Dear Colleagues:

On behalf of the Faculty Senate, welcome to a new academic year. For the benefit of those of you who have recently joined us, I should mention that the Faculty Senate is the primary means by which faculty participate in the governance of the University as a whole. The Senate consists of faculty elected from all colleges, schools, and libraries and meets as a kind of legislative body monthly during the academic year. The day-to-day work of the Senate, much of which involves consultation with the Provost and other administrative officers on matters of academic and institutional importance, is performed by the Senate’s Executive Committee and by six standing committees operating under the direction of the Executive Committee. The monthly meetings of the Senate are open to all faculty, and I invite and encourage each of you to attend. Our next meeting will be held on Tuesday, October 17th, at 3:30 p.m., in HSC Rooms 112-113, Doisy Learning Resource Center, School of Medicine.

The Executive Committee for 2006-07 consists of me (Law), President-elect Miriam Joseph (University Libraries), Secretary Jane Turner (Medicine), Mark Knuepfer (Medicine), Matt Mancini (Arts & Sciences), Bill True (Public Health), and Jan Wilson (Public Service). Additionally, the roster of senators for the current academic year can be found here. Please take the opportunity to contact your senators or any of us on matters of general faculty or University-wide importance and concern.

The Senate has been involved with several such matters since my last communication.

2006 Revision of the Faculty Manual
In case you missed the announcement last spring, we have a newly revised Faculty Manual. The new Manual, which can be found here, was approved by the Faculty Senate, the Provost, the President of the University, and then by the Board of Trustees at its May meeting. As you know, the revised Manual is the product of several years of review, collaboration, and sometimes intense negotiation, by the Senate and administrative officials, and we are especially pleased that the Provost, the General Counsel and the President were able to obtain the Board’s approval of the document as submitted. In its preamble, the Faculty Manual is described as “a foundational document setting out, in many respects, the role of the faculty in University governance” [and which also] “specifies rights, powers, privileges, and responsibilities of faculty” [and which] “is incorporated by reference in all contracts of employment between faculty and the University.” Because the new Manual is the first comprehensive revision in over a decade, with several new provisions and many sections that have been substantially altered, I will try to highlight some of its more important changes in my next few Communications. The first installment, dealing with three new sections, appears at the end of this message.

University Travel Policy
It will come as no surprise to you that the University’s new travel policy has found its way to the Senate’s agenda. The last two Senate meetings featured extended discussions of faculty experiences with the new rules. Senators from all parts of the University have offered detailed narratives of faculty adventures with travel, some with not a little passion, and the reported encounters have been overwhelmingly unhappy. Additional chronicles of the new policy’s shortcomings have been submitted to our Executive Committee. Recognizing that these problems are having adverse effects, not merely on morale, but directly on faculty and staff productivity, we have raised our concerns with the Provost and with other University officials, and we continue to do so. It is our understanding that there is awareness across the University that the present policy must be changed, and the Senate is committed to playing a constructive role in developing a better way.
**Mergers/Reorganizations**
The *Faculty Manual* provides that the Senate (through its Executive Committee) be informed early in the process of the merger or reorganization of a college, school, library, or department, and that the Executive Committee oversee the adequacy of consultation between administrative officials and the affected faculty. Additionally, the Senate (through the Executive Committee and our Governance Committee) has taken on the task of monitoring the progress of mergers and reorganizations that have occurred over the last several years. In this regard, I can report that each of the three recent reorganizations, while not without challenges, is, in our judgment, proceeding reasonably well. In particular, we do not believe that recent changes in leadership at the College of Public Service or Parks College are indicative of any serious problems with either reorganization.

**University Committee Appointments**
An important responsibility of the Faculty Senate is to recommend and sometimes to appoint faculty members to serve on many University-level committees and boards. As part of its ordinary activities, the Executive Committee has this past summer recommended faculty members to serve on Board of Trustees committees dealing with Buildings and Grounds, Human Resources, and Research/Technology. Additionally, we have recommended faculty to serve on the University Recognition Committee and the University News Advisory Board; and we are in the process of appointing faculty to the Conflict of Interest Committee, the Parking Committee, and the Great Issues Committee. These are just a few of many organizations of University-wide importance on which faculty serve. If you are interested in appointment to any of them, please inform me or any other member of our Executive Committee that you would like to be considered.

As we enter this new academic year, we are aware of some important challenges and opportunities confronting the University and the Faculty Senate, and we know there will be others. For each of us in the Senate, I can assure you that we will exercise the privilege and responsibility of acting on your behalf to the best of our abilities.

Respectfully submitted,
John Griesbach, Faculty Senate President

**Important Changes in 2006 Faculty Manual:**
Our revised Manual includes two new provisions specifying faculty rights and another setting out a category of faculty responsibilities. Designated as sections III.H.2, III.H.3, and III.G.5, respectively, they provide, in full --

2. **Privacy**

In recognition of the dignity of its faculty, the University acknowledges that each member of the faculty has a reasonable expectation of privacy regarding the contents of his/her office, laboratory, or other workspace, and regarding his/her records, files, and communications, including those made or kept in electronic form by the use of University technology systems. The University’s interests, however, override a faculty member’s expectation of privacy when it is necessary for the University or the faculty member to comply with or meet legal or contractual obligations, or professional credentialing, licensure, and accreditation requirements, and whenever there is reasonable suspicion that violations of federal, state, or local laws or serious violations of University policies have occurred or will occur. The University’s Information Technology Services *Appropriate Use Policy* (available on the Web site of Information Technology Services) and other policies respecting the content of a faculty member’s office, laboratory, or other workspace, may not be substantially changed without prior consultation with the Faculty Senate.
Of course, there is no reasonable expectation of privacy where a faculty member has waived his/her interest in privacy.

3. Intellectual Property

Faculty are the copyright owners of all the works they create or prepare in the course of their employment except where a faculty member and the University agree in writing that the copyright to a work (or works) created by the faculty member is owned by the University, or where provided otherwise by University policy or in a written policy implemented by a College, School, Library, or Department after consultation with affected faculty. Additionally, where a faculty member is for any reason unable to perform his/her current or prospective University obligations, for a period of one year the University is privileged to make use, at no cost to the University, of that faculty member’s materials which are necessary to the performance of those obligations. Any interest that a faculty member may have in a patent or other kind of intellectual property (not including copyright) in consequence of the performance of his/her University obligations is governed by the *Patent and Intellectual Property Policy*, available on the Web site of the Office of Research Services Administration.

5. University Citizenship

In their capacity as citizens of the University, faculty members are expected to participate in the functional and ceremonial life of the institution. This includes, but is not limited to, service on academic and non-academic University advisory and disciplinary boards and attendance at commencement events. Faculty members are also expected to demonstrate the qualities of collegiality, such as the ability to work cooperatively and professionally with others, in all aspects of academic life.

I think it’s fair to say that, while these provisions are new to the *Faculty Manual*, we in the Senate do not regard them as creating new faculty rights and responsibilities. Rather, we see them, first, as articulating longstanding, traditional understandings about certain aspects of academic professionalism. Secondarily, we see the provisions as positioning those features of faculty identity within specific institutional structures, practices, and policies of Saint Louis University. With their explicit incorporation into the *Faculty Manual*, then, we take the three provisions to give additional substance to our commitment to the academic life and to the Jesuit mission in higher education, thereby also marking certain respects by which we faculty differ from the typical employee.