

Faculty Senate Meeting Agenda
Tuesday March, 19 2024, 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: 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, 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.
 - d. If you are calling in, please let Beth know your name and phone number via Chat.
 - e. NOTE: All FS meetings are recorded for record keeping purposes only.
3. Moment of Reflection. Ray LeBeau 3:32
4. Approval of February minutes (separate attachment). 3:35
5. **VOTING: Voting on changes to the *Faculty Manual* will occur between 3:45 and 4:30pm**
6. Key priorities as identified by Faculty Senators/FS Committees 3:40
 - a. Longer term contracts for NTT – *Update Rollins*
 - b. Workload Policy Review
 - i. FS Gov – *Update Governance*
 - c. Envisioning teaching evaluation at SLU
 - i. FS AAC, Gender Equity, Reinert Center, Provost Office,
 - ii. *Celebration of Teaching Excellence, March 26*
 - d. President’s Research Council
 - e. Compensation and benefits
7. Responses to current questions/concerns
 - a. Patricia Bass (Director SLU JWL Partnership) 3:55
 - b. Norm White/John Slosar Nominations 4:10
 - c. Faculty Senate Executive Committee Nominations 4:15
 - d. *Faculty Manual* Amendment Voting results 4:30
8. Old Business – 4:45
9. New Business 4:50
10. BOT, School and Committee Reports 5:00
11. Announcements (within email) 5:10
12. Additional Faculty Resources (links in email)
13. Adjournment

Faculty Senate Meeting Minutes
Tuesday February, 20 2024, 3:30 – 5:30 pm CDT

1. Call to Order
2. Roll Call: See below
3. Moment of Reflection. Ruth Groff
4. January minutes: Approved
5. Compensation and benefits: Summary of Budget and Finance Presentation on behalf of faculty / (Rollins)
Several faculty priorities were put forth on behalf of the faculty including compensation and benefits. Based on discussions held in the fall, 2023 a faculty member will receive a raise based on advancement of rank and or tenure. If this does not result in the new base salary at a minimum to twenty-fifth percentile of their discipline and their rank, then the base salary would be increased to that 25th percentile of market at the new rank, within that discipline. Moving forward, we're working toward the 33%. There have also been some changes. This last year the merit pool was focused on the assistant and associate faculty members. There was some coverage for full professors, but some gaps remain. This year if there is a merit raise, which we don't know yet, then that would be focused on equity for the full faculty positions.
6. Allison Brewer AVP of DICE,(Allison.brewer@slu.edu) (see attached slides) discussed the SLU Response & Community Engagement Planning. A recent DICE survey asked students, staff, and faculty what kind of support and resources they would like in terms of current crises including geopolitical events. There was a low response rate (total of 193 individuals). The majority of those who responded indicated that SLU/DICE could contribute by having advocacy, education and engagement support and/or resources. They noted that communication across leadership is crucial, and that consistent messaging around support, resources, and opportunities to engage was highly encouraged.
7. Key priorities as identified by Faculty Senators/FS Committees
 - a. Longer term contracts for NTT –
 - b. Workload Policy Review
 - i. FS Gov
 - c. Envisioning teaching evaluation at SLU
 - i. FS AAC, Gender Equity, Reinert Center, Provost Office
 - d. President's Research Council
8. Responses to current questions/concerns
 - a. "Why can't I have more control over my website/page" Jasmin Patel, Bob Grant/others: Presented Symplectic ELEMENTS (See slides)
 - i. Jasmin Patel indicated that she couldn't really answer this question but did offer some information about a new website/page opportunity that will soon be available to faculty <https://libguides.slu.edu/symplecticelements>
 - ii. It will require that faculty apply for and provide an ORCID number. For more information about ORCID see <https://libguides.slu.edu/ORCID>
 - iii. Elements will look for (legally) publicly available versions of your works in the various databases and journals (that's where an ORCID number comes in), and provide a link to those through the platform (some of this will happen through the libraries' publications link resolver).
 - iv. It is not a repository to hold/deposit publications. Rather it is just bibliographic - with hopefully library access - no direct access (not a repository)
 - v. For more information contact jasmin.patel@slu.edu
 - vi. Faculty noted that while this new system sounds great it doesn't fill the gap left when SLU stopped supporting the previous Google sites platform.

- vii. On further inquiry with ITS it was found that the Classic Google Sites were decommissioned last year and their files were auto-migrated into a newly created Google site. This change was made for the compensation files on 11/5/23. All these files were migrated, but were not re-published. A note has been posted above the list of files saying access is temporarily unavailable but restoration is underway. If sites are not visible they probably still exist, but were automigrated into new Google sites and haven't been re-published. Each site owners will need to do that.

b. Faculty Manual Presentation

3:55

- i. Amendment Presentation and Discussion: Miriam Joseph reviewed the faculty manual amendments including a few minor changes to those presented previously. **Faculty senators will vote on these during the March meeting.** Senators are encouraged to speak with their respective faculty councils/assemblies to ensure we receive full faculty input and discussion.
 - ii. SSM Clinical Faculty – SOM Motion (Jane McHowat) School of Medicine is requesting approval of the Faculty Senate to create and have approved a new faculty manual that outlines the rights and privileges of individuals who are SSM employees and faculty members of SLU. Several senators asked for clarification on who this would cover and what it would cover. Some senators from the SOM voiced concerns about issues that may be more about their contracts with SSM than their rights and privileges as SLU faculty (e.g., how raises are configured at SSM). Senators asked for a more complete discussion of the potential pros and cons of a SOM faculty manual before voting on this.
9. Old Business – Discussion of Provost Presentation in December, slides attached Workload policy: The faculty senate governance committee is working on collecting information about workload policies across the University. In addition, faculty had asked for the opportunity to continue conversations about workload policies in the senate meeting this month.
- i. Some senators voiced support for the Provost's efforts to increase equity and transparency of workload within and across units through unit level policies.
 - ii. Some senators voiced significant concerns with the current workload policy discussions, taking issue with lack of sufficient conversation about how units are defining the metrics, who is making decisions about meeting metrics and how they are making them. Senators also raised concerns about unrealistic expectations of faculty. They noted that teaching needs to be valued more (including recognizing the time it takes to teach well) and noted that increased teaching loads at SLU were in contrast with those of other institutions and would have negative implications for both recruitment and retention of faculty.
 - iii. The Provost re-emphasized that metrics will need to be created based on unit/discipline, and stated that he will continue to discuss issues and concerns with individual units.
10. New Business
11. BOT, School and Committee Reports: The School of Nursing, School of Law, and Business School are engaged in, or will be engaged in Dean searches in the near future.
12. Announcements – starting in March the Faculty Senate meetings will once again be held in a hybrid format with both in person and zoom options available. The location of in person meetings will be on South campus with the specific room to be distributed once it has been finalized.
13. Additional Faculty Resources (links in email)
14. Adjournment

Sabrina for jesse
Thereese james late
Kathleen Armstrong is here late
Stephen Casmier arrived late

Faculty Senators 2023-2024**School of Medicine**

Ramona Behshad	
Hany Elbeshbeshy	Yie-Hwa Chang
Jaya Gnana-Prakasam	Shakir Mohamed
Aidan Ruth	Ranjit Ray
Jennifer Cash	Farzana Hoque
Shannon Grabosch	Jane McHowat for Scott Isbell

College of Arts and Sciences

Elodie Pozzi	Ian Redmount for Hisako Matsuo
Jonathan Sawday for Stacey Harris	Stephen Casmier
Ruth Groff	Bukky Gbadegesin
Joel Jennings	Zhenguo Lin

School of Science and Engineering

Paul Jelliss	Chris Arnatt
Jeff Ma	Amina Mohammadalipour

Doisy College of Health Sciences

Mike Markee	Chezna Warner
Barb Yemm	Martha Blaess

Richard A. Chaifetz School of Business

Fei Tan	Noni Zaharia
Tracy James	Hailong Qian

Trudy Busch Valentine School of Nursing

Pat Freed	Kathleen Armstrong
Alison Kuhn	Kristin Keller

School of Law

Doug Williams	Kelly Mullholland
Petina Benigno	

College for Public Health and Social Justice

Kathleen Gillespie	Echu Liu
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School of Education

John James	Jody Wood
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Social Work

Sabrina Tyuse for Jesse Helton	Dyan McGuire
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University Libraries

Angela Spencer	Matthew Tuegel
Rebecca Hyde	

School for Professional Studies

Maria Weber	
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**Independent Units
[ESL & CADE]**

Matt Ryan	
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Current Faculty Senate Executive Committee

Chris Rollins, President (2022-2023)
Terry Tomazic, past president (2023)
Beth Baker, Secretary (2021-2024)
Theo Alexander, Member-at-Large (2022-2024)
Sherry Bicklein, Member-at-large (2023-2025)
Stephen McMillin Member-at-large (2023-2025)