Absent: K. Parker, A. Seetharaman, J. Ammann, J. Montre, G. Peterson, S. Herrmann, T. Leet,
Excused: J. Murray, B. Fogel,

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>DISCUSSION / RECOMMENDATIONS / ACTION</th>
<th>FOLLOW-UP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Call to Order</td>
<td>President Rick Breslin called the meeting to order at 3:35pm.</td>
<td></td>
</tr>
<tr>
<td>Call of the Role</td>
<td>Secretary Miriam Joseph called the roll.</td>
<td></td>
</tr>
<tr>
<td>Approval of Minutes</td>
<td>The minutes of the September 21, 2004 Faculty Senate meeting were approved.</td>
<td></td>
</tr>
<tr>
<td>President’s Report</td>
<td><strong>Faculty Manual:</strong> Breslin characterized the Manual Subcommittee’s meetings with the Provost as “going exceptionally well.” The revision process will be finished this academic year, concluding with a vote by the Board of Trustees in either February or May. A new draft will be available on the Senate’s Web site after Thanksgiving. Open fora for comment on the draft will be held on December 7th in Carlo Auditorium and December 14th in the AHP Building Main Auditorium; both sessions are scheduled for 3:30-5:30pm. Joseph will notify all faculty of the availability of the latest draft and the fora dates via email. Faculty input is needed. <strong>Library Services Assessment Committee:</strong> Senators were referred to the handout on this topic and asked to contact Committee members with comments. <strong>ITS Listserv Policy:</strong> ITS recommendations for a revised policy, based upon prior comments from the Senate, have been proposed. The listserv document will be brought to the Senate early in Spring 2005. <strong>Spring 2005 Senate Meeting Dates.</strong> The dates are January 18 on Frost in the BSC for the annual University budget presentation (the SLUCare budget will be presented at a later date), February 15 at HSC, March 22 at Frost, and April 26 at HSC. Specific location information is pending. <strong>Policies Responses from Faculty Assemblies.</strong> This feedback is needed as soon as possible so it can be discussed with the Provost.</td>
<td>Manual Subcommittee</td>
</tr>
<tr>
<td>Conflict of Interest Policy</td>
<td>Kathleen Farrell, chair of the Conflict of Interest Committee, presented an overview of the Committee and its work. The Conflict of Interest Policy, established in Spring 2003 by the Office of the Provost in consultation with the vice presidents for research and the Faculty Senate, is on the Web at <a href="http://www.slu.edu/research/policy/PolicyNew.doc">http://www.slu.edu/research/policy/PolicyNew.doc</a>. The Faculty Review Committee was appointed in August 2003; John Pauly is the Senate representative. The Committee first developed a working plan for the year to present to NIH officials when they conducted an informational site visit in September 2003. This involved review of Conflict of Interest policies and review procedures at other institutions, as well as literature on related legal and ethical issues and from pertinent organizations</td>
<td>EC EC</td>
</tr>
</tbody>
</table>
focusing on research administration. Committee members also attended NIH and National Council of University Research Administrators meetings on research integrity and compliance. The Committee collected disclosure forms from all faculty, staff, and students involved in externally funded research in SLU colleges and schools, made educational presentations to explain the University’s policy and requirements for disclosure, and continued to receive disclosure forms throughout the year.

To develop a review process, the Committee reviewed the School of Medicine’s disclosure forms to discern the type and level of conflict of interest situations present at the University. The Committee issued nine recommendations to address the gaps in reporting and policy identified in its review. Action on these recommendations has been initiated by the University. The complete text of the Committee’s Report of Activities for 2003-2004 is available on the Senate Web site.

**University Policy on Conceal and Carry**

Bill Kaufman, General Counsel, reviewed Missouri’s 2003 conceal and carry law that allows Missourians 23 and older who pass a background test and undergo training to carry a concealed weapon, and the discussions held at SLU about the University’s responses to it. With regard to the posting on campus of signs that forbid concealed weapons, he said that SLU is covered by one of the statute’s 17 exceptions. He did note a possible ambiguity with property or facilities operated by SLUCare, so such signs are posted on some UMG facilities. Kaufman further discussed the issue of guns in cars parked on campus and existing sanctions for University students and staff employees who bring guns on SLU property, observing that no such sanctions exist for faculty.

**Reduction in Force (RIF) Policy**

Kathy Hagedorn, VP for Human Resources, reviewed the process by which the current RIF Policy is being revised. She described the various ways the revision committee sought input from stakeholders across the University. It was found that some existing procedures were not in the policy; these will be added. Other changes include giving most RIF’d employees the option of continuing to work at SLU for two weeks following notice or leaving immediately, and continuation of tuition remission for another semester. Hagedorn also said that, in the future, HR will inform the Senate’s Executive Committee and Staff Advisory Committee (SAC) Executive Board in general terms that a RIF is to occur at a targeted date. The revised policy will be finalized soon and will be posted on the HR Web site. Currently, there is a link to the proposed revision on the SAC Web site at [http://www.slu.edu/organizations/sac/](http://www.slu.edu/organizations/sac/).

**Allied Health/Nursing Schools Consolidation**

Lee Smith, School of Nursing Senator, provided background on the concern of some Nursing faculty that the current Dean of Allied Health Professions (AHP) is to be appointed Dean of the new College resulting from the consolidation. Some believe that this appointment violates the *Faculty Manual* because the new position is not the position for which the current AHP Dean was recruited, and neither the Nursing General Faculty Assembly nor any School of Nursing faculty were involved in her selection. Smith presented a motion from the Nursing General Faculty Assembly that the Faculty Senate go on record that such an appointment without an appropriate search is in violation of the *Manual*.

The ensuing discussion pointed out ambiguity in the *Manual* in that this consolidation did not involve the conventional situation in which a Dean is replaced; requests were made that this ambiguity be addressed in the *Manual* revision. Further, it was noted that a joint AHP/Nursing Committee is in place to address issues such as the new College’s
The following resolution was presented and approved:

The Faculty Senate expresses its concern to the Provost that, due to the press of circumstance, there was a violation of the spirit of shared governance in that the faculty of the School of Nursing had no input in the selection of a Dean for the new school. The Senate hopes the Provost will take appropriate cognizance of the joint determination of the faculty of the new school in matters of governance.

Breslin and the EC will communicate this resolution to the Provost on behalf of the Senate.

Amendments to Faculty Senate Bylaws

Amendments to Article II.2.a. and II.2.d, as well as Article VI.5. and VI.6. were approved as proposed in the handout dated and distributed via email on November 2, 2004.

Faculty Manual Revision Status

Joseph reviewed the various levels of review to which the initial Manual revision draft was subjected since last spring’s open fora. Draft 2 was sent to the Provost last week. The next likely step is that a Senate subcommittee (composed of Breslin, John Griesbach, Joseph, John Slosar, and Ian Redmount) will meet with the Provost and others he designates (e.g., general counsel) to review this revision and negotiate specific topics. Following this meeting, a new revision will be posted on the Senate Web site and open fora for faculty will be held.

Breslin noted that the Manual revision is expected to be brought to closure this academic year, if not this calendar year. Some items that may not be resolved by then, such as the Conflict of Commitment policy, will be voted upon and added later. Senators were reminded that the Faculty Senate—not the faculty at large—votes on the Manual.

Old Business

Breslin reminded Senators of the November 19th deadline for enrollment in the dependent care, dental, and flexible spending plans.

Adjournment

The meeting was adjourned at 5:30pm.

Respectfully submitted,
Miriam E. Joseph
Executive Secretary