CALL TO ORDER: President John Slosar called the meeting to order at 3:40 PM.

CALL OF THE ROLL: Executive Secretary Miriam Joseph called the roll.

APPROVAL OF MINUTES:
The minutes of the December 12, 2000, Faculty Senate meeting were approved with the following correction: Page 4: Last Paragraph: delete existing text in (5) and substitute this:
the Senate President will investigate the extent to which there was faculty involvement at the Medical School in the approval of the new UMG compensation plan, and that the subcommittee working on the revision of the Manual will investigate the possibility of including in the Manual a linkage between salary and tenure.

PRESIDENT'S UPDATE BY JOHN SLOSAR:
• Reported that the main portion of today's business meeting will deal with the proposed revisions of the Faculty Senate bylaws. He noted that per the existing and proposed bylaws, the Executive Committee (EC) is charged with making a report of at least two nominees for each of the offices or positions that need to be filled, and that this report is due at the February Senate meeting. This spring, the terms of secretary on the EC (incumbent: Miriam Joseph) and two at-large EC seats (incumbents: Andy Lonigro and Fred Wolinsky) expire. In addition to the two nominees put forward by the EC for each position, nominations from the floor may be made at the February meeting. Candidate information will be distributed in March. Elections will be held at the April Senate meeting and those newly elected will assume office immediately following that election. Slosar noted that the new bylaws propose an expansion in eligibility for offices (senators within the past five years, or faculty who have chaired a Senate standing committee for at least two years within the past five years), and invited senators to contact him with nominees for the open positions.
• Reminded senators that the improvement in the University's pension plan went into effect in January, i.e., increasing from 8% to 8.5% its matching contribution to the TIAA-CREF Retirement Plan for participants at least age 55 and contributing a minimum of 6% to the plan.
• Read a memo from Kathy Hagedorn, Vice President for Human Resources, regarding the University's first year of participation in the Tuition Exchange Program.
There were quite a few SLU faculty and staff who applied for the outgoing certificates. As you recall, we said that we would award five. The selection was done purely based on longest continuous service at SLU. One of the top five later declined, so number 6 was contacted recently.

Per the Financial Aid office, there were a few SLU applicants who identified themselves as being eligible for Tuition Exchange, but there is some question as to their academic qualifications. Since we signed the contract late in the summer, it is very likely that many people did not realize that SLU was in the program when they were going through their college considerations. That should improve significantly as the word gets out this year and next.

Maybe the faculty can spread the word to their colleagues at other colleges, to encourage high quality applicants coming to SLU. The more we get in, the more we can send out.

- Noted that the Student Government Association (SGA) is sponsoring a town hall meeting on Thursday, February 8, from 5:00 to 6:30pm, in the Anheuser-Busch Auditorium of Cook Hall. Joseph Adorjan, Chairman of the Saint Louis University Board of Trustees, and Larry LeGrand, Vice Chairman of the Board, and Fr. Biondi will attend to engage in dialogue and answer questions. The meeting is open to all students, faculty, and staff.

- Conveyed a request from Sebastian Mahfood to inform the Senate that the Graduate Writing Center now is online at http://www.slu.edu/services/gwc.

- Upcoming Events:
  - The Executive Committee will meet next on February 7, 2001, and possibly on February 14, 2001.
  - The subcommittee on the revision of the Faculty Manual (Slosar, Kathryn Kuhn [chair, Governance Committee], and Andy Lonigro) will meet with the provost on February 2, 2001, to discuss the process for moving the revision forward.
  - The next Faculty Senate meeting will be held on Tuesday, February 20, 2001, as scheduled, but the location has been changed to Carlo Auditorium in Tegeler Hall. Agenda items planned are a vote on the revised Senate bylaws and a major presentation by Sandra Johnson, Provost, and Rob Altholtz, Vice President-Business and Finance, on the university budget for FY2002.

REPORT ON THE DEVELOPMENT OF MANAGED, INTEGRATED, DISTRIBUTED SUPPORT SYSTEMS (MIDSS) -- Tom Moberg, Vice President and Chief Information Officer

Moberg presented this basic plan (unedited contents of his slide presentation follow), recently endorsed by both the Council of Academic Deans and Directors (CADD) and the President's Coordinating Council (PCC). He noted that elements of the plan have been in effect for about the past year, and that he felt it was time to discuss it more widely. Following his presentation, Moberg responded to questions and concerns raised by several senators.

Purposes of the Presentation

- Describe the current status of the IT support system at SLU
- Describe a comprehensive approach to IT support for SLU
Current IT support environment

- The University IT staffing system is a combination of centralized and decentralized staff.
- The centralized ITS support staff and organizational structure have improved over the past year.
- The non-ITS IT support staff (about 45 positions) are inequitably distributed, uneven in ability, inconsistently supervised, and inadequately connected to strategic and operational IT directions.
- Wide variation exists in duties and service perspectives among IT support staff.
- It is difficult to coordinate IT projects between centralized and decentralized IT support staff.
- Many non-ITS staff feel left out from campus IT developments.
- Consistent staff hiring, training, and compensation is difficult in current environment.
- ITS system tool (REMEDY) for tracking and handling support calls could be productively used by all IT support staff.
- New staffing models have been developed for about 20 positions, with a variety of funding strategies:
  - School of Law
  - School of Business
  - School of Nursing
  - School of Allied Health
  - School of Social Service
  - Graduate School
  - Parks College
  - Business & Finance Division
  - Student Development Division
  - University Audit Services
  - Department of Public Safety
  - Pediatrics Department
  - Microbiology, Pharm. Phys., Anatomy Departments

Conclusion:
The new staffing models developed over the past 18 months are working well. These models can be scaled up to provide a comprehensive program for IT support that builds on the strengths of the current environment but reduces the weaknesses.

A Comprehensive Approach!
MIDSS: A Managed, Integrated, Distributed, Support System

What is the "Managed, Integrated, Distributed Support System?"

- All SLU IT support staff will be treated as a single, combined University support system.
- IT support staff will be managed consistently as part of the support structure, led by ITS.
- IT support staff and functions will be integrated to provide reliable, comprehensive IT support campus-wide.
- IT support staff will be distributed in "zones" across the campus so they can work closely with the people they support.
How will the MIDSS work?
- Most IT support staff will be integrated into ITS, with each case treated individually in terms of duties and funding arrangements.
- Some current ITS staff will be distributed out across campus to balance the support loads in under-staffed "zones."
- Responsibility Charting will be used to define roles, duties, and service agreements for every position.
- ITS Support Center will be aligned with the MIDSS structure.
- MIDSS staff job descriptions, grade classifications, and compensation will be assessed and adjusted as necessary.
- More training will be provided to support MIDSS staff activities.

MIDSS: Benefits to faculty and staff
- Better and more consistent IT support
- Greater depth of IT support available
- Better distribution of support across campus
- More knowledgeable IT support staff
- Stronger communication link with ITS
- Better accountability for services provided
- More comfort about systems security

MIDSS: Benefits to IT staff
- More opportunities for training and support
- More consistent compensation system
- Better information about IT directions
- More participation in IT decisions and initiatives
- Greater association with peer employees
- More knowledgeable supervision

MIDSS: Benefits to SLU
- More equitable distribution of IT support across campus
- More consistent management of staff
- Better metrics to assess cost of IT support
- Consistent procedures for hiring, grading, training, evaluating, compensating IT staff
- Security and protection for valuable data

What will it take?
- Endorsement by CADD, Executive Staff, Provost, and President [COMPLETED]
- Extensive conversations about client needs, staff duties, and budget details
- Careful integration of IT staff into MIDSS
- Continual monitoring and tuning
- Substantial time commitment from ITS management staff
- Most importantly, it will take trust, good will, and cooperation...
REVISION OF THE FACULTY SENATE CONSTITUTION AND BYLAWS:
Miriam Joseph (chair) and Jeanne Donnelly of the Senate Governance Committee's Ad Hoc Committee on the Senate Constitution and Bylaws Revision, and Slosar led discussion of the latest proposed revisions of these documents. Written comments from absent committee member Heinz Joist were noted throughout the discussion. The drafts considered at today's meeting are dated January 22, 2001, and incorporated recommendations made by the Ad Hoc Committee, EC, Governance Committee, and individual senators since the distribution of an earlier draft at the December 12, 2000, Senate meeting. Slosar noted that the Constitution is to be submitted to a vote of the entire faculty of the University this spring and that the Bylaws will be voted upon by the Senate, hopefully at the February meeting.

The Constitution
The proposed Constitution was reviewed in its entirety. These amendments were proposed (added text in italics, deleted text displayed with strikethrough) and approved:

Article I. -- The Faculty shall consist of all persons identified as members of the Faculty pursuant to Chapter III.A. of as defined in the current edition of the Faculty Manual.

Article II. Sentence 2. -- On these matters the power of review or final decision lodged in the Board of Trustees or delegated by it to the President of the University should be exercised adversely only in exceptional circumstances, and for reasons communicated in written form to the Faculty.

Article III.3. -- The officers of the Faculty Senate shall be: President, President-elect, and Secretary, and other officers as designated in the Bylaws of the Faculty and the Faculty Senate.

Article III.4. -- The Faculty Senate shall report to the Faculty at least twice a year communicate with the Faculty on an ongoing basis.

A motion was made and passed to approve the proposed constitution as amended and bring it to a vote of the entire faculty this spring. The vote will be conducted by paper ballot.

The Bylaws
The proposed revisions of the Bylaws were reviewed (some are highlighted below). A motion was made and passed to accept the wording in the boxes in the January 22, 2001, draft of the Bylaws, as amended today, for consideration, discussion, and final vote at the next Faculty Senate meeting on February 20, 2001.

Article II.2.c. -- Addresses the problem of Senate representation for Faculty units that are not part of any college or school nor the libraries as identified in Art.II.2.a. of the Bylaws.

Article III -- Changes in senator election dates.

Article IV.1. -- Broadened eligibility criteria for Senate office.

Article IV.2.c. -- Expanded Secretary's position from one to two years.
Article IV.7. -- Addition of mechanism, based upon *Robert's Rules*, for rescinding election of a regularly elected Faculty Senate officer.

Article VI.5. -- Creation of committees, task forces, and appointment of chairpersons and members to these bodies, rests with the Executive Committee.

Article VI.6. -- Term limits for chairpersons and members of standing Senate committees.

Article VII.3. -- Inclusion of mechanism to amend the Bylaws.

Other: Elimination of archaic language; reconsideration of inclusion of electronic voting in all circumstances; presentation of meeting requests, requests for agenda items, and the like, to the entire Executive Committee rather than solely the President.

The following amendment was proposed (added text in italics, deleted text displayed with strikethrough) and approved:

Article IV.7. Sentence 1. -- Any regularly elected officer of the Faculty Senate can be deposed from office for cause through a vote to rescind their *the officer's* election.

**NEW BUSINESS** : None

**ADJOURNMENT**: The meeting was adjourned at 5:40 PM.

Respectfully submitted,
Miriam E. Joseph
Executive Secretary