May 14, 2008

Dear Colleagues,

As the 2007-2008 academic comes to a close, I’m writing to update you on topics addressed by the Faculty Senate since my last e-communication and preview a major initiative that will engage the Senate—and, hopefully, many of you—next year (details in section on Faculty Senate Committees: Report of the Faculty Senate Governance Committee).

Faculty Manual Amendments

I am pleased to report that the proposed Faculty Manual amendments, about which I solicited your comments in an email dated March 26, 2008, went into effect as drafted on May 3, 2008. The amendments were approved unanimously by the Faculty Senate at its last meeting on April 29th, Provost Weixlmann and President Biondi gave their respective approvals, and the Board of Trustees adopted the amendments at the May 3rd Board meeting. These amendments will be incorporated into the main body of the 2006 Manual and the updated and complete document soon will be posted on the Senate Web site. The Web site will be modified so that the original 2006 Manual will continue to be available for reference purposes, along with a separate list of the amendments to facilitate their tracking. In the meantime, the original Manual and the amendments continue to be accessible at http://www.slu.edu/organizations/fs/manual.html.

Academic Reorganization

The School of Nursing was officially returned to standalone status by the Board of Trustees at its May 3rd meeting. Doisy College and the School of Nursing will continue the Interprofessional Education Program that had been a product of their 2005 merger.

Senate Meetings

The Faculty Manual amendments were the focus of discussion at February’s Senate meeting. The March meeting featured a report on the Senate Governance Committee’s Shared Governance Survey (again, see details below). Also in March, Kathleen Brady, VP-Facilities Management & Civic Affairs, presented an overview of a variety of projects including the Chaifetz Arena, renovations for classroom/lecture hall space, a new ambulatory care center, and upcoming departmental moves. At the April meeting, in addition to the Senate’s vote on the Manual amendments, Senate Executive Committee (EC) elections were conducted, and the Provost addressed questions related to administrator evaluations, the budget, and the School of Public Health. At each meeting, I reported on policies that were developed or revised with input from the Senate EC and/or the President’s Coordinating Council (PCC). Since my last e-message to you, these policies have become effective:

Chaifetz Arena Ticket Policy (posted on the Business and Finance Web site; see http://www.slu.edu/services/busfin/main/pages/busfin/polpro/134.html). Its stated purpose is “… to define the University’s ticketing policy for events at Chaifetz Arena.”

Labor Condition and Permanent Residency Policy (posted on the Provost’s Web site; see http://www.slu.edu/provost/Adobe%20Pages/Labor%20Condition%20and%20Permanent%20Residency%20Policy%2020020808.pdf). Approved by the PCC, “The purpose of this policy is to clarify the University’s role in supporting faculty and staff who are applying for permanent residency.”

Policy on the Adoption of Textbooks and Other Instructor-Produced Educational Materials (posted on the Provost’s Web site; see...
The purpose of this policy is to ensure that instructional materials are selected on the basis of their educational value and that any actual or potential conflict of interest is appropriately managed.

Staff Position Elimination Policy (posted on the Human Resources Web site; see http://www.slu.edu/services/HR/policies_staffred.html). The multiple purposes of this policy, which supercedes and has a changed focus from the policy known as the Reduction in Force Policy, are (1) To ensure that position eliminations are handled in a manner consistent with the University's mission and values; (2) to communicate the policy and procedures regarding position elimination; and (3) to provide information regarding staff position elimination pay and other assistance for employees who are affected by position elimination.

Faculty Senate Committees
The Senate’s standing and ad hoc committees have concluded their work for the year and are in the process of preparing their annual activity reports. These will be posted on the Committees page of the Senate Web site (see http://www.slu.edu/organizations/fs/committees/index.html), hopefully by month’s end. Per the Senate’s Bylaws, “Committee membership will be composed of faculty eligible for election as representatives to the Faculty Senate, i.e., Full-time faculty who spend at least 75% of their time in teaching, research, and service, as determined by the faculties of the individual schools and colleges, and the libraries.” In constituting Senate standing committees, the EC tries to achieve some balance in the membership in terms of length of time at SLU, tenure and tenure-track/non-tenure track status, diversity, and professional interest and experience. It is likely that each of the standing committees will have openings to be filled for next year. In addition, the EC often is asked to nominate or appoint faculty to serve on other University committees. If you are interested in getting involved in the work of the Senate, or possibly serving in some other capacity, please email me (josephme@slu.edu) at your earliest convenience. The EC will consider Senate committee appointments and charges this summer and other appointments as they come up.

FOCUS: Report of the Faculty Senate Governance Committee
In Spring 2007, the Senate Governance Committee requested faculty participation in its Shared Governance Survey, which was developed to aid the Senate’s understanding of the faculty perspective on shared Governance at SLU at all levels. Faculty Manual Section III.H (i.e., Rights, Powers, Privileges, and Immunities of Faculty Members, was the basis for the survey instrument. The survey responses were compiled and analyzed by the Governance Committee this past year, and Committee Chair Gerrie Meyer presented a summary of the Committee’s Report on the Shared Governance Survey at the March Senate meeting. The full Report is available on the Senate’s Web site (on the Committees page) at http://www.slu.edu/organizations/fs/committees/govc/Report_on_Shared_Governance_Survey_2008.pdf.

As I mentioned in my introduction to this message, this document will form the basis for much of the Senate’s work in 2008-2009. That effort, in turn, likely will engage the various faculty assemblies, the deans, and University administrators. I share here a selection of the Report’s findings. I urge you to read the Report in its entirety, both for the data and the qualitative responses.

General

- The overall response rate was 34%; faculty from all of the Senate’s constituencies participated
- 47% of the respondents have been at SLU for more than ten years; 12% have been here only two years or less
- 65% stated that Shared Governance was very important; 25% stated it was important
- 44% felt informed about the activities of the Faculty Senate; the response rate was lower with regard to the activities of the Provost, President, and Board of Trustees
- 6% indicated they very informed and 28% well informed about the faculty’s authority and powers described in the Manual; 50% said they were somewhat informed and 15% said not informed
- 90% stated that shared governance was important
At the College/School/Library and Department Levels

- 26% said it has an impact on their day-to-day lives as faculty members
- 37% characterized communication between administration and faculty as very effective or
effective, 41% as somewhat effective, and 22% as not effective
- 56% felt informed about their respective faculty assemblies; only 28% felt their assembly was
effective
- 81% reported that academic freedom is very evident or evident
- 49% felt informed about their dean’s activities
- 23.7% said that faculty participation in the formal, ongoing evaluation of academic administrators
was very evident or evident
- 7.1% reported that faculty input into the budget was very evident or evident

At the Department Level

- 70% felt informed about their chair’s activities
- 34.2% said that faculty participation in the formal, ongoing evaluation of academic administrators
was very evident or evident
- 15.9% reported that faculty input into the budget was very evident or evident

The Governance Committee recommended formalizing ongoing education for faculty and administrators
on the provisions of Section H of the Faculty Manual, developing an action plan to address concerns
regarding faculty input into budgets and administrator evaluations, and addressing the adequacy of
communication between faculty and administration.

The EC has formed a core planning team—Miriam Joseph (josephme@slu.edu), Joanne Langan
(langanjc@slu.edu), Gerrie Meyer (meyerga@slu.edu), Jane Turner (turnerjw@slu.edu)—to develop and
present to the full EC a preliminary action plan to address the Governance Committee’s
recommendations and specific topics that emerged from the survey. It will be a three-point plan, focusing
on communication, education, and engagement. The EC will consult with the deans and administrators
and partner with them in this process. At a minimum, we likely will participate in chair and new faculty
orientation programs; we also anticipate outreach to the faculty assemblies next year. As the EC’s work
unfolds this summer, faculty senators will receive updates and be asked to provide feedback. At the start
of the Fall semester, a page focusing on this initiative will be added to the Senate’s Web site so related
plans and actions can be readily available to all parties. As you read the Governance Committee’s
Report, please feel free to send your comments to the members of the planning team.

John A. Slosar Shared Governance Award – Call for Nominations!

Hopefully your faculty senators have alerted you of the call for nominations for the Slosar Award and this
note is just a reminder. The purpose of the Slosar Award is “To honor and recognize a faculty member
who has provided outstanding contributions to the advancement of shared governance at Saint Louis
University.” You can view the Award guidelines, which include details regarding eligibility, criteria, and
the nomination process, on the Senate Web site at
http://www.slu.edu/organizations/fs/slosar_award_guidelines_2008.pdf. The deadline for nominations for
the 2008 award is May 31st.

Information Technology Services (ITS)

Thanks to all of you who responded to my request for input for ITS consultant Chris Lozano. I sent him a
five-page single-spaced document! The responses indicated that some ITS services worked pretty well,
but the vast majority of comments fell into the categories of “What’s Not Working?” and “What Would You
Change?” Hopefully we’ll hear something about Chris’s recommendations soon.

A search committee was formed to identify and review candidates for the VP-Chief Information Officer
(CIO) position. Mark Knuepfer, Senate EC member, is the Senate’s representative on the committee
which is chaired by Manoj Patankar, Parks College Dean. The names of the finalists and the dates/times of their respective public fora have just been announced:

Tim Brooks – May 21st
2:00pm in BSC 253A & D
4:00pm in SOM Lecture Hall A

Larry Frederick – May 28th
2:00pm in BSC 251
4:00pm in Allied Health Building-Auditorium (Rm 1043)

Chris Lozano – May 30th
2:00pm in BSC 251A
4:00pm in Allied Health Building-Auditorium (Rm 1043)

The timing of these sessions isn’t great, and it’s understood that many of you may be away from campus. Still, I hope you’ll be able to attend, meet the candidates, and ask lots of questions. This is a crucial position. Hopefully having a forum on each end of campus for each candidate will facilitate attendance. These fora are open to students and staff as well as faculty, so please encourage their attendance as well. I’ve been advised that the fora also will be publicized on Newslink.

Emergency Notification Registration
Once again, I need to prevail upon those of you who have not yet registered your personal contact information so that the University can readily communicate with you in emergency situations to go into Banner Self-Service (https://fsselfserv.slu.edu/fssctprod_prodfl/twbkwbs.P_WWWLogin ) and take care of this! The University’s goal is 100% compliance—for faculty, staff, and students alike.

EC Elections
As I mentioned earlier, elections for Senate EC members were held at the April 29th meeting. My presidential term continues through the April 2009 Senate meeting as does Jane Turner’s (School of Medicine) term as Senate secretary. Mark Knuepfer (School of Medicine) won a second at-large term. Joanne Langan is the Senate President-Elect. Joanne’s been very involved this past year as an EC at-large member and EC liaison to the Senate Governance Committee and will bring great experience to her new Senate role. Her other Senate service includes a term as a Nursing senator, and four years on the Senate Academic Affairs Committee as a member and chair. Professionally, Joanne’s been a full-time faculty member in the School of Nursing since 2002. She has held teaching, course coordination, committee chair, research P.I., and division chair positions. Further, she is currently the Coordinator of Clinical Resources for undergraduate and graduate programs and actively contributes to the Doisy/Nursing Interprofessional Education Program.

Alan Weinberger will serve a two-year EC at-large term. A Law School faculty member since 1987, Alan’s served multiple terms as Law senator, and was an EC member and the faculty representative to the SLU Parking Committee in the early 1990s. He's held a variety of committee positions over the years, both at the University level and in the Law School, where he’s also served as an associate dean.

Judy Durham will serve a one-year EC at-large term. An A&S/Chemistry faculty member since 1976, Judy’s also been a faculty senator multiple times. She’s served on a multitude of University, A&S, and departmental committees. Through various of her roles, she has acquired considerable familiarity with Medical Center faculty and programs.

Mark Ferris also will serve a one-year EC at-large term. Mark’s been in the Cook School of Business for 17 years, and chaired the Department of Decision Sciences and Information Technology Management (its current name) for seven years. In addition to service on a variety of committees at the department,
school, and University levels, Mark’s been a faculty senator for two terms and has prior EC service. Most recently, as a member of the Senate Governance Committee, he contributed to the construction and analysis of the Shared Governance Survey.

Welcoming new EC members means, of course, that veteran members are stepping down. Matt Mancini (A&S) served as at-large EC member for the past four years. Having twice delayed his sabbatical, he’s leaving the EC a year early to focus on his research. Matt’s many contributions to the EC and Senate include stints as EC liaison to the Senate Academic Affairs Committee and participation on the Business and Travel Office’s Travel Policy Committee. Jan Wilson (CEPS/Social Work) completed a two-year EC at-large term in which she served as EC liaison to the Senate Affirmative Action and Diversity Committee and chair of the Slosar Shared Governance Award Committee. Jan also spearheaded last year’s New Faculty Senator Orientation program.

Ending his four-year commitment to the Senate (one year each as President-Elect and Past-President, two years as President), John Griesbach (Law) also leaves the EC at this time. John was a faculty senator and EC at-large member just prior to serving as President-Elect in 2004-2005. We faculty all are very fortunate that John’s EC service coincided with the Faculty Manual revision process. There’s no way to succinctly convey the importance of his contributions to both that process and the content of the revised Manual. Another hallmark of John’s EC tenure, and especially his presidency, has been the furtherance of constructive and collegial working relationships with a wide variety of University officials. The numerous policies developed and/or revised with EC input are but one concrete manifestation of these relationships. In addition to his “public” Senate roles, John has provided superb EC leadership. I am extremely grateful to have had him as my EC mentor this past year. Thanks, John—All the best!

And Finally...
This message will reach you as the very first precommencement events take place in the new Chaifetz Arena. It'll be so nice to finally be able to celebrate all of our graduating students’ achievements on SLU’s campus. I hope to see many of you at Saturday’s all-University Commencement program!

With best wishes for a productive, yet relaxing, summer --

Respectfully submitted,
Miriam E. Joseph
Faculty Senate President