

# Faculty Town Hall – Team 3 Work

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**Provost**

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# Overview for the Long-Term Planning Work

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## Team 3: Academic Size and Structure (FY26/FY27 and Beyond)

### Group 1

Faculty Workload  
Assignment

### Group 2

Program Viability and  
Curricular Management

### Group 3

Policies and  
Procedures

### Group 4

Institutional Size  
and Scope

**Team 3 Members:** Leaders of Groups 1-4 (includes Faculty Members), staffed by Provost's Office

**Groups 1-4:** Co-led by a Faculty Member and a Dean, 3-4 Faculty Members, staffed by Provost's Office

**CGS Work:** Led by AP for Graduate Education, Dr. April Trees; work is pertinent to all four groups

*Council of Graduate  
Schools (CGS) Work*



# Team 3 – Overall Charge

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- **Saint Louis University, like almost all institutions of higher education today, finds itself needing to dramatically reimagine:**
  - whom it serves in the contemporary state (and foreseeable future state), and why
  - the nature, scope, and size of our portfolio of academic programs
  - how many faculty, and with what expertise, are needed to fulfill our Jesuit-inspired Mission via our academic programs, scholarly work, and service commitments; this includes addressing the distribution of faculty work across these interdependent institutional commitments
- **Team 3 will focus their work on the following operational areas:**
  - Faculty Workload Assignment
  - Program Viability and Curricular Management
  - Policies and Procedures
  - Institutional Size and Scope

# Group 1 – Faculty Workload Assignment

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- **Charge:** Review the University Workload Policy and recommend policy revisions that will govern the assignment of 2025-26 faculty workloads. The updated workload policy must include the following:
  - Definition of faculty whose sole or primary responsibility is teaching (and minimum standard work responsibilities)
  - Definition of faculty whose responsibilities include both teaching and scholarship/research (and minimum standard work responsibilities)
  - Definition of faculty whose primary responsibility is scholarship/ research, consistent with R1 (or its equivalent) output within the faculty member's discipline (and minimum standard work responsibilities)
- **Timeline:** The new guidelines must be codified as revisions to the University Workload Policy in time for the 2025-26 faculty workload assignment period, which generally occurs in January/February.

# Group 2 – Program Viability/Sustainability and Curricular Management

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- **Charge:**

- Review and help finalize a policy and process for Program Viability and Sustainability, for implementation in the current academic year.
- Develop recommendations for determining feasible class size minimums and maximums.
- Develop guidance for academic leaders to support review (by program faculty and chairs) of key curriculum elements, including the nature and distribution of academic requirements, concentrations, etc. The goal is to identify curricular bottlenecks, curricular redundancy, and unnecessary curricular complexity.

- **Timeline:** The work of this group, as related to curriculum management (including disciplined cancellation of low-enrolled courses and reassignment of related faculty work), must impact the 2025-26 schedule of courses. The timeline for the remaining work of this group will be set as the group proceeds.

# Group 3 – Policies and Procedures

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- **Charge:** Review a variety of university policies, procedures and other documents to ensure the institution's values for teaching, research and service are reflected in how SLU recognizes and rewards excellence, in an equitable manner, in all areas of faculty work. This includes:
  - Review the *Faculty Manual* and college/school/department promotion and tenure guidelines; develop guidance to update P&T criteria
  - Review the policies and approaches for awarding administrative stipends, additive pay, course releases, and related compensation practices
  - Review the University Sabbaticals policy, as well as the variable approaches across colleges and schools in how sabbaticals and other professional development leaves are awarded
  - Develop a University-level policy to guide the design and awarding of various professional development leaves at the college/school level
- **Timeline:** While the work of this group should proceed as quickly as possible, any policy creation/revisions will follow the University procedures for adoption of policies, and this will impact the timeline.

# Group 4 – Institutional Size and Scope

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- **Charge:** Group 4 will consider the optimal size and structure of SLU’s academic enterprise, given our Mission and fundamental institutional priorities and commitments. Areas of consideration should include:
  - The optimum institutional size and relative proportion of undergraduate and graduate students.
  - Recommended targets of the number of research-focused graduate programs relative to the number of non-research focused graduate programs. Institutional research priorities should inform these targets.
- **Timeline:** The work of this group should be completed by the end of the 2024-25 academic year, and should form the cornerstone of ongoing, long-term institutional and academic strategic planning that should be updated regularly.

# Questions / Comments