

Faculty Senate Meeting Agenda
Tuesday November 19, 2024, 3:30 – 5:00 pm CDT
Via ZOOM: <https://slu.zoom.us/j/92646937131>
Meeting ID: 926 4693 7131

1. Call to Order (**Zoom Option Only**) 3:30
2. Roll Call: Use 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, 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.
 - c. If you are calling in, please let Donna know your name and phone number via Chat.
 - d. NOTE: All FS meetings are recorded for record keeping purposes only.
3. Moment of Reflection. Covered by School of Social Work 3:32
4. Approval of October minutes (separate attachment). 3:35
5. Visitor – Learning Communities at SLU 3:40
6. Key priorities as identified by Faculty Senators/FS Committees 3:55
 - a. Longer term contracts for NTT – Rollins - Faculty Eligible for longer term contracts were relayed to appropriate deans.
 - b. Envisioning teaching evaluation at SLU –
 - c. CADR –
 - d. Workload Policy Review – Recommendations relayed to Team A
7. Updates on Presidential Search - Rollins 4:10
8. Update Process for Team 1 and 2 4:15
9. Updates Process for Team 3 – groups A- D 4:25
10. Old Business – Senate Recommendation received/ approved for additional time for comment period on PI policy.
11. New Business – 4:45
 - a. Discussion of proposed curriculum addition
 - b. Benefit coverage
12. BOT, School and Committee Reports
13. Announcements (within email)
14. Additional Faculty Resources (links in email)
15. Adjournment

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**)
Chris Rollins called the meeting 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.
 - 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.

In attendance: Elodie Pozzi, Joel Jennings, Andre Zampaulo, Zhenguo Lin, Robert Hughes, Ian Redmount for Hisako Matsuo, Echu Liu, Cheryl Rathert, Sabrina Tyuse for Jesse Helton, Dyan McGuire, Lei Zhao, Tracy James, Noni Zaharia, Hailong Qian, Barb Yemm, Mike Markee, Chezna Warner, Martha Blaess, Craig Boyd, Paul Jelliss, Paul Bracher for Amina Mohammadalipour, Jay Lebeau, Jeff Ma, Karen Tichy for John James, Paige Canfield, Petina Benigno, Kelly Mullholland, Meadow Campbell, Jaya Gnana-Prakasam, Daniel Lin, Jennifer Cash, Shannon Grabosch, Jay Bauman, Yie-Hwa Chang, Shakir Mohamed, Ranjit Ray, Carissa Van den Berk-Clark, Kristen Keller, Pat Freed, Alison Kuhn, Elaine Young, Maria Weber, Matthew Teugel, Gregory Pass, Rebecca Hyde, Matt Ryan, Megan O’Connell, Chris Rollins, Donna Jahnke, Sherry Bicklein, Joe Lyons, Jody Wood
3. Moment of Reflection. Covered by Doisy
Mike Markee from the Doisy School of Nursing shared a moment of reflection reminding us all to live in the moment, be present, and choose to be happy.
4. Approval of September minutes (separate attachment).
The following Senators were added to the attendance list as present at our September 17th Faculty Senate Meeting. The minutes were approved with this change.
5. Update from DPS – Chief Melinda “Mel” Heikkinen
Melinda “Mel” Heikkinen, our Assistant Vice President for Public Safety, shared some of the offerings Public Safety provides including various services such as Run Hide Fight Training, a Self Defense Course, and Safety Escorts for student and adults.
Question: Do we do armed intruder training? Yes, we offer two different types of training. The first is for those in the Public Safety Department, and the second is for those in our community.
Immersive active shooting training occurs for those in Public Safety. This training is identical to the training provided to St. Louis Police Officers. Public Service also provides training to anyone who requests it at dps@slu.edu.

Chris shared our thanks for the good work of our Public Safety officers.

6. Key priorities as identified by Faculty Senators/FS Committees

a. Longer term contracts for NTT – Rollins

- There has been some movement on this initiative.
 - o Longer term contract information is posted on the Provost's website under policies.
There are two groups:
 - Grandfathered Group. Those who have gone through promotion and would otherwise be eligible for a longer-term contract. By the end of the month the academic affairs group will send that list of people to the Deans, so they are aware who has reached promotion status. About 100 people are in this group.
 - Second group are those who go up for promotion this academic calendar year. Long term contract decisions will be made during that process.
 - o If awarded, these contracts will be sent out in spring.

b. Envisioning teaching evaluation at SLU – Report Debie Lohe and Lisieux Huelman

i. Discuss collaboration with Development – Rollins/Lohe

Lisieux Huelman and Debbie Lohe shared updates on the Teaching and Learning Project

- The Teacher Effectiveness Project is a multi-phase, multi-year program that is a joint collaboration between the Provost's office and the Faculty Senate.
- The focus is to define, document, enhance, evaluate, and recognize effective teaching across the university that aligns with our institution.
- In phase one the primary focus is defining our terms and building a shared understanding of what quality teaching is and looks like.
- Parallel work is happening to update Course Evaluations with the Joint Faculty Senate, Provost, Reinert Center, and the Gender Equity Committee to update the instrument.
- Student course feedback surveys have a new name, a statement about potential for bias and a new toolkit for students.
- Student feedback is not an evaluation of teaching
- The focus is to get to a place where teaching is evaluated responsibly.
- Last year time was spent preparing the community for this work sharing emails and sending out the Teaching Effectiveness Survey, and sent out a call for nominations for the Teaching and Equity Advocates and read through Critical Teaching Behaviors one of the many frameworks the group is reviewing. This book is available through Pias Library.
- Later this spring draft frameworks and definitions will be provided for review and feedback.
- More resources are available through their website.
- Chris thanked the leaders and the faculty senators for working on this project.
- Chris, Gina and Debie have been speaking with development and are to working on a proposal to have this be a development priority to see if there are donors that are willing to sponsor some of the things we are doing already and celebrate teaching excellent across the campus.
- Celebrating teaching excellent is a priority

c. CADR – review survey results

Chris reported on the survey results.

- We use CADR for many things and we do not want to eliminate this service.
- Students using CADR were very complimentary
- Some concerns were expressed.
 - o Not enough private rooms
 - o Difficulty staffing

- Only available on south campus in the summer
- Comments on software: DocuSign
- Students must take exam on same date a cohort, can schedule a different date
- Time differential for start times has caused an issue
- Communication from CADR was excellent.
- Desire to have tests at the same time simultaneously

Provost Lewis responded. There are 130 open positions with 100 being staff. Tech support positions are very transient because they are entry level positions.

- The testing center is appreciated because it saves instructors time with accommodations and setting up testing opportunities so they can do more research, etc.
- Students who need accommodations will be the priority with the testing center

7. Updates on Presidential Search - Rollins

Chris Rollins reported we are on pace with the timeline for the search for a new president. Applicants have been reviewed. Over the next few months interviews will be conducted. We are on pace and on track to complete the selection on time. The pool of applicants is encouraging. Five other Jesuit universities are looking for presidents. Two will announce soon. There is a lot of turnover in higher education. Our candidates interested in the SLU Presidency look strong.

8. Provost discussion on impact on reductions of positions

- Provost Lewis shared comments on position reductions.
- Team One – There is vertical representation at all staff levels on the team and representation throughout the university. People who are on this critical committee whom we are asking to do this heavy work, need to be protected. There is great trepidation on their part about the reaction of the community regarding the difficult decisions that need to be made, and have asked that their names not be put out into the community. Donna Lavois was thanked for her leadership and willingness to take on this difficult task. We are all grateful for Donna's efforts.

9. Updates Process for Team 1 and 2 – Rollins

Teams One and Two are working. Team one is looking at the scope of various staffing positions. Donna Lavois is chairing this committee. There are several different stages; front line, middle management, and staff members higher up in rank. All are working well in this group. Recommendations will be brought to the cabinet for review.

Team Two is run by Scott Duhlman, Interim Dean of SPS. Their work is to find and market ways to utilize and expand programs we already have. Ten to twelve programs are on that list. They are also looking at programs that may have opportunities to expand to grow enrollment.

10. Discussion of Team 3 -

a. Charges, staffing, scope and timing of work

Team Three continues to evaluate academic size and structure working with Chris Rollins and the Deans. The work is continuing. Chris shared appreciation for the number of people who have submitted their names or the names of others to participate on these teams. Reminder: The groups need to be balanced by school/college to provide diversity within the teams. They are in need of school/college diversity on the teams. As of right now it is heavy from Doisy and CAS. A slide deck with additional information was shared. The Town Hall Meeting on Thursday, October 17th will be held at the Cook Hall A-B Auditorium from 2:00 p.m. – 3:30 p.m. and will be more Q and A than presentation.

Question: Is there a deadline for submitting to volunteer for a team? Need to get Provost Lewis names by the end of the week.

Provost Lewis shared, as President Pestello shared last week, we ultimately need to be a university with fewer staff and fewer faculty if we are to meet our budget and become financially healthy again. It is not easy to do this work. With an effort to honor shared governance and get feedback from as many people as possible, the teams will likely be set a little later than September as was hoped. Some of the work of these groups will lead to requiring fewer faculty, addressing workload assignments, managing the curriculum, and ensuring we have the proper procedures and policies, that equity remains the focus and all of this is taken into account as we change some overarching university practices. The fourth group will look at the future state of SLU in the context of the fast-changing higher education environment.

11. Old Business –

Recommendations from the governance group last spring were revisited. Last May people were offered an opportunity to comment on them. Seven recommendations. Several of them are ready to go to Team 3.

The following recommendations were discussed. Should they be sent to Team 3.

- Faculty Senate reexamine the workload policy for its underlying objectives with particular focus on the possibility that the nature and diversity of faculty work imply significant limits on what a workload policy can achieve.
- Looking at teacher workloads which promote equity across the units
- What constitutes R1 scholarship in a particular discipline may not be spelled out
- Decide if this mandate is appropriate for SLU. The workload should not be assigned at a university level.
- Look at university policy and restructure so that it functions more as an accountability mechanism
- Looking again at the university policy can it be restructured so that it is more of an accountability
- Workload policy is an academic matter therefore there should be a major role for faculty input.

As a faculty body do we feel like we should send these to the teams?

Motion to send these recommendations to the Team 3 Work Group, Send 1, 3, 4, 6, and 7 back to Team Three for consideration. Motion made and seconded. Approved.

Full list of the seven recommendations can be found on the Senate website

12. New Business –

Many questions were asked about the Principal Investigator Policy up for review. Why is SLU requiring this? It's not SLU it is the government. They are requiring you to do things required by the government. Survey wasn't run in April because of the timing. You won't get broad results because of the time of year. Summer and August don't work either. The comment window started in mid-September and should be finalized by this Friday. The policy has been out for a 30-day window. Some groups have responded. They are asking for feedback. If you are a PI, if you know a PI, or if you played one on TV, look for that policy and make comments on it.

Comments from the Senate:

- More input needs to be sought before making any decisions. Need more time for feedback.
- It has been sent to the academic deans of research for them to review and share for feedback. The 30-day window is not over yet. More feedback is needed.
- Where is 30-day policy posted? On Newslink, and one was posted in the chat. Chris will send the link out to Senators.

- Joe Lyon wants to make an amendment to the motion to ask for an additional 30 days before moving forward.

Motioned and seconded. Discussion. Approved. Joe will draft the recommendation and Chris will review before sending.

13. BOT, School and Committee Reports

No reports at this time.

14. Announcements (within email)

Jody Wood has been elected to the FSEC. Thank you to Stacy! You have been a hallmark as part of the Faculty Senate and we will find more work for you! Stacy made a very gracious congratulations to Jody.

15. Additional Faculty Resources (links in email)

16. Adjournment

Chris Rollins adjourned the meeting at 5:17 p.m.

DRAFT