**SAINT LOUIS UNIVERSITY**  
**FACULTY SENATE**  
**MINUTES**  
January 31, 2006  
[Amended February 21, 2006]


**Absent:** R. Mayden, C. Werner, E. Engel, S. Tollefsen

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<th>TOPIC</th>
<th>DISCUSSION / RECOMMENDATIONS / ACTION</th>
<th>FOLLOW-UP</th>
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<td><strong>Call to Order</strong></td>
<td>President John Griesbach called the meeting to order at 3:30pm.</td>
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<td><strong>Call of the Roll</strong></td>
<td>Secretary Miriam Joseph called the roll.</td>
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<td><strong>Approval of the Minutes</strong></td>
<td>The minutes of the November 15, 2005 Faculty Senate meeting were approved.</td>
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| **Report of the President and Executive Committee** | 1. *Faculty Manual* Revision – J. Griesbach reported that Senate Executive and Manual Committees, the Provost, and the General Counsel have reached agreement on the revision. The revised draft is now in Fr. Biondi’s hands; he, the Provost, and General Counsel will meet next week. The Executive Committee (EC) expects the draft to be accepted but is prepared to meet again if necessary. Senators were reminded that the 1994 Manual remains in effect.  

Significant changes since the approval of an earlier draft in April 2005:  
(a) Termination procedures of tenured and non-tenured faculty: Changes in the structure of the peer review and empowerment of this committee to run the proceedings for both terminations and non-renewals.  
(b) Physician Services: Gave the Dean of the School of Medicine (SOM) authority in cases of expert witness testimony to determine abuse of privilege. This decision is subject to review by the Professional Relations Committee only if perceived as arbitrary or capricious.  
(c) Privacy: No changes were made to the privacy status of workplace offices. The provision regarding University access to medical and tax records was dropped because it was unacceptable to the General Counsel in certain circumstances and the group was unable to reach agreement on wording for exceptions. Instead, reliance will be made on background law and basic understandings of access to medical and tax records.  

The EC now expects the Board of Trustees to vote on the *Manual* revision at its May meeting. The Senate will vote on the revision at either its March or April meeting. The new draft will be posted for senators’ review, along with a list identifying significant changes since the April 2005 draft.  

2. Compensation and Fringe Benefits Issues – J. Griesbach referenced his emailed newsletter. He reminded senators that the Senate submitted a three-tiered salary proposal to the PCC (President’s Coordinating Council).  

The first tier consisted of a $1200 cost-of-living catch-up with half going to faculty/staff retirement accounts but with an “opt out” option. Several
members of the University administration generally oppose increases not tied to merit but the Provost expects to raise the salary floors of tenure-track faculty whose performance has not been unsatisfactory by at least $4000 in each rank. J. Griesbach noted that several administrators are interested in the opt-out approach to retirement; it wasn’t adopted for this budget cycle so the Senate will pursue it again next year.

The second tier of the salary proposal consisted of a general merit increase of 4%. It is likely that the average increase will be about 3.3%. The salary pool will be 3.7% but in addition to merit increases, it will cover promotions, compression adjustments, and increases to salary floors. J. Griesbach noted that the 3.3% is below the just-announced national CPI increase of 3.7%.

The third tier of the proposal consisted of $2 million for compression adjustments.

J. Griesbach thanked the Senate’s Compensation and Fringe Benefits Committee, chaired by Joyce Dana, for its work in compiling the data needed for the proposal. He also noted that the cost of SLU’s health insurance plans remains unknown at this point, and that an ad hoc committee of faculty and staff are working on this issue with Human Resources staff.

T. Bernsen raised the issue of wrap-around health insurance policies. She related her recent experience of using a preferred provider hospital but being billed for the services of physicians at that hospital who were not covered by her insurance plan. Her plan maintains that SLU doesn’t have wraparound policies. She is asking the Senate’s Compensation and Fringe Benefits Committee to explore this and make any necessary clarifications to policyholders.

With regard to faculty salaries, I. Redmount noted that the University has never repudiated its goal of reaching the 60th percentile of AAUP levels and continues to fall behind. J. Griesbach provided this information as part of the background data of the Senate’s salary proposal.

3. Fr. Biondi’s Award – J. Griesbach announced that he sent a letter to Fr. Biondi, on behalf of the EC and Faculty Senate, congratulating him on his recent Citizen of the Year award.

4. Faculty Senate Elections – M. Joseph reminded senators that elections will be held at the April Senate meeting to fill the at-large seats currently held by Jeanne Donnelly and Steve Fliesler, as well as the positions of secretary and president-elect. The will present a slate of nominees and take additional nominations from the floor at the February Senate meeting.

Old Business None

New Business

J. Griesbach reported that the last PCC meeting featured a presentation on student suicides and suicide attempt prevention by Dr. Scott Goldman and a nurse colleague from the SLU Student Health Center. The presentation raised questions about how the University can improve intervention and how faculty, given their high level of interaction with students, might be involved. Senators were asked to provide feedback to EC members regarding how this topic might be addressed with the faculty at large (e.g., by college/school? by department?).
Provost J. Weixlmann introduced the presentation. He reported that the Senate, CADD, and SGA submitted budget proposals for consideration. While all requests could not be met, most of the new spending will be focused on academics and information technology. Other major sums will be set aside to pay increased utility costs and $1.2 million for costs associated with the new research building.

B. Woodruff stated that this presentation covers the general operating fund, which is a tuition-driven budget. The UMG (SLUCare) is budgeted separately, and the restricted fund is separate. G. Whitworth then addressed these topics in detail:

(1) Historical Perspective;
(2) FY06 Forecast to FY06 Budget
(3) Key Strategic Directions;
(4) Recommendations for FY07; and
(5) Multi-year Projections.

Some notes:

- University officials are trying to develop consistency by taking a multi-year approach to the budget
- Figures behind the budgeting assumptions: Net student revenue increases; endowment income decreases; operating expenses steadily increases; and the reserve for the research building increases.
- FY06 budget expenses increased because of the hike in utility costs.
- Mid-term strategic overview: New freshman enrollment will increase to 1700 by FY09; tuition increases will average about 6%; the discount rate will likely remain about 40% as enrollment grows; endowment spending will be reduced to 4%.
- These issues were the priorities resultant from the Joint CADD/PCC discussion on the budget: Greater ITS support; a campus-wide wireless environment; increased faculty/staff compensation; and physical plant improvements.
- Among the academic initiatives in the FY07 budget are $925K into the base budget to fund faculty positions that were paid in FY06 as one-time costs; $400K+ to bring adjunct pay to $1000K/credit hour in most units; $750K for new faculty positions.
- Applications and admissions of both new freshmen and transfers are running significantly ahead of last year at this point. Students say SLU is a “hot school;” none of the other Jesuit institutions are experiencing similar increases. Enrollment will be held to a level we can handle.

A question and answer period followed. Topics included SLU’s tuition in comparison with other Jesuit schools, fundraising for the endowment, projected increased salary pools for FY08 (4%) and FY09 (4.5%), and long-term costs of the research building.

Adjournment The meeting was adjourned at 5:10pm.

Respectfully submitted,
Miriam E. Joseph
Executive Secretary