

Faculty Senate Meeting Agenda
Tuesday May 11, 2021, 3.30 ±5.30 pm CDT

Via ZOOM:

<https://slu.zoom.us/j/99047159821>

- ii. BoT Business and Administration Committee (Jim Fisher and Constance Wagner)
- iii. BoT Development Committee (Huliyar Mallikarjuna)
- iv. BoT Marketing and Branding Committee (Brad Carlson)
- v. BoT Student Development Committee (Karla Scott)
- vi. BoT Medical Education and Clinical Affairs Committee (Medhat Osman)
- vii. BoT Investment Committee (Tom Doellman)
- viii. BoT Mission and Identity Committee (Eleonore Stump)

13. Gender Equity Committee end of year report (Christine Rollins and Kristin Wilson)

14. Reports from Faculty Assemblies/Councils [10 minutes]

CAS, SOM, SOB, Doisy, SON, PHSJ, Parks, SPS, Libraries, SOL, SOE, Unaffiliated Units (INTO, CADE)

15. Old Business

16. New Business

17. Announcements

Announcement of results of FSEC elections

18. Adjournment

5.30

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serve on the committee and those names have been forwarded to the President, who will confirm the names he selects.

- f Academic Portfolio Review: The Provost sent a formal communication on 4/12 to all affected faculty to announce his decisions about program closures. He has identified 40 programs with low student enrollment that he has determined could be closed. The Provost also sent letters to 260 students currently enrolled in those affected programs to inform them their programs will be taught -out. The FSEC will help oversee the process and attend meetings with affected faculty. During these meetings the affected faculty will have an opportunity to discuss and propose an alternative plan. The FSEC will make every good faith effort to ensure that tenured faculty are retained or redeployed to other units.
- f Fall 2021: Debie Lohe has convened a small group to review fall 2021 teaching and course modalities. Faculty were selected based on a number of criteria such as those with children, other family dependents & dynamics, faculty teaching in person, faculty teaching in hybrid formats, faculty who had labs. The 4 faculty representatives on this committee are: Mamoun Benmamoun (Chaifetz), Alaina Baker-Nigh (Biology), Elodie Pozzi (Math), Renee Davis (Nursing).
- f CAS Restructuring: Provost is still working on this decision.
- f Faculty Manual Violations: The Senate passed a motion at the March Senate meeting about reporting Faculty Manual Violations. One potential violation has been reported to the FSEC, who are determining if the report has merit and if the FSEC determines it does it will be passed on to the Governance Committee for further investigation.
- f CFO David Heimburger will be rescheduled for the May Senate Meeting to provide an update on the budget. Decisions are being made about the budget process, compensation increase, and the restoration of the retirement match by the 4-step budget group. Over 60 faculty and administrators have participated in this 4-step process.
- f Faculty Manual Amendments: A link was sent to each Senator with the ballot. The link will open and close at designated times (4:15 pm open, 5:00pm closing, reporting 5:15pm). The floor will not be opened for discussion on these amendments. The ballot results will be announced at the end of the meeting. Nitish Singh and Scott Isbell have volunteered to monitor the ballot, count votes, and report results back to the Senate.

4. Provost Michael Lewis: Academic Portfolio Review Decisions

- f APRC process is on the [website](#). Factors were considered and reviewed during an iterative process and included: student demand, finance, feedback from colleges, deans, and faculty. Programs were placed into 3 general categories: red (discontinuing), yellow (recommend retaining with regular monitoring), green (recommend retaining). 53 programs were recommended for closure. The Provost identified 40 of these 53 programs as those he wished to close
- f Provost met with each Dean to discuss the recommendations and to determine if program closure would be a reallocation or a reorganization. The next step was to meet with the FSEC, which was done in 3 meetings to discuss initial decisions. After those meetings the Provost sent out formal letters to affected faculty members and affected students. For students, the

communication included emails to help clarify if a BA or a BS would close to help reduce any confusion.

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review process to get an understanding of current practices, which will be combined with broader best practices to produce a report that will be sent to the FSEC.

Q&A:

Q: Was the survey sent to SOM faculty?

A: No, because faculty in SOM do not report to the Provost.

Compensation and Fringe Benefits: Chris Sebelski

f Meeting consistently to discuss the distribution of equity money that the BOT and discussing how merit will be distributed this year and future years. Merit will be determined from a multi-year look back faculty performance to the last time raises were offered (at least 3 years ago). The committee will also look at issues of equity from year to year.

Q&A:

Q: Is your committee going to separate equity adjustment and merit adjustment? If equity is included in merit that may be misleading and determine what the merit will be? Do units have a say in how merit will be determined given some units have **> Z K D W ¶ V missing here?**

\$ 7KHUH LV D FRPSHQVDWLRQ SRRO WKDW is funding to E H JLYHQ (?) \$2.4m. Of the \$2.4m, 2% will be directed for merit, and 1% will be directed towards equity issues. CFBC has always asked that there is a separate amount for equity issues to prevent minimizing the merit pool. The colleges will not have any say in equity, because those will be determined, and the money held by, WKH 3URYRVW ¶ V 2ILFH & ROO more say about the merit pool. The BOT will not approve a baseline raise @9S/ã²> ° D @9S/NÑH 3

10. Faculty Manual Amendment Vote: 44 votes to approve the amendments, and 6 votes against the amendments.

11. Meeting Adjourned: 4.41 pm.

Respectfully submitted
Keon Gilbert