

Faculty Senate Meeting Agenda
Tuesday October 15, 2024, 3:30 – 5:30 pm CDT
Via ZOOM: <https://slu.zoom.us/s/92646937131>
Meeting ID: 926 4693 7131

1. Call to Order (**Morrissey Hall, Room: 0200 – Bottom floor**) 3:30
2. Roll Call: Use the following procedures:
 - a. Each in-person Senator should use the provided QR code to record your presence.
 - b. Senators participating by Zoom are recorded – please make sure your name reflects first and last name.
 - c. Alternates should notify the Senate Secretary, Donna Jahnke, with the name of the Senator for whom you are a substitute. Donna will monitor the Zoom. You can place the information in the Chat or email her.
 - d. If you are calling in, please let Donna know your name and phone number via Chat.
 - e. NOTE: All FS meetings are recorded for record keeping purposes only.
3. Moment of Reflection. Covered by Doisy 3:32
4. Approval of September minutes (separate attachment). 3:33
5. Update from DPS – Chief 3:35
6. Key priorities as identified by Faculty Senators/FS Committees
 - a. Longer term contracts for NTT – Rollins 3:45
 - b. Envisioning teaching evaluation at SLU – report Debie Lohe 3:55
 - i. Discuss collaboration with Development – Rollins/Lohe
 - c. CADR – review survey results 4:05
 - d. Workload Policy Review – review survey results 4:15
7. Updates on Presidential Search - Rollins 4:40
8. Provost discussion on impact on reductions of positions 4:45
9. Updates Process for Team 1 and 2 – Rollins 5:00
10. Discussion of Team 3 - 5:10
 - a. Charges, staffing, scope and timing of work
11. Old Business –
12. New Business –
13. BOT, School and Committee Reports
14. Announcements (within email)
15. Additional Faculty Resources (links in email)
16. Adjournment

Faculty Senate Meeting Notes
Tuesday September 17, 2024, 3:30 – 5:00 pm CDT
Via ZOOM: <https://slu.zoom.us/j/92646937131>
Meeting ID: 926 4693 7131

1. Call to Order (Location – School of Law, 100 N. Tucker) 3:30
[Chris Rollins called the Senate to order at 3:30 p.m.](#)
2. Roll Call: Use the following procedures:
 - a. Each in-person Senator should use the provided QR code to record your presence.
 - b. Senators participating by Zoom are recorded – please make sure your name reflects first and last name.
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[Attendees on Zoom were recorded, and those in person signed in through the FS QR code.](#)
[Senators in Attendance: Ruth Groff, Elodie Pozzi, Joel Jennings, Bukky Gbadegesin, Zhenguo Lin, Kathleen Gillespie, Cherly Rathert, Jesse Helton, Dyan McGuire, Lei Zhao, Tracy James, Hailong Qian, Barb Yemm, Mike Markee, Chezna Warner, Martha Blaess, Paul Jelliss, Amina Mohammadalipour, Jeff Ma, John James, Jody Wood, Paige Canfield, Petina Benigno, Meadow Campbell, Jay Bauman, Shakir Mohamed, Carissa van den Berk-Clark, Fajun Wang, Kristen Keller, Pat Freed, Alison Kuhn, Elaine Young, Matthew Teugel, Rebecca Hyde, Matt Ryan, Megan O’Connell, Chris Rollins, Ruth Groff, Donna Jahnke, Sherry Bicklein, Joe Lyons, Stephen McMillin](#)
3. Moment of Reflection. Joe Lyons 3:32
[Joe Lyons shared a prayer of encouragement and gratitude as we start Faculty Senate.](#)
[Chris shared the agenda and outlined standard items on most agendas and how other items are put on the agenda.](#)
[Some committees still need representatives from their schools.](#)
 - [Service can be challenging, but we need input from all Schools. We encourage your faculty assembly to elect someone.](#)
 - [We also have an opening on the Faculty Executive Committee. It is a two-year commitment.](#)
4. Approval of May minutes (separate attachment). 3:33
[Minutes of the May 2024 Faculty Senate Meeting were approved unanimously.](#)
5. Key priorities as identified by Faculty Senators/FS Committees 3:35
 - a. Longer term contracts for NTT – implementation update
[We have Non-Tenured faculty eligible for long-term contracts.](#)
[Question: What is the timeline for these processes. Two groups of people.](#)
 - 1.) [People who have achieved promotion to associate or professor will be eligible.](#)
[Faculty affairs to chairs to deans for a timeline. These extended contracts would go out with the contract for next year in January.](#)
 - 2.) [People up for promotion this year. Similar process except recommendation for long term contract would be embedded in the recommendation for promotion.](#)[Chris Rollins is working with the provost office to determine a timeline for putting this in place. As it is solidified it will be shared with the community.](#)

b. Workload Policy Review – Review of Recommendations

- Chris recognized the people on the governance committee and all their hard work over the past year. They continue to address the Workload Policy so we can move forward this fall.
- Senators have a copy of the workload recommendations and report. They are to take that report (linked to email for this meeting) and talk with their schools about the recommendations. We will be taking this up as a priority initiative as we move through this year.

c. Envisioning teaching evaluation at SLU

Envisioning and defining teaching with strong fundamentals is the focus. Debi Lohe is heading up this work. Faculty Senate and provosts office are working on this.

d. CADR – call for input

Senators please provide feedback. A questionnaire will be sent out and we will review the results during Faculty Senate.

6. Voice Survey: Aaron Mensinger

3:45

Aaron shared the 2023 Survey and university findings/actions. There are three big topics university wide.

1.) Making sure we are taking meaningful action.

a. Transparent communication

Aaron referenced the work of the School of Education on creating a sense of belonging.

2.) Making sure we challenge the status quo.

a. Accountability to engage and act

b. Ensuring we challenge ourselves to continue to grow in innovation.

3.) Career Opportunities

a. Spark career discussions and cement paths

b. Development of opportunities to expand career opportunities and highlighting transfers and promotions as they come through the HR office.

Another survey will be sent out in October. The purpose is to track data to see if we are making an impact, and to improve processes. Updated definitions will be included as well.

PPT shared has more details on the survey and the initiatives resulting from the survey.

Comments on the Survey Data:

- There was a request to ensure data integrity.
- There exists a big gap with many SOM faculty who don't take the survey because they no longer work directly for the university. How do we tap into the SOM faculty so they can also provide input? Aaron shared that he will continue to bring that issue back and see what can be done.

7. Overview of logistics for Academic Integrity Policy – effective Fall 2024: Lisa Dorsey

3:55

Lisa Dorsey opened up the topic and shared a ppt with details on the new Integrity Policy.

- Committed to a one-year review of the integrity policy
- Highlights of differences in how we have adjudicated cases in the past
 - Individual cases don't use a process within the school any longer. Academic integrity concerns are adjudicated by a 3-person academic hearing panel that includes 2 faculty and 1 student.
 - There are also expanded sanctions and expanded definitions.
- The process begins and ends with the faculty.
- School of Medicine, Law School and CAPE follow a different policy. (Check this with ppt)

- AI questions keep coming up and are on the radar with regard to how to handle these challenges when they occur.
- Resources were shared in the ppt, as well as the Maxium Report.
- Reach out to Martha Allen or the Academic Integrity Committee if you have questions.
- Chris Rollins will share information links that outline the faculty steps if an issue occurs.

Comments:

1.) If we want no AI in the classroom, are there resources to help us?

Yes, interact with technology services. They have information on how to address the topic of eliminating the use of AI in the classroom.

2.) SOM is an exception. That applies to our med students. What about the Ph.D. and Masters students?

Yes, it is covered by your professional behaviors committee. Is this accurate?

8. Misalignment of Terms for Summer Classes and Summer Housing - Provost 4:05

Thank you to SSE for bringing this forward. Ben Perlman and Matt Goodwin addressed the issue. First, the housing contracts are clear – move in and move out dates are noted. They looked at the breadth of the issue and many are able to move into housing for the fall earlier. There is a small group of students who are in fact homeless for the transition to fall. This doesn't happen every year. If it happens again, SLU will be more proactive in solving the issue. As an F.Y.I. we flip 400 rooms in multiple dorms for the year and it is no small task. However, Ben and Matt will address the issue.

Comments:

- Will there be realignment within the summer teaching structure? Two weeks between semesters possibly. Perhaps we can restructure the summer teaching sections to address the issue. Chris will follow up to see if this option could work.

9. Feedback from Town Hall and President's message- Provost/Rollins 4:15

Provost Lewis shared the ppt on University Challenges and Opportunities. He focused primarily on the Third Team. We need to get ourselves in a place where this is not a reoccurring issue. A significant amount of money was allocated to the budget through the endowment. We will need to find 60 million over the next few years. Team three will focus on policies and procedures with regard to addressing the shortfall. Many people are interested in serving on this committee. Leaders of each group will include 2-3 Faculty Members and will be determined by the provosts office. Groups will be co-led by a faculty member and a dean. This work must be done with pace so the impact happens quickly. For example, faculty workload should be adjusted in January. This presentation was a more detailed sharing of the Town Hall presentation with group work broken down to four groups and details of the work shared.

Group 1 Faculty Workload

- Evaluating workloads and expanding teaching responsibilities

Group 2 Program Viability and Curricular Management

- Ex. Class sizes need to be evaluated
- Continue to think about doing our work differently and at a lower cost

Group 3 Policies and Procedures

- Evaluate how the university makes money and how it spends money.
- Ensure we have the right reward structures in terms of compensation.

Groups 4 Institutional Size and Scope

- Birth rate continues to drop, what is the reasonable number of students for programs?
- What programs will the student population be attracted to?

This plan was shared with the Dean's today and it needs to be moved on quickly. Provost Lewis is moving with pace to get the groups established and the work beginning by the end of September. Provost Lewis and Chris Rollins will hold the groups accountable.

Chris Rollings shared that it is important to note that many of these processes and protocols will come from faculty and the schools. The work has to be done by the faculty. The faculty manual will be followed at all costs, and this is supported by Provost Lewis and President Pestello. It has to work at a pace we will not be comfortable with because we cannot continue to "borrow" from our reserves. Plans need to be put into place and action needs to be take quickly.

Provost Lewis will send the ppt shared.

Comments:

- Can you comment how the SOM will be involved? Anyone on the university side of the house can participate in this process. This is encouraged.
- Transparency on how money is distributed and spent will be important. Chris Sebelski commented that this information has been shared with the budget and finance committee and compensation and fringe benefits committee of the faculty senate, as well as the BOT representatives.

Reminder: Looking at larger picture to determine these significant reductions.

Faculty senate is great, but how do the rest of the faculty fit into the picture? Provost Lewis is happy to collaborate with Chris and Faculty Senate leadership on broad participation.

For Group 1 faculty workload, Doisy submitted a proposal for workload and haven't heard back. Will there be a university policy that is overriding the work schools may have already done to address workload? Provost Lewis is confident we do not have a year to work on university policy then a year to update school policies. Likely, none of our workload policies envisioned the higher load that will be necessary to reduce costs, and this will be an ongoing conversation.

How long do you anticipate before workload policies will be voted on? If you are in a program that lost a line, what metrics will you be looking at to determine if programs get to hire next year? There won't be a lot of hiring this year. Work in group 2 will impact the answer to this question. Some Universities have a 3% contingency that helps address financial fluctuations, we do not. We must think about how we address the issue as an institution. We have a lot of work ahead of us.

Concerns were expressed about the lock down of hiring that could strap some programs and be less strategic. Provost Lewis gave an example of people in enrollment not being rehired. This would be detrimental. The Trustee's approach to providing funding to help with the shortfall was surprising and not typical. It won't happen again

If you want to share anonymously send your questions privately to Chris Rollins or through the suggestions box. If you sent it to Provost Lewis please send it to provost@slu.edu

10. Jointly Charged Workload Review – Provost/Rollins

4:40

Chris Rollins thanked everyone for coming and participating.
She reminded everyone to get their parking validation from Sherrie.

The meeting was adjourned at 5:02 p.m.