SAINT LOUIS UNIVERSITY
FACULTY SENATE
MINUTES
September 25, 2001

Absent:  B. Boyle, X. Hu, R. Belshe, R. Blaskiewicz, G. Peterson, S. Magoc, S. Homan

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<tr>
<th>TOPIC</th>
<th>DISCUSSION / RECOMMENDATIONS / ACTION</th>
<th>FOLLOW-UP</th>
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<td>Call to Order</td>
<td>R. Sprague called the meeting to order at 3:30 PM.</td>
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<td>Call of the Roll</td>
<td>Executive Secretary Jeanne Donnelly called the roll.</td>
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<td>Faculty Senators</td>
<td>J. Donnelly had the wrong list of names for faculty senators from the School of Medicine. The new faculty senators are: Andrew Lonigro, Christian Paletta, Irene Schulze, and John Stith. A new list will be made and corrections will be made on the website.</td>
<td>J. Donnelly 10/01</td>
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<td>Approval of Minutes</td>
<td>The minutes of the April 17, 2001 Faculty Senate meeting were approved.</td>
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| President’s Update           | Randy Sprague introduced himself and gave an update on the activities of the Executive Committee over the summer months. He stated his desire to meet with the individual schools’ faculty assemblies during the coming months. The principal goals for the faculty senate for the coming year were presented: 1. Completion and approval of the faculty manual. This is a high priority for the year. 2. Statement of the faculty’s definition of shared governance. 3. Clarification of the steps required and resources available for faculty to “move to the next level”. In addition, the individual FS committees are refining their goals:  
  Academic Affairs  
  - continue oversight of the SLU 2000 programs  
  - continue to support movement on a university-wide core curriculum  
  - review components of North Central document related to academic issues  
  - student academic dishonesty  
  Affirmative Action  
  - prepare a university wide conference on diversity  
  - review other goals from last year  
  Compensation and Fringe Benefits  
  - continue to monitor the faculty retirement plan  
  - assess the impact of changes in the disability policy on the faculty  
  - investigate the impact of changes in the University Health Plan and prescription drug policy on the faculty  
  - develop recommendations for paid maternity/paternity leave and investigate the feasibility of day care for faculty  
  Faculty Development  
  - using the survey and recommendations generated last year, formulate detailed methods for implementation of the strategies identified as necessary for faculty development (R. Seiter will be asked to report at an upcoming meeting) | R. Sprague Fall, 2001 |
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<th>Proposed Grievance Policy</th>
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| J. Slosar presented the proposed grievance policy. Although the grievance policy is part of the faculty manual, it was felt that the policy needed to be in place prior to the revision. F. Wolinsky stated that approving a policy independently of the approval of the Faculty Manual might not be in the best interest of the faculty. Currently there are overlapping responsibilities among committees, specifically the Professional Relations Committee, the Grievance Committee and the Faculty Affairs of the Med School. This policy institutes one committee (Professional Relations Committee) with a co-chair from the North and South Campus. Salary issues will not be grievable unless related to academic freedom. (See attached policy)

The policy revises membership of the adhoc judicial committee. The chair of this committee is chosen from Law School members.

Several items were discussed in detail:
1. **Section I.A.7: dealt with mediation.** The faculty recommended that there be a distinction made between mediation and arbitration, that the mediators be selected by the Professional Relations Committee, and that administration not be selected to be mediators.
2. **Miscellaneous Section:** This section caused concern for the faculty, specifically with regard to the statement “persistent substandard performance”. There was concern over what constitutes “persistent” and how “substandard performance” is evaluated. Many felt this belonged under conditions of employment, not in a grievance policy. After much discussion, an informal vote was taken to obtain the underlying sense of the Senate, and the group voted unanimously to delete the miscellaneous section from the policy.
3. **Defining what is grievable.** After discussion, it was felt that the document should not itemize items that are grievable.
4. **Section I.C.2: relates to authority over UMG compensation grievances.** Faculty from the Medical School did not feel that UMG should be singled out in the document. They felt strongly that they are part of the faculty and therefore should not be separated from that body. After much discussion, an informal vote was taken to obtain the underlying sense of the Senate, and the group voted unanimously to delete the sentence: “UMG compensation issues are grievable only within procedures set by the UMG.”

R. Sprague will meet with the provost and relay the concerns of the Faculty Senate.

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<th>University-wide Committee Membership</th>
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<td>The issue of Faculty representation on Board of Trustees Committees and University-wide committees was readdressed. Fr. Biondi still want more than one name from which to select a faculty representative. R. Sprague stated that Fr. Biondi stated he needs more than one name so that he can balance out the composition of the committee. A motion was made:</td>
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**MOTION:** It is the sense of the Senate that we continue to put forward one name only.

Faculty stated that we should invite Fr. Biondi to come and present his rationale for requiring more than one name. At that point the motion was tabled until Fr. Biondi was given the opportunity to speak to the Senate. The motion will come up for vote at the next meeting.

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<th>Nominating Committee</th>
<th>R. Sprague suggested that the Senate consider establishing a Nominating Committee. This committee would be responsible for selecting faculty for the BOT Committees, and for the FS ballot. This will be discussed at a future meeting.</th>
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<th>Other Business</th>
<th>1. A search committee for the Dean of Public Health has been assigned. 2. There was a question about space utilization and the disruption of work flow by the frequency of moves on campus.</th>
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The meeting was adjourned at 5:30 PM.

Respectfully submitted,

Jeanne M. Donnelly  
Executive Secretary