **Formal Complaints**
- Investigation
- **Live Hearings**
 - **Cross Examination by Advisors**
- Appeals
- Timeframe/length of Grievance Process



KEY COMPONENTS OF THE TIX FINAL RULE

4. Grievance Process for Faculty - If a finding of responsible/sanctions are made at the conclusion of the TIX Grievance Process, a faculty member may utilize their options in the faculty manual.

- P.30 of TIX SH Policy: If a Formal Complaint is dismissed under Title IX, the University may address the Prohibited Conduct as a violation of the Student Code of Conduct, the Faculty Manual, or the Staff Performance Management Policy.
- P.3 of TIX SH Policy: Other University policies, such as the Student Handbook, the Harassment Policy, and the Faculty Manual, may govern reports that do not fall under Title IX.



KEY COMPONENTS OF THE TIX FINAL RULE

5. Two Key Components that did NOT change:
- All employees, including faculty, continue to be considered Responsible Employees and must report TIX disclosures to the TIX Coordinator
 - Exceptions are the UCC, clergy, and medical professionals.
 - Standard of Evidence remains POE



CONTACT

TITLE IX COORDINATOR

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314-580-8730 (after hours reporting)



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Questions/Discussion



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ADVANCING WATER INNOVATION TO SERVE HUMANITY

The **Water Access, Technology, Environment and Resources (WATER) Institute** at Saint Louis University brings together researchers to help solve some of the world's most complex water-related issues in a collaborative, holistic way.

The research conducted at the WATER Institute focuses primarily on three critical areas: developing **clean water access** at home and around the world; protecting **aquatic ecosystems**; and improving **water infrastructure** to secure water supplies and address key societal needs.

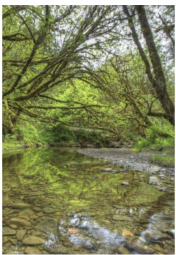
The WATER Institute fills a significant need for urban water research in the United States, and specifically in the Midwest. Saint Louis University's location in the city of St. Louis at the confluence of the Mississippi and Missouri rivers makes it an ideal setting for groundbreaking water research. Saint Louis University's Jesuit mission to serve humanity is also at the heart of the WATER Institute. The institute's findings will address public-health issues and protect society from natural and human-made water-related disasters.

RESEARCH AREAS



Built Environment

For as long as humans have existed, we have interacted with water through infrastructure and systems that impacts our water resources and how our communities can be impacted by water. The WATER Institute's research on water in the built environment encompasses public health and safety, security and resiliency of infrastructure, water treatment and conveyance, securing sustainable water resources, and stormwater runoff and flooding.



Aquatic Ecosystems

Water comprises approximately 71 percent of the Earth's surface and supports all forms of life. Understanding water in the environment and the related complex ecological systems is critical to protecting water as our most vital resource. The WATER Institute research focuses on aquatic ecosystems in order to evaluate future effects of climate change on water supplies, find innovative methods of mitigating habitat degradation and improving local and global efforts at ecological restoration.

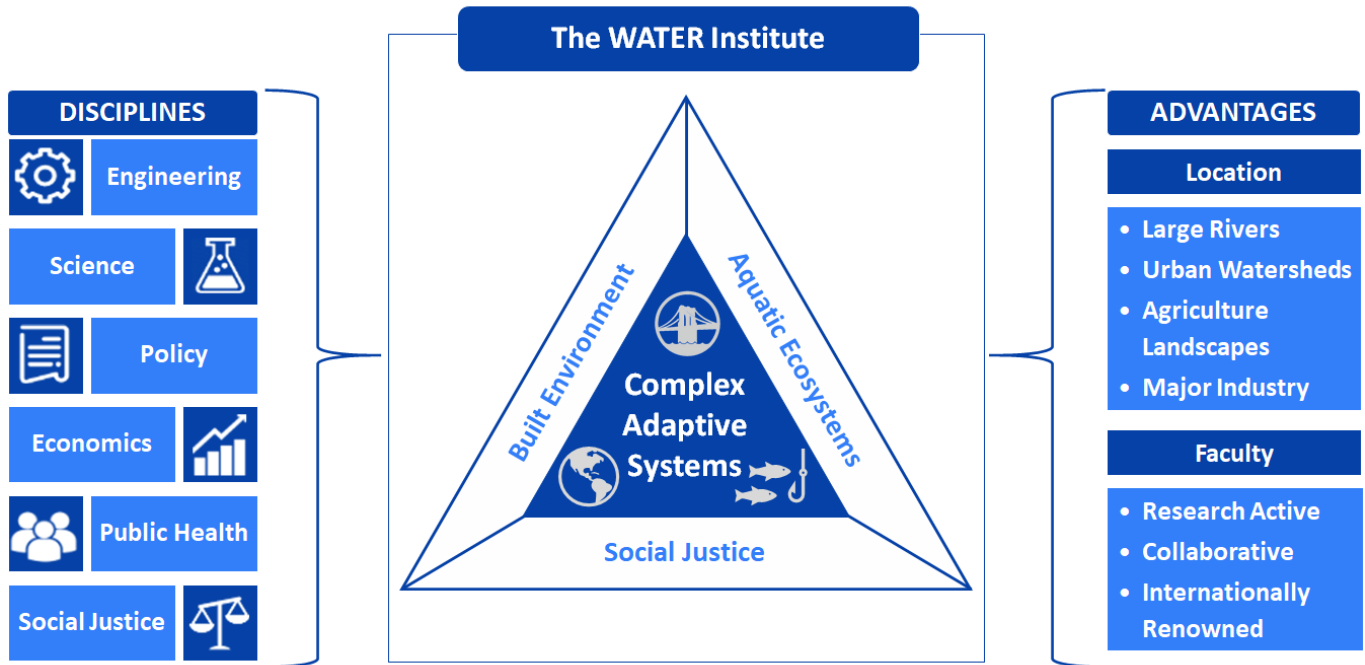


Social Justice

Across the globe, millions of people lack access to safe, clean drinking water, and billions more live in areas of water scarcity. Furthermore, significant water quality and quantity issues in the United States predominantly impact those with the fewest resources. The WATER Institute works towards social justice in the area of safe water access worldwide and domestically through a wide range of focused research and outreach activities.

INTERDISCIPLINARY APPROACH

While the Institute focuses research on the three primary areas of water in the built environment, protecting aquatic ecosystems, and water-related social justice, they are all interconnected with significant complexity. The WATER Institute focuses on interdisciplinary research to problems that incorporate expertise and perspectives from diverse fields of study and industries to take truly innovative approaches to solving some of the world's most urgent and complex water related challenges.



RESEARCH HIGHLIGHTS

Examples of work undertaken by WATER researchers include:

- Testing water-treatment technologies for use in developing nations to evaluate which are most effective for clean drinking water on the household level
- Determining the origin and the amount of microplastics flowing into local rivers and groundwater systems
- Using machine learning to estimate the volume of water storage available in the United States reservoirs

REAL WORLD IMPACT

WATER Institute research has real-world applications that will create significant impacts in our local, national and global communities, including:

- Advancements in addressing urban stormwater runoff and flooding
- Increased security and resiliency of infrastructure
- Improved water treatment and conveyance
- Advances in ecological restoration
- Increased clean water access in the United States and developing nations