FS Provost Task Force

• Frost Campus
  Sara van den Berg (A&S)
  Huliyar Mallikarjuna (Parks)
  Hemla Singaravelu (CEPS)

• Health Sciences Center Reps
  Bill Perman (SOM) (Chairman)
  Chris Werner (DCHS)
  Ricardo Wray (SPH)
  Randy Sprague (SOM) [Alternate]

• *Ex officio* Senate EC Rep
  Joanne Langan
Timeline

• October 28: Meeting called by Faculty Senate with Father Biondi, Dr. Alderson and Dr. Patankar
• November 10 – Special Faculty Senate Meeting
  – Formation of Graduate School Task Force
  – Formation of Provost Task Force
• November 10: Dr. Patankar provides Graduate School Reorganization proposal.
• November 16: first meeting of Provost Task Force
• November 17: Father Biondi requests TF report by December 1
  – TF had yet to receive the administration’s Academic Reorganization Proposal
• November 23: Received Academic Reorganization Proposal from Dr. Alderson
  – Note, thanksgiving holidays 25-27 of November
• November 24: Meet with Dr. Weixlmann to discuss Provost position
• December 2: Meet with Drs. Alderson and Patankar to discuss proposal
• December 8: meet to discuss Administration’s rejection of compromises reached in 12/2 meeting; design and implement faculty survey.
• December 14: meeting to finalize report to FS
Governance Structure

“… the particular organization of a university system is much less important than other characteristics of the environment in which the research campus exists.

Delegated authority for most academic and administrative decision to the campus, strong support for quality and productivity, and effective research administration all contribute to the success of highly competitive institutions.”
Governance Structures of Peer Universities

• Institutions without a Provost:
  – Fordham
  – Creighton University

• Institutions with a Provost:
  – Boston College (top 100 research institution)
  – George Washington University (top 100)
  – Georgetown University (top 100)
  – University of Notre Dame (top 100)
  – Loyola University-Chicago
  – Marquette University
  – University of San Francisco
Criteria For Change

• Advances the mission of the University
• Accomplishes a new division of labor that is more efficient from the standpoint of cost and lines of authority
• Abides by contractual and legal agreements made between the University and the federal government (and other authorities).
Health Sciences Campus & Frost Campus Administration

(Shown October 26, 2009) => Proposal: November 23, 2009
Synopsis of Proposed Changes

• Abolish Provost position
• Create Sr VP of Frost Campus
• Sr VP’s of Frost and Health Sciences sit on PCC
• Sr VP’s have representation on all committees including BOT, CADD (co-chair), AARC, UAAC, and GAAC.
• Organizational move of CADE and Health Care Ethics to HSC
• VP of Office of Research Services reports to Sr VP HSC
• Enrollment Management and Libraries report to Sr VP Frost
• Separate Appointment, Rank and Tenure committees
• Separate Faculty Grievance Committees
Does the Proposal Meet our Change Criteria?

• Does it advance the mission of the University?
  – Yes: direct representation of the Health Sciences campus on the PCC
  – No: divides the University into two, both campuses competing for resources without a Provost to insure equitable advancement of the entire University
  – No: Eliminates Chief Academic Officer of entire University
Does the Proposal Meet our Change Criteria?

• Is it more efficient in terms of cost and lines of authority?
  – Yes: each Sr VP has both academic and fiscal responsibility for their campuses
  – Yes: the Sr VP has the authority to act quickly with minimum bureaucratic interference
  – No: duplicate Promotion, Rank and Tenure and Grievance committees is inefficient and removes some of the check and balances provided by members of both campuses
  – No: Potential conflict of interest when Sr VP is also a Dean of a school or college
Does the Proposal Meet our Change Criteria?

• Does it abide by contractual and legal agreements?
  – No: need to designate a senior level administrator with authority over both campuses to satisfy requirements for IRB, IACUC, Safety and Radiation Safety committees
  – No: Possible accreditation problem for SPH as they may not report to a Dean of a Medical School
Major Issues Identified by Survey

- 124 Responses: For Proposal: 39 (34.2%); Against Proposal: 75 (65.8%)
- Tenets of shared governance were not followed; administration did not ask for faculty input until the decision for change had been made
- Development of the proposal abrogated shared governance, contravened the faculty manual, and the opaque manner of the process was disrespectful of faculty
- No apparent reason for eliminating Provost position. Proposal was vague, without fiducial analysis or due diligence justification
- Concerns about splitting the University into two competing units
- Concerns about the lack of a Chief Academic Officer over entire University
- The Sr VP of HSC was appointed without a search committee
- Sr VPs should not also be Deans of College or School
- Duplication of R&T and Grievance committees; concern about appeals process
- Concerns about Office of Research reporting to Sr VP HSC
- Concerns about cross-campus collaboration and programs
- Continual misnomer calling the Doisy College of Health Science Allied Health
TF Recommendations

- Future planning for changes in the academic organization of the University should include faculty representation in the earliest phases of planning, inline with the ideal of shared governance as specified in the Faculty Manual.

Sec.III.H.4. of the Faculty Manual, Shared Governance: "The faculty also have a major role in establishing or modifying general policies that affect the academic mission of the University. On these matters, the views of faculty members will be solicited through the Faculty Senate or the appropriate Faculty Assemblies or equivalent groups before action is taken. To this end, the Provost and the Faculty Senate Executive Committee meet on a regular basis."...
TF Recommendations

The TF recommends that a joint administration/faculty committee be appointed to address the following key issues with a charge of making a recommendation to the President and Board of Trustees regarding the restructuring of the academic administrative structure of Saint Louis University.

- A search committee be formed in accordance with the Faculty Manual for the selection of both Sr VP positions.
- Sr VPs should not be Deans of a school or college.
- Elevate VP of Research to Sr VP status with representation on PCC, with institution-wide authority for IRB, IACUC, Safety and Radiation Safety committees.
- Keep single Promotion, Rank and Tenure committee with recommendations submitted to the appropriate Sr VP.
- Keep single Grievance committee (PRC) with appeals submitted to the Sr VP of the campus not involved in the grievance.
- Current items before the Promotion, Rank and Tenure and Grievance committees will continue under current policies.