

Faculty Senate Meeting Agenda
Tuesday November 21, 2023, 3:30 – 5:30 pm CDT
Via ZOOM: <https://slu.zoom.us/j/97281725414>
Meeting ID: 972 8172 5414

1. Call to Order 3:30
2. Roll Call: Since this meeting is fully on Zoom attendance will be taken using the following procedures:
 - a. Senators participating by Zoom are recorded – please make sure your name reflects first and last name.
 - b. Alternates should notify the Senate Secretary, Beth Baker, with the name of the Senator for whom you are a substitute. Beth will be participating via zoom. You can place the information in the Chat or email her.
 - c. If you are calling in, please let Beth know your name and phone number via Chat.
 - d. NOTE: All FS meetings are recorded for record keeping purposes only.
3. Moment of Reflection. Angela Spencer 3:32
4. Approval of October minutes (separate attachment). 3:35
5. Key priorities as identified by Faculty Senators/FS Committees 3:40
 - a. Longer term contracts for NTT
 - b. Workload Policy Review
 - i. FS Gov – update will be discussed.
 - c. Envisioning teaching evaluation at SLU
 - i. FS AAC, Gender Equity, Reinert Center, Provost Office
 - d. President’s Research Council
 - e. Compensation and benefits: FS CFBC
6. Responses to current questions/concerns
 - a. Global Grad Work Initiative (Career Services) 3:50
 - b. Q and A for IT (Kyle Collins/Evenson) 4:10
 - c. University Record Management and Retention Policy (Evenson/ Reeves) 4:30
 - d. EAB Navigation (Diane Arnzen) 4:45
7. Old Business – Faculty/staff Voice Survey 5:00
8. New Business 5:15
9. BOT, School and Committee Reports 5:20
10. Announcements (within email) 5:30
11. Additional Faculty Resources (links in email)
12. Adjournment

Faculty Senate Meeting Minutes
Tuesday October 17, 2023, 3:30 – 5:30 pm CDT
Via ZOOM: <https://slu.zoom.us/j/97281725414>
Meeting ID: 972 8172 5414

1. Call to Order
2. Roll Call: See below
3. Moment of Reflection. Jody Wood
4. Approval of September minutes (separate attachment): Approved
5. Key priorities as identified by Faculty Senators/FS Committees
 - Longer term contracts for Non-tenure Track positions; Three-tiered approach.
 - Faculty Manual Committee – working on language.
 - Working group to discuss best practices for implementation within units.
 - Discussions at Board level.
 - Workload Policy Review
 - FS Governance committee is working on this and will hopefully be in a place to provide a more complete report next month.
 - Envisioning teaching evaluation at SLU
 - FS AAC, Gender Equity, Reinert Center, Provost Office are all involved in developing evaluations of teaching, separate from student feedback which is currently how we evaluate teaching.
 - President's Research Council: Working groups are meeting and we will hear from them in future meetings. Principal investigators (of externally funded grants) will be invited to a meeting to obtain their feedback. The exact date has yet to be determined but probably in November.
 - Compensation and benefits: FS CFBC
6. Responses to current questions/concerns
 - Global Grad Initiative (Provost Lewis – see slides)
Gross tuition was \$48.1M; Student support was \$19.0M (faculty, student support, student scholarships); Enrollment costs \$11.5M; Profit \$17.6 M but these resources have been spent.
Hired faculty in computer science, information systems, and SPS. SLU will still need to hire more faculty in SPS.
SLU is continuing to work on
 - faculty hiring to ensure we can deliver the product that students expect in terms of their educational goals
 - student supports outside the classroom: cultural support, transition support, visa support (Office of International Services) including dining (e.g., newly opened Spice Market in Fusz); housing, campus recreation/wellness; creating a sense of belonging, and technology upgrades.
 - Office of International Services is providing visa support, onboarding students prior to coming to the US, special orientation activities focused on compliance, safety transition, federal regulations, etc.
 - Budget and Financial presentation (David Heimburger– see slides)
 - FY 23: SLUCare was sold to SSM. Had a 250 million dollar surplus, the largest the University has ever seen.
 - FY 24: The discount rate went from 47.5% in FY23 to 44.7%. However, we had a lower than expected freshman headcount. We budgeted based on having 1,950 and only have a class of 1,790. This impacts tuition as well as housing. The total impact of this is about \$14 million. One way the deficit might be addressed is through delayed hiring, *not* a hiring freeze.
 - A question was asked about the drawdown on the endowment. While the board has allowed us to be at 5% for the last 6-7 years, the trustees have noted that this is not sustainable. SLU has agreed to decrease the endowment spend by one tenth of a percent every year for 5 years (to get back to the 4.5% the board expects). This year the endowment spent will be at 4.9%.
 - There may be additional costs related to the demands of the core, in particular we need courses that fit with collaborative inquiry.

- Employee Benefits update (Sutter/Luna see slides)
 - Health care benefits continue to rise. SLU is trying to manage these to provide the best possible benefit to faculty & staff.
 - Faculty/staff contribution rates are going up by 6%
 - No plan design changes; continue to have the opportunity to have a discounted contribution rate for those who participate in the wellness program, namely a biometric screening
 - Dental and long-term disability premiums are going up this year
 - Open enrollment is open and runs through November 3rd; everyone is encouraged to use ALEX, a tool that can assist in determining the best options for you.
 - Vaccine coverage: while there have been some challenges it is important to note that COVID1-vaccines are covered under United Healthcare and Express Scripts. However, employees are encouraged to make sure that their insurance is covered by the specific provider they are going to as each provider (e.g., Walgreens or CVS) take only certain types of insurance. Employees who have SLU insurance but have had to pay out of pocket can get reimbursed.
 - Climate survey has gone out. Each faculty member has been sent their own link. The survey is shorter, results will be provided quickly, and actions taken as a result of the survey will be communicated to the faculty.
 - Academic Integrity (Martha Allen – see slides)
 - In 2016 SLU approved a university wide academic integrity policy; In 2019 SLU initiated an academic integrity working group; in 2023 Provost Lewis created a position for an Academic Integrity Director
 - In July, 2023 Provost Lewis created an interim academic integrity policy that was in response to the fact that the existing policy had no language that addressed artificial intelligence or generative AI. The School of Law, School of Medicine, and CADE are exempt from this policy because of their professional standards. Madrid has its own academic policy. This policy is in effect for only one year.
 - Right now each school and college has their own adjudication procedures which leads to inconsistent tracking and reporting in Maxient (a “catalogue of student violations”). This leads to the potential for discrimination charges. A new policy is needed to ensure procedures respect both faculty and students.
 - The plan is to shop, vet and approve a University-wide Academic Integrity Policy and Review process both to go into effect Fall 2024. The review board will have 2 faculty members from all schools and colleges, representatives from SGA, GSA, libraries, student conduct, as well as an undergraduate and graduate student.
 - Mission and Identity (Patrick Cousins)
 - There is a new series of videos about the history of the Jesuits and Ignatian pedagogical principles. Mission and Identity is also developing a series of workshops that colleges and schools can use to facilitate conversations about the video contents.
 - Mission and Identity is hosting a Friday Mass lunch speaker series as well as a monthly brown bag speaker series about an aspect of Jesuit educational life.
 - Mission and Identity is also available for faculty and staff pastoral care needs in the SLU community.
7. Old Business – Updates as listed in email 5:10
- Bookstore listening sessions completed
 - Libraries & Museums – survey launched
 - Climate survey – launch date Oct. 16
 - Ombuds listening session and meetings beginning at units
8. New Business
- Summary of charges (within email)
9. BOT, School and Committee Reports: See attached reports
- CAS passed a resolution to send a letter to the Provost and President asking that more be done in the was of cura personalis to address the issues of sexual assault that have been plaguing the campus of late. CAS is not blaming the university but wishes there to be a public posture from the upper administration in recognition of the tensions, and worst that that, that have been occurring.

- SOM is crafting a new portion of the faculty manual for the faculty that have been affected by the sale of SLUCare.

10. Announcements:

- Winners of the Norm White and the John Slosar Awards are now on the Faculty Senate website.
- Please remember to complete the library survey
- Please remember to submit your book orders
- REMINDER: The faculty senate meetings will be on line for November, December, January and February.

11. Additional Faculty Resources (links in email)

12. Adjournment

Attendance:

School of Medicine

Ramona Behshad, M.D.	Jay Bauman, Ph.D.
Hany Elbeshbeshy, M.D.	Yie-Hwa Chang, Ph.D.
Jane McHowat for T Scott Isbell	Shakir Mohamed, M.D
Jane McHowat for T. Scott Isbell, Ph.D.	Ranjit Ray, Ph.D.
Aidan Ruth, Ph.D.	Farzana Hoque, M.D.
Jennifer Cash, M.D.	
Shannon Grabosch	

College of Arts and Sciences

Elodie Pozzi	Hisako Matsuo
Stacey Harris	Stephen Casmier
	Bukky Gbadegesin
Terry Tomazic for Joel Jennings	Zhenguo Lin

School of Science and Engineering

Paul Jelliss	Ray LeBeau
Jeff Ma	Chris Arnatt
Amina Mohammadalipour	

Richard A. Chaifetz School of Business

Mike Markee	Chezna Warner
Barb Yemm	Martha Blaess

Trudy Busch Valentine School of Nursing

Pat Freed	Kathleen Armstrong
Alison Kuhn	

School of Law

Doug Williams	
Petina Benigno	

College for Public Health and Social Justice

Cheryl Rathert	
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School of Education

John James	Jody Wood
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Social Work

Sabrina Tyuse for Jesse Helton (2021-2024)	Dyan McGuire
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University Libraries

Angela Spencer	Matthew Tuegel
Rebecca Hyde	

School for Professional Studies

Maria Weber	
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ESL & CADE

Megan O'Connell	
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Current Faculty Senate Executive Committee

Chris Rollins, President
Terry Tomazic, past president
Beth Baker, Secretary
Theo Alexander, Member-at-Large
Sherry Bicklein, Member-at-large
Joe Lyons, Member-at-Large
Stephen McMillin Member-at-large