Dear Colleagues,

The new year's days are passing by quickly and the 2007 Fall semester already seems a dim memory. I'm writing now to review some of the topics that commanded the Faculty Senate's attention last semester and early this semester as well as advise you of others with which we'll be dealing during Spring 2008.

**Academic Reorganizations**

In my initial newsletter, I reported on the Faculty Senate's role in monitoring the reorganization of the College of Public Service (COPS) and the constitution of the new College of Education and Public Service. I also mentioned the Senate Executive Committee's (EC) oversight of reorganization-related activities underway in Parks College. In the Parks case, the Department of Engineering Technology was dissolved; the EC continues to monitor the consequences of this action.

The subject of a possible sale of the School of Public Health (SPH) to Washington University (WU) was the source of much news and debate last fall. There was an extended discussion at the October 30th Senate meeting, in which the Provost participated, about the Public Health situation. I recounted the Senate EC's actions pursuant to the *Faculty Manual*. In particular, the EC talked with SPH faculty, held discussions with the Provost, and obtained factual information from multiple perspectives. We considered the implications of selling the SPH, not selling it, the impact on SPH faculty, the impact on SLU faculty at large, and the impact on the University at large. We did not, however, take an advocacy position of any kind as the *Manual* does not give the Senate such a role. In conclusion, the Senate EC believes the *Faculty Manual* provisions regarding academic reorganization were met. Further, we are encouraged by the University administration's subsequent follow-up actions to address the SPH's needs.

More recently, the University community was informed of forthcoming organizational change in the Doisy College of Health Sciences. In 2005, the School of Allied Health Professions and the School of Nursing were merged and the Doisy College created. At that time, the Provost committed to conducting an evaluation of the merger in two years. This evaluation was done in Fall 2007 and resulted in two major outcomes. First, the status of the School of Nursing will be restored to that of a standalone School. Second, the Interprofessional Initiative that was a product of the merger will be continued and enhanced. As with the previously noted reorganizational activities, the Senate EC was involved in this process in accordance with the provisions of the *Faculty Manual*.

**Compensation**

In their presentation about the University budget at the Faculty Senate's January 29th meeting, Bob Woodruff, VP-Business & Finance and CFO, and Gary Whitworth, Assistant VP-Financial Planning & Budgeting, informed the attendees that next year's budget provides for a 4.5% merit pool (marginally higher than last year's 3.7% merit salary pool) for non-UMG faculty salary increases. Provost Joe Weixlmann noted that about .35% would come off the top for increments for compression relief, advancement, and the awarding of tenure. Thus the final merit salary pool will be 4.15%. It is important that faculty understand that this does not translate to a 4.15% raise for each of us; it is not a cost of living increase. Rather, as in the past, the Deans have been directed to reward performance.

Faculty compensation is an ongoing discussion topic in the Senate and between the Senate EC and the University administration. As Senate President, I participate in both regular PCC (President's Coordinating Council) business meetings and PCC meetings devoted to the development of the University budget. I can tell you that our administrators—all the way up the line—do recognize that faculty salaries are low when compared with virtually any benchmark we might choose. The AAUP
(American Association of University Professors) salary data are but one such benchmark. There is support for larger faculty salary increases. The problem is that the dollars available for new spending are insufficient to redress the salary problem in a meaningful way. The Provost stated that a large portion of the new spending will go to new faculty hires. Surely we don’t wish to raise salaries by limiting much needed hires. So how can this be situation be altered?

1) Reduce our dependence on tuition. Approximately 82% of the University’s operating budget is financed from tuition dollars. It’s a struggle to keep tuition increases reasonable and competitive. Recall that last year’s overall undergraduate tuition increase was 8.5%. The good news is that it will be lower next year by 2% and SLU again will remain in the middle of the pack among AJCU (Association of Jesuit Colleges & Universities) institutions for such increases. The bad news is that it continues to translate to a large sum of money and pushes the University’s list price tag for incoming freshmen over $30,000.

2) Increase student enrollment and lower the tuition discount rate. Once the freshman class enrollment reaches and stabilizes at its targeted level, the University will be better shape those classes in terms of increased academic selectivity, more diversity in a variety of areas, and higher net student revenues.

3) Increase the University’s endowment. The endowment has performed well in the last several years. As of November 27, 2007, when Bob Woodruff and Tim Kavanaugh, Interim Treasurer and Chief Investment Officer, gave a presentation to the Senate on SLU investments and endowments, the latest reported value of the endowment was $967 million. Nearly all of the annual increases in the endowment have been the result of investment returns. Thus recent stock market woes are of particular concern and highlight the need for other means of endowment growth, such as gifts and bequests.

4) Increase other revenue sources to better support the academic mission of the University. Sponsored research is one such source.

It’s obvious that faculty compensation is a multifaceted subject that cannot be viewed in a vacuum. The Senate EC is committed to keeping this issue front and center and to exploring ways in which substantive progress can be made.

Policies
The Senate EC continues to be consulted on the development and/or revision of a wide variety of University policies. Late last semester, every SLU employee received a printed copy of the new SLU Policy on Harassment, which went into effect on October 30, 2007, following approval by the PCC. An electronic copy is posted on the Human Resources (HR) Web site; see http://www.slu.edu/services/HR/harassment_policy.doc. This document supercedes the University’s Sexual Harassment Policy, first issued in 1986.

Work on the Policy on Harassment took almost a full year and eleven drafts. Many hours of research and discussion went into its development, and the EC’s involvement was considerable. Our principal collaborators were Provost Joe Weixlmann and Senior Associate General Counsel Ken Fleischmann. I especially want to acknowledge Ken’s efforts. Our numerous and lengthy deliberations were characterized by candor, collegiality, and good humor. The end result—with which we are very satisfied—is a solid policy dealing with a complex topic.

Earlier this semester, the President’s Coordinating Council (PCC) approved the Copyright Policy (posted on the Provost’s Web site; see http://www.slu.edu/provost/Adobe%20Pages/Copyright%20Policy%20020608.pdf). Its stated purpose is “…to encourage creativity among faculty, staff, and students and to provide clear guidelines as to ownership of materials developed by employees and students of Saint Louis University.”

The University’s Family and Medical Leave Act Policy was revised earlier this semester to include amendments signed into law by President Bush as part of the National Defense Authorization Act. See http://www.slu.edu/services/HR/policies_fmla.html, posted on the HR Web site. The Policy includes two new leave categories for families with members serving in the military, i.e., Caregiver leave to care for a
wounded service member; and Active duty leave or call to duty leave. These amendments are effective immediately; HR advises that they represent the first expansion of the FMLA since its 1993 enactment.

Reminder: A Travel Issues Form continues to be available on the Faculty Senate Web site (see http://www.slu.edu/organizations/fs/travel/index.html) for the purpose of informing the EC of travel-related difficulties experienced by SLU faculty in the course of their work. Through ongoing dialogue with the Travel Department, the EC continues to seek resolutions to reported problems.

The Faculty Manual Amendments – The current Faculty Manual went into effect on May 6, 2006, following approval by the Faculty Senate and the SLU Board of Trustees. The very last paragraph (i.e., IV. Periodic Review and Amendments) states that the Manual “may be amended at any time.” At the February 26th Senate meeting, the Senate EC will present to the Faculty Senate several proposed Manual amendments. Some simply update Manual text to reflect changes in practice or titles; others clarify existing text based upon questions that have arisen since this Manual became effective. Section IV further states that “This Manual and all subsequent amendments or revisions require approval by the Faculty Senate, the Provost, and the President of the University and adoption by the Board of Trustees to become effective.”

I expect the Faculty Senate to vote on the proposed amendments at the Senate’s final 07-08 meeting on April 29th. Prior to that date, all faculty will be provided opportunities to review and comment on the amendments, just as was done with many drafts leading to the current Faculty Manual. Please keep an eye on your email box over the coming weeks for related information.

Ad Hoc Judicial Committees – Our newly revised Manual reflects substantially modified University procedures regarding the termination of faculty members, challenges to nonrenewal of contracts by non-tenured faculty, and appeals of impositions of serious sanctions short of termination. While it, like its predecessor, relies on faculty peer review in the form of ad hoc judicial committees, it establishes a different process for constituting such committees. Specifically, the Manual calls for the creation of “a standing panel of ten well-qualified, tenured faculty jointly selected by the Provost and the Faculty Senate President for staggered five-year terms.” As the need arises, members of the three-person ad hoc Judicial Committees are to be selected from this ten-person panel. Further, the Manual now provides that, subsequent to their appointment, members of the ten-person panel are to receive appropriate training on conducting the Manual’s adjudicative proceedings through workshops given by the University’s legal counsel and a representative of the national AAUP.

Last year, in accordance with the Manual, Provost Weixlmann and I selected the members of the standing panel. Upon the recommendation of former Senate President John Slosar, we invited AAUP Associate Secretary, Dr. Robert Kreiser, to co-conduct the required training session. Bob and Ken Fleischmann planned and conducted the full-day session in November. It was attended not only by the panel members, but by members of the Senate’s Professional Relations Committee, the EC, and the Provost as his schedule permitted. During this session we not only reviewed the pertinent provisions of the Manual, but were challenged to respond to a variety of scenarios that could, conceivably, come before a committee. That done, we hope that there never will be a need to constitute an ad hoc judicial committee!

A Compliment – Bob Kreiser did, of course, review the relevant sections of the Manual as part of his preparation for the aforementioned training session. During the session itself, he stated that he had, in fact, read through the entire Manual and wanted us to know that he thought it was extremely well done. He had a couple of nits to pick, but overall considers it to be exemplary among the hundreds of faculty handbooks he’s reviewed during his long AAUP tenure.

Senate Meetings
As noted, we continued the tradition of recent years in hosting presentations by University officials on the budget, the endowment, and investments. We’ve also engaged in discussions and hosted presentations
about civility in the classroom and student mental health issues. Under the auspices of various University units, several resources have been developed to help faculty (and staff) be better informed about and deal constructively and sensitively with these important topics. Please take time to review

- **A Guide for Faculty and Staff: Mental Health/Alcohol/Drug Services for Students**, developed by SLU Student Health and Counseling Services
  [http://cte.slu.edu/classroom_management/distressed.pdf](http://cte.slu.edu/classroom_management/distressed.pdf)

- **Who to Call -- Faculty and Staff How to Guide: Dealing with Students of Concern (Disruptive and/or High Risk Behavior, Mental Health, and Physical Well-Being)**

- **Behavioral Concerns Committee** presentation by Sarah Klucker, JD, Program Director-Office of Student Conduct, and Scott Smith, PhD, Dean of Students and Associate Vice President-Student Development
  [http://www.slu.edu/organizations/fs/resources/Behavioral_Concerns_Committee_Division_.pdf](http://www.slu.edu/organizations/fs/resources/Behavioral_Concerns_Committee_Division_.pdf)

- **Classroom Management Issues** Web site sponsored by the Reinert Center for Teaching Excellence
  [http://cte.slu.edu/classroom_management/](http://cte.slu.edu/classroom_management/)

**Emergency Communication**
Recall reading in Fr. Biondi's January 2008 message to the University community a reminder to all students, faculty, and staff to go into Banner Self-Service ([https://fsselfserv.slu.edu/fsstprod_prodf1/twbkwbis_P_WWWLogin](https://fsselfserv.slu.edu/fsstprod_prodf1/twbkwbis_P_WWWLogin)) and update their personal contact information, including cell phone numbers, to facilitate communication in case of emergency. The recent tragedies at Northern Illinois University and my own community of Kirkwood demonstrated all too well that life-changing events can happen to any of us, at any time. We need to be prepared, as well, to respond to more likely emergencies such as tornadoes and fires. As of February 12th, only about 45% of persons classified as SLU faculty (full-time and part-time) have complied with this request. If you are among the remaining 55%, I urge you to update your contact information with no further delay.

**Information Technology Services (ITS)**
**ITS Consultant** – The University has engaged Chris Lozano (A&S ’86) “to perform a comprehensive review of ITS in order to organize, equip, train and deploy the information technology services that support the strategic goals of the university and the needs of the customers we serve.” The Senate EC held an introductory meeting with Chris last week and anticipates additional meetings to discuss specific issues. I told Chris I would include in my newsletter an invitation to all faculty to provide input using the following questions he suggested as guidance:

- What's working?
- What's not working?
- What would you change?
- What would you keep the same?

Please send your comments to me at [josephme@slu.edu](mailto:josephme@slu.edu) by 5pm on Monday, March 3rd. I will compile them for Chris and they will be used as the basis for future EC conversations with him. In responding, please be constructive, reasonably succinct, and as concrete as possible.

**SLUnet Access Password Change** – The University’s Quality Assurance Office has begun a gradual roll-out of something called the Logical Access Change Management Initiative (LACMI). The LACMI Web site ([http://www.slu.edu/x20377.xml](http://www.slu.edu/x20377.xml)) states that “This University initiative is the implementation of controls within the technical environment to ensure stability and security and lay the foundation for internal and external audit compliance.” Computer user password requirements are one aspect of LACMI. If you haven’t already done so, you soon will receive a communication regarding new SLUnet password requirements. Please be sure to follow the instructions (preview at
http://www.slu.edu/Documents/its/SLUuser_account_password_controls.pdf to avoid/minimize login difficulties.

And Finally...
I hope you’ve found this newsletter to be an informative overview of the Faculty Senate’s many activities. I’ve touched upon a number of serious and practical topics of concern to us as faculty. I’d like to conclude with a plug about other things that engage us not only as faculty, but as members of a University community. Various SLU groups, many of them student-sponsored, regularly bring to campus speakers on a wide range of topics. Some examples: The Black Student Alliance recently hosted writer professor/author/commentator Michael Eric Dyson. Mary Robinson, former President of Ireland, was a recent guest of the Great Issues Committee (http://gic.slu.edu/index.php?page=1). Former First Lady of Egypt Jehan Al Sadat has been announced as the keynote speaker during Atlas Week in April (http://www.slu.edu/x21117.xml). I hope that you are able to attend events such as these from time to time. They help remind us why we chose to spend our professional lives in academia.

With best wishes for a productive and successful semester --

Respectfully submitted,
Miriam E. Joseph
Faculty Senate President