

Faculty Senate Meeting Agenda
Tuesday December 10, 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. School of Law 3:32
4. Approval of November minutes (separate attachment). 3:35
5. Visitor – CADR data points/usage 3:40
6. Key priorities as identified by Faculty Senators/FS Committees 3:55
 - a. Longer term contracts for NTT – Rollins -
 - b. Envisioning teaching evaluation at SLU –
 - c. CADR –
 - d. Workload Policy Review –
7. Discussion of Draft Policy Updates 4:00
 - a. Retirement Policy
 - b. Emeritus Policy
 - c. Phased Retirement Policy
8. New Business – 4:45
 - a. Delta Dental
 - b.
9. BOT, School and Committee Reports
10. Announcements (within email)
11. Additional Faculty Resources (links in email)
12. Adjournment

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

1. Call to Order (Zoom Option Only)

The meeting was called to order by Chris Rollins at 3:30 p.m.

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 or question the Chat.
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3. Moment of Reflection. Covered by the School of Social Work

Jesse Helton shared a reflection. He read a poem titled Dog Songs, by Mary Oliver, and asked that we reflect on times that we were our authentic selves.

4. Approval of October minutes (separate attachment).

Minutes from the October 15th meeting were approved.

5. Visitor – Learning Communities at SLU

A Learning Communities presentation was provided by Monica Carson Sheriff, Director of Residence Life and Alexis Sparks, Assoc. Director of Residence Life. For the day-to-day operation of Learning Communities (LC's) Rich Brown coordinates large-scale programming as well as graduate operations within residence life.

Learning Communities can be academic or based on student interests and provide opportunities for students to create small knit communities within a bigger program. They are focused on first year students, and 500 SLU students are actively involved in LC's. Research indicates that Learning Communities positively impact student acclimation to the university, academic growth, and retention. See the Learning Communities Strategic Plan ppt. for additional information.

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

a. Longer term contracts for NTT

Chris Rollins shared that faculty eligible for longer term contracts were relayed to appropriate deans.

- NTT's who met associate or full professor criteria are on a list and will be up for consideration as contracts are looked at for next year
- Information on extended contracts will be provided with your contract letter for next year, hopefully by June 15th deadline set in the handbook
- In the longer term policy, the Dean would make recommendations. However, the ultimate decision maker is the provost.
- Communications between the deans and the provost for longer term contracts depend on the strength of the program and enrollment
- Anyone up for promotion will at that same time be under consideration for 3-5 year contracts.
- Advancement is based on handbook criteria
- Again, the dean makes a recommendation for the length of contract and recommendations go to the provost who ultimately makes the decision
- The new website has rolled out and under the provost page, faculty policies, the NTT policy is posted there.

b. CADR

Testing center discussion

- Chris thanked group for their patience with the camera and settings with our last meeting. It wasn't possible to move the camera in that room.
- CADR was asked to report to us for usage statistics at our December meeting to understand their perspective.
- Additional comment from Senator
 - o Came to Faculty Senate in April. We are not making progress but are backsliding, (ex. No individual testing except for those with disabilities, testing in the summer only on South Campus not North Campus, there are only 5 private rooms.)

c. Workload Policy Review – Recommendations relayed to Team A

Two things happened at last senate meeting

- Voted recommendations were relayed to team A
- Senate recommendation – motion and approved for additional time for the PI policy and that also occurred

7. Updates on Presidential Search - Rollins

- o Process has not moved to where the search committee group has finished its role. The Board of trustees now takes over. The ultimate negotiation is

between the board of trustees and the candidate. Things are in the Boards hands.

- There was a q and a in the question box regarding our values and mission continuing past January 20th. All communications so far have kept the Jesuit mission and identity at the forefront of discussions. T. Scott Isabel confirmed that over and over again mission and identity rose up as the most important thing and was top of mind for the search committee as a whole. Scott, Chris and Kira are on the committee, but it wasn't just them beating the mission/identity drum. We do not know when the new President will be announced. Looking back, Fred was announced in the winter at the cusp of spring. Anticipate early next year - 2025

8. Update Process for Team 1 and 2 Update on Process

Team 1: All teams are working to the deadlines they have.

Teams 1 and 2 started first. Team 1 is looking at administrative structures. Dean Lavoy is chair. They meet 3 times a week. The majority of team members are staff members because the majority of decisions will impact staff most directly. Team 1 was given 4 specific charges looking at structures. They have finished with one and are working on two. They may or may not get to three and four before winter break.

Team 2 revenue growth discussion presentation to the Board. They have made strides as well. They discovered some grad programs have no point of contact and no continued pipeline for ushering students in. The team is working on this.

There are up to 50 potential additional students this spring expected.

Team 3: Had a couple town halls. Planning one more town hall in December after the Board meeting so updates can be given from the co-leads.

Some teams are meeting twice a week, all are meeting at least once a week working to accomplish their charges.

Contact people for the groups are:

- Julie Howe and Dean Triplet group A
- Group B Dean McClure from Public Policy is in charge

- Group C Dean Ritter and Chris Rollins- This group will be bringing any faculty manuals or policy changes forward.
- Group D Randi out of philosophy

9. Updated Process for Team 3 – groups A- D, was reviewed

10. Old Business

- Senate Recommendation received/ approved for additional time for comment period on PI policy.
- Will we get raises in January? Yes, we will. Sometime in January faculty will get a letter indicating salary for the upcoming cycle. Hoping to get those by mid-January.
- Chat box: Is there a desire to give a raise again in July? Budget meetings are being set now. Various departments will submit what they need for the coming year. Development will identify revenue. Approach will be conservative. The university has the same philosophy – invest in faculty and staff as a priority. Budget cycle is just starting. There could be a delay. At the staff council meeting today Fred said with all the challenges this year we can present a balanced budget for this year.
- There is no COLA (Cost of Living Adjustment) at SLU. We work off the Dean's recommendation. Raise pool was 3%. There is a desire to have 1% of that money held for equitable distribution. In the past that has offered gender, market, race equity, etc. This money is doled out by the provost. All the rest is in the Dean's hands for merit.
- If a balanced budget is presented, will that impact the plan and limitations on staffing across the university? Strategic hiring is what allows us to create a balanced budget. That strategic hiring will continue.
- There are separate pools for faculty and staff raises.
 - In any given year all the potholes we have in funding cannot be filled. Funding rotates so that gender, race, equity, etc. can be addressed, and every year money goes into the merit system. Don't know how long it will take to get all the marginalized groups caught up. Market equity is also reviewed.
 - Salaries were benchmarked less than two years ago. They are monitored by a specific committee on an ongoing basis.
 - Questions about compensation committee. Chris assured everyone that Chris Sabelski is working as chair of that committee and has provided consistency. In the spirit of transparency everything that can be shared, will be shared.

11. New Business – Discussion of proposed curriculum addition

Should we consider as part of our studies taking a stronger stance on climate and environment? Ruth Evans made a recommendation that we have a climate change course requirement. Other universities are doing this. A recommendation was made that we need to assess where it is already written into the curriculum, and what groups may be working on this already as well. The medical school is looking at health through the lens of health care, human disease and the impact climate change has on that. Collaboration on this work across the university is worth consideration. There is an environmental future courses, a waters course and two geographers in our faculty so we are well positioned to address these environmental challenges. Pulling together a fact finding survey on teaching a course that touches on climate change or part of this discussion would be important in determining where we are starting with this work.

12. Governance Report

Protocol for submitting issues with work load survey was sent out. Half say there is no mechanism for handling disputes on workload. Some say they have a mechanism but when you disagree with your chair you discuss it with them, and that might be the end, or you can take it to a higher level. One school has a process but they are not happy with it. They want to ask the question about whether or not their school/college is satisfied with the mechanism they have

To the best of your understanding do you believe your school/unit/department is satisfied with the mechanism they use to handle workload disputes? A quick Zoom poll was conducted with the following results.

Quick poll on workload produced the following results:

14/53 (26%) Satisfied

18/53 (34%) Not Satisfied

21/53 (40%) Abstained

13. BOT, School and Committee Reports

Chris called for reports from schools or committees. There were none.

Update on Academic Integrity Policy

- Since the beginning of the year through November 13th there have been 27 cases of academic integrity
- First cases filed Sept. 18th
 - 13 Graduate Students
 - 14 Undergrad Students
 - 4 Academic Hearing Panels
- In 22 cases there was acknowledgment by the student that they did something wrong.

- Sanctions included failure of the assignment, reduced exam score, failure of an exam, failure of a course.
- Nineteen faculty volunteered to serve on the panels.
- Right now everything seems to be working fine.

There will be a university policy in place by January. Will there be school policies in place as there have been in the past? There will be differences between schools/colleges. Each school will need to adapt workload policy yet be consistent with the policy. Yes the expectation is that the units will rewrite their stuff, but it will take some time. That will likely be in place for the 25-26 school year.

Spring 2025 workloads have already been set. We are talking about the establishment of the workload for the 25-26 school year.

14. Announcements (within email)

15. Additional Faculty Resources (links in email)

16. Adjournment

Motion to end the meeting 5:05 p.m.