**SAINT LOUIS UNIVERSITY**  
**FACULTY SENATE**  
**MINUTES**  
**September 6, 2005**


**Absent:** R. Mayden, L. Smith, J. Ammann, J. Fu, T. Leet, R. Chittooran, R. Breslin, J. Donnelly

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<th>TOPIC</th>
<th>DISCUSSION / RECOMMENDATIONS / ACTION</th>
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<td>Call to Order</td>
<td>President John Griesbach called the meeting to order at 3:30pm.</td>
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<td>Prayer</td>
<td>Senator Mike Barber, SJ, offered a prayer for those affected by Hurricane Katrina.</td>
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<td>Call of the Role</td>
<td>Secretary Miriam Joseph called the roll.</td>
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<td>Approval of Minutes</td>
<td>The minutes of the April 26, 2005 Faculty Senate meeting were approved.</td>
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| Announcements | M. Joseph made the following announcements:  
1. Reminder that the Senate’s bylaw regarding Senate meeting attendance will be enforced in 05-06.  
2. Reminder to respond to the September 13th Faculty Senate Kickoff Program invitation. J. Griesbach added that Fr. Biondi is the scheduled speaker and that his appearance marks the beginning of what the EC hopes will be extended communication between the Senate and Fr. Biondi and his administration.  
3. Reminder of a second open forum, scheduled for September 7th, on the new University travel policy.  
4. The Faculty Senate Web site is in transition. | |
| Report of the President and Executive Committee | 1. *Faculty Manual* Revision – J. Griesbach reported that the Board of Trustees never voted on the revision adopted by the Senate on April 26, 2005, because the draft was not submitted to them. Since the draft had not been vetted by the General Counsel’s (GC) office, it could not advance to Fr. Biondi or the Board. Over the summer, efforts were made by the EC, the *Manual* Subcommittee, and the Provost to move forward on the *Manual*. The EC is disappointed that the GC has only recently given the draft a thorough read. The EC and Provost met last week to begin addressing the GC’s concerns. The Provost and GC are meeting today, and the EC will have another meeting with the Provost shortly. The present plan is to confront the sticky issues over the next two weeks. Once the revised draft is completed, it will also be shared with two key Board subcommittees (Academic Affairs and Legal Affairs). J. Griesbach noted that the Senate’s April 26th approval of the *Manual* draft was contingent on no subsequent substantive changes. The EC already knows there will be at least one such change because the President will not agree to a faculty veto of policy changes.  

With regard to privacy, Steve Harris and David Barnett raised concerns about ITS monitoring of faculty computers to see what software is being installed on them. J. Griesbach asked Senators to keep the Senate informed about such activities in the event any of them should be violations of the newly revised ITS *Appropriate Use Policy*. | Senators |

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**Senators**
2. ITS Appropriate Use Policy -- John Griesbach reported that the revised policy was adopted by the President’s Coordinating Council (PCC) in late June and went into effect on July 1st. He also stated that the policy draft approved by the Senate on April 26, 2005, requiring Senate approval was rejected. However, the new policy requires consultation prior to approval with affected bodies, including the Faculty Senate. J. Griesbach observed that that appears to be the level at which the Senate will have input on policies and benefits from this point forward, which he acknowledged is the status quo.

3. Compensation and Fringe Benefits Issues – J. Griesbach reported positive news in that SLU’s retirement contribution reached 10% and the most popular HMO health insurance premium rose only 1%. He noted however, increases to the HealthLink HMO and PPO plans rose 14% and 17%, respectively. Prescription and office visit co-payments also increased somewhat.

The EC was involved in working out with the Provost the details of the recent tuition remission fee increases. J. Griesbach noted that we were able to keep the increase for employees to $20/credit per course taken (or $60 vs the former $50/course for a 3-credit course). Further, the fee increase for Pell-eligible dependents was limited to the $20/credit level. Unfortunately, there was a disappointing and substantial increase for non-Pell-eligible dependents. The Provost and Benefits Office committed to increase the size of the Tuition Exchange Program from 5 to 10 participants per year. Presently the criteria are almost strictly seniority-based but they may be modified. J. Griesbach observed that the FACHEX Program has been fading away and that many Jesuit schools are moving toward the Tuition Exchange Program.

Parking fees have increased for the first time in three years. Rob Hughes noted that city parking meters on the west side of campus now limit parking to 90 minutes, down from two hours. J. Griesbach stated that the Senate was not involved in the parking fee changes, presumably because parking is not considered a benefit.

J. Griesbach announced that, due in part to the efforts of the Senate Compensation and Fringe Benefits Committee and the EC, a floor of $1000/credit has been established for all adjuncts except those teaching at the Law School. Fr. Biondi committed to this salary improvement through his President’s Opportunity Fund for 05-06; the money will be rolled into the budget next year. Senators were asked to inform the EC if they knew of any adjuncts who were not paid at the new level. The Senate also has worked to ensure a 9% of prior contract teaching floor for summer compensation of full-time faculty.

Looking toward the future, the EC has raised with both the Provost and the VP/Chief Financial Officer an overall concern about salary levels. The EC has made clear to the Provost that the concern is not with the horizontal distribution of salary but absolute salary levels. There’s a real problem of gradually deteriorating salaries – overall salary levels of faculty and staff – that needs to be addressed. Talks have begun with the Provost and will entail far-ranging discussions of University priorities and tradeoffs that faculty will have to confront (e.g., student-faculty ratios, numbers of students, usage of adjuncts, additional administrative services). The EC is trying to get faculty at the table when decisions are being made. The School of Medicine’s (SOM) finances are at the heart of the discussion. A new clinical compensation plan is in the
works and there has been much contentiousness around the process. The extent to which that plan relates to overall University finances is a concern, as is the challenge of the new research building.

J. Griesbach said that preliminary discussions with the Provost about compensation issues indicate he is open to some type of faculty engagement on the subject. The EC wants some sense of whether Senators regard overall compensation issues as important as J. Griesbach’s suggested. The EC also would like faculty to take a constructive role in identifying financial waste, fraud, and abuse as well as ways to generate revenue. J. Griesbach mentioned that the EC is considering the formation of a University Development Committee of the Senate to work with the Development Office.

J. Griesbach reported that faculty received salary letters late this year, well into June and even July. The Faculty Manual requires that letters ordinarily are issued by May 1st. The EC voiced objections to both the Provost and PCC.

Finally, J. Griesbach noted that in recent years there was a Budget Advisory Committee with Senate representation. No such committee exists this year.

Following discussion, J. Griesbach observed that there were no objections from the Senate about proceeding with work on compensation issues.

4. Personnel Matters – J. Griesbach reported that the Senate’s Professional Relations Committee and the Faculty Manual grievance process cover only adverse actions by the University against individual faculty members.

I. Redmount stated that denial of tenure is more the rule than the exception. Movement away from tenure is suggested when full probationary periods are not used. Steve Fliesler, speaking from his experience over the last two years as the SOM representative to the University Committee on Academic Rank and Tenure (URATC), said that there had been relatively few cases of denial of tenure. Therefore he doesn’t sense the same trend and wonders if the problem is occurring at the college level. Bill True noted that the URATC doesn’t see cases that don’t make it up the line to that committee. J. Griesbach noted the academic reallocation, academic reorganization, and financial exigency sections in the revised Manual, stating that extensive faculty involvement was built into these processes. He also noted that the revised Manual disclaims the use of quotas. Barbara Whitman remarked that there has been a significant increase in the number of non-tenure track clinical faculty at the SOM.

5. Faculty Senate Standing and Ad Hoc Committees Procedures – J. Griesbach reported that Jeanne Donnelly, in consultation with the entire EC, drafted a document motivated by the confusion experienced last year when it was not clear whether Senate committees were speaking to the Senate or directly to the Provost. These procedures, distributed to Senators today, try to clarify internal governance to help avoid mixed messages to administrative officials. Selected points:

#1: Faculty Senate committees are creatures of the EC.
#2: Each Senate standing committee now has a designated liaison. The liaison and Senate President met with each committee chair to
come to a practical understanding about the committee’s charges. 

#5-#7: These procedures are designed to channel reports, recommendations, funding requests, and extra-Senate activities through the EC for oversight and coordination.

#8: The Senate’s Web site will be used increasingly to make available the work of Senate committees.

#9: All committee actions go through the EC.

J. Griesbach noted that these procedures are a work-in-progress and will be modified as needed. He summarized by saying that the EC is seeking an appropriate balance between EC oversight and coordination and committee activity.

6. Position Searches – J. Griesbach provided these updates:
   a. University Librarian – Three Senate nominees are serving on the search committee. They are Tom Madden (A&S), Kathleen Wyrwich (COPS), and George Vogler (SOM).
   b. VP/Development and University Relations – Bob Belshe (SOM) is the Senate representative. There have been several candidate presentations to date, including one by interim VP Steve Petersen.
   c. VP/Student Development – There will be a national search.
   d. Director/Campus Ministry – There will be some type of search for this leadership position.

7. Appointments to University and Board of Trustees Committees – M. Joseph reported that the EC has provided nominations to the President’s Office for faculty representatives on the Board of Trustees committees. She also asked Senators to recommend faculty for two new committees, a University “Information Needs” Committee that will supercede the Banner Implementation Committee and a Career Services Faculty Advisory Board.

Faculty Senate Bylaw Amendments

M. Joseph reviewed the proposed bylaw amendments concerning Faculty Senate representation.

ARTICLE II: MEMBERSHIPS IN THE FACULTY SENATE

2. The number and apportionment of Faculty Senators shall be as follows:
   a. The faculty of each of the following groups shall elect their senators: Arts and Sciences, Business, Health Sciences, Law, Libraries, Medicine, Parks, Professional Studies, Public Health, and Social Service. Each Faculty may determine who may vote in the election of their Senators.

A motion was made to approve the revision of Bylaw II.2.a. The motion passed unanimously.

ARTICLE VI: COMMITTEES

5. The Executive Committee may establish or disband standing or additional committees and task forces, and will appoint chairpersons and members to those committees and task forces. Committee membership will be composed of full-time faculty holding academic appointments at or below the level of chair eligible for election as representatives to the Faculty Senate, i.e., Full-time faculty who spend at least 75% of
Faculty Senate Bylaw Amendments
(continued)

their time in teaching, research, and service, as determined by the faculties of the individual schools and colleges, and the libraries. Part-time, adjunct, or emeritus faculty holding academic appointments above the level of chair, university administrators, staff, or students, may be appointed to serve as members in an advisory capacity.

A motion was made to approve the revision of Bylaw VI.5. The motion passed unanimously.

Faculty Senate Standing Committee Updates

Copies of the committees’ charges were distributed to Senators; J. Griesbach invited their comments. He briefly reviewed the charges and their impetus.

Old Business
None

New Business
None

Adjournment
The meeting was adjourned at 5:15pm.

Respectfully submitted,
Miriam E. Joseph
Executive Secretary