

Minutes

Faculty Council 6 February 2025

256 BSC at 3:30pm

Voting Participants: Ellen Carnaghan, Sarah Bauer, Flannery Burke, Kim Powlishta, Bukky Gbadegesin, Elizabeth Block, Brenda Kirchoff, Ruth Warner, Daniel Smith, Lindzy F. Dodson, Brian Downes, Melissa Ochoa, Rachel Greenwald Smith, Scott Ragland, Emily Hite, Melinda McPherson, Stephanie Tennill, Jennifer Korte, Andre Zampaulo, Ruben Rosario, Ben England

Non-Voting Participants: Stacey Harris, Katrina Moore, Donna LaVoie, Dan Kozlowski, Cathleen Fleck, Gary Barker, Laurie Russell, Jen Popiel, Robert Hughes, Karla Scott, Silvana Siddali, Brian Yothers, Toby Benis, Laurie Shornick, Mark Ruff

1. Welcome & Greetings
2. CAS Dean's report ([View Slides Here](#))
 - a. Climate survey results: 40% participation in CAS (down from 49% in 2023). Donna did not push as hard for participation this year. Eighty-six percent of respondents indicated that the work we do here is meaningful, but only half of respondents felt they receive appropriate recognition and resources for their work.
 - b. To the chairs: you have the data for your departments, so please go over those with your departments.
 - c. There can be opportunities to gather together when faculty win awards, have art shows, musical productions, etc. We want to increase ways to recognize faculty excellence and build camaraderie. Marketing and communications will increase awareness of these activities as well.
 - d. There are increased RFPs for internal funding, and increased research development funds coming in fall 2025, specifically for CAS. We are also in the preliminary stages of building a research office specific to CAS that will assist with grant writing (mostly targeted toward graduate students who need assistance). Question: how many RFPs will be given in this inaugural award? Answer: we do not know yet, but we will check the budget and get back on that. Remember that Stolle funding is still available, and Donna has been meeting with development officers and donors, so there may be some donations headed our way later this year.
 - e. How is SLU responding to the flurry of executive orders (EOs) coming from the federal government? We are a Catholic Jesuit University, and we do not fold under social pressures. The needs of the vulnerable should be attended to, and we love our neighbors as ourselves. Our neighbors are our fellow human beings...full stop. We will let our values drive us. What does this mean practically? FERPA dictates we cannot reveal any student information to anyone; if someone shows up asking

about students (ICE or otherwise), send them to the Office of General Counsel in DuBourg Hall.

1. Question: Can we call DPS to escort people outside of our class? Answer: Yes, if they refuse to leave the room.
 2. Our actions communicate our values. Take the opportunity to be a leader in your classes. Be with others; stand alongside your students. Your students may be more fearful than you realize. Lean into our humanity.
 3. Helpful cards: www.ilrc.org/red-cards
 4. Question: will there be advice to international faculty who travel internationally and are afraid of not being able to return? Response from Donna: carry your papers, but talk to the offices here before you travel. Act smart though. If too risky, do not travel.
- f. A note on teaching expectations from Donna: some of you may be having trepidations about needing to teach more in the future. Please think back to your own experiences in college and about a professor who inspired you in some way. We want to be that for our students; we *get* to teach, we don't *have* to teach. We get to inspire the next generation of students to go out and fix the world; we should embrace that. Remember the influence you have, the opportunity to build up a student to go out and fix the world. And these are not just words: Donna will return to the classroom to teach this fall.
1. Comment: the incongruity here is that even though we may be asked to work more, we are not recognized for it, and we are not earning commensurate raises to account for our work. We can be resistant to teaching new classes for reasons other than not caring about teaching. Response from Donna: I hear you, and my comments were not directed at any one person, but were meant to combat resistance to teaching for the wrong reasons.
 2. Comment: it does not take that much to have even verbal acknowledgment from a chair or other administrator. Getting verbal affirmation is powerful.
 3. Comment: there can be an emotional toll on us for picking up an extra class; if these are our kids, adding a second one can be stressful (even if rewarding). Response from Donna: Yes, I hear that. We need so much more recognition than we have.
 4. Comment from FC President: I hate the fact that the word workload is being used so heavily. In a national setting where we all are fighting for enrollment, one of our strengths is the student:teacher ratio. We should keep our eyes on our strengths. We need to recognize that if a faculty member decides to embrace a higher teaching load, that is a virtue. I am all for equitable distribution of our expectations, so we should have people embrace all our responsibilities.

5. Question: How does a higher teaching load impact my expectations for creative endeavor and research? Response from Donna: anything we do has to be compatible with the new workload policy. I would need to see the specifics of a situation to make a judgment on that. We do not pay overloads though, just for the record.
6. Comment: Can overloads be recorded, even if they are not being paid? It may be a good idea. Response from Donna: We may not know what to do with that information, but feel free.
7. Comment: chairs may be in a horrific position where they have to create a system that breaks apart teams and may create a caste system. Response from Donna: the workload draft team will balance those needs in the policy.

Timestamp: 4:34pm

3. Update on the work of the two ad hoc committees (VSR and Workload)
 - a. Viability & Sustainability Review (VSR): we collected feedback and submitted a five-page response to the faculty senate and to the provost.
 - b. Workload ad hoc committee: we are crafting work on a policy that will reflect all our concerns and interests, ideally by April 1.
4. Request from the SLU chapter of the AAUP
 - a. We are all invited to the AAUP SLU chapter meeting (no dues required just to attend the SLU chapter meeting). It may be a good place to have a conversation about the future of higher education and protecting academic freedom.
 - b. SLU chapter of the AAUP meeting: Thursday, February 20 at 4:30 p.m.
 - c. Zoom Link: <https://slu.zoom.us/j/94183711182>
5. SLU Teaching Effectiveness Project
 - a. Due date is February 10 for feedback on the three prototypes. Please give feedback before Monday night; the link is in your inboxes.
6. CAS Committee Reports:
 - a. Faculty Advisory Committee
 1. We assembled comments from the VSR and workload policies and handed them off to the ad hoc committees. Our next work will be related to what we are doing well and are not doing well.
 - b. Graduate Curriculum Committee
 1. Proposed changes are [here](#). Motion is on the floor. Motion passes.
 - c. Nominations Committee
 1. No report

d. Rank, Tenure, and Sabbatical Committee

1. No report

e. Undergraduate Curriculum Committee

1. Proposed changes are [here](#). Motion is on the floor.
2. Question: about MUSC 1402, Beginning Guitar, do they sing, or do they play guitar? Response: that is an error; they play guitar. We propose a friendly amendment to update the catalog description.
3. Motion passes.
4. Please send in new submissions by February 12 if possible.
5. Comment: catalog deadline has passed for new programs, but revisions can be submitted to existing programs.

f. DEI Committee (Katrina Moore)

1. Still taking nominations for the CAS DEI award; information is online.
2. Just ended AJCU DEI meeting. Everything will stay the same for now, though we can keep Ignatian principles in our mind as we move forward. Some offices are changing names at other institutions, but nothing structurally is changing. LGBTQ+ students are experiencing stress and a few occasions of harassment; as faculty, we need to be kept aware of what is happening and keep an eye on student absences. International students are also feeling anxious, and there are resources available. Email Katrina Moore for advice and suggestions.

7. University Committee Reports:

a. Faculty Senate

1. New policies regarding retirement have been posted. Updated and approved workload policy is now on the provost's website. Teaching Effectiveness Project feedback is due Monday, February 10.
2. Anyone who gets a national award, just be aware of the new policy regarding indirect costs (an email was sent on February 3 with the new changes). Departments are cut out entirely from the new structure. This topic was brought up at faculty senate and was a tense point of discussion.
 1. Comment: there are some positives of the new model. When you write a grant, you know now how much money to count on. It is more complicated in terms of how resources are distributed, but PIs and OVPR can now have predictions about how much money can go where.

2. Comment from Donna: in the old model, nobody got any distribution until the university hit a high threshold of \$7.5 million in funding. So no one knew if they would get anything. That hurdle is now gone. We can accumulate a pool of money now to build a research infrastructure. In the long run, it will be better. But it's a hit in the short run.
3. Question: how does this percentage structure compare to other R1s? Response from Donna: it's comparable. But this policy was announced without consultation, just to be clear.

b. UUCC

1. No report

c. UCART

1. No report

d. GAAC

1. No report

e. UAAC

1. Met this morning and approved the study abroad policy and the credit-by-exam policy. We are also discussing the university undergraduate transfer policy.

f. Academic Program Review Council

1. No report

g. Library Advisory Committee

1. No report

8. New Business

- a. Tonight, at college church, there is a concert (recital style) from 7:30-9:00. You are all warmly invited.

Adjourn at 5:05pm.