

Faculty Senate Meeting Agenda (revised)
Tuesday December 14, 2021, 3.30 – 5.30 pm CDT
Via ZOOM: <https://slu.zoom.us/j/97281725414>
Meeting ID: 972 8172 5414
One tap mobile
+13126266799,99737928189# US (Chicago)

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| 1. Call to Order | 3:30 pm |
| 2. Roll Call: Names of participants are recorded in Zoom. Alternates should notify the Senate Secretary, Beth Baker, with the name of the Senator for whom they are substituting. Please also let her know your name and phone number if you are calling in. All FS meetings are recorded for record keeping purposes only. | |
| 3. Moment of Silent Reflection. | 3:32 |
| 4. Approval of October Minutes (separate attachment). | 3:35 |
| 5. Report on the state of SLU (President Pestello) | 3:40 |
| 6. Report on IRB issues (Provost Lewis) | 4:15 |
| 7. FS President’s Report (Terry Tomazic) | 4:30 |
| 8. Reports from Senate Committees: | 4:40 |
| a. Budget and Finance Committee (Theo Alexander) | |
| b. Compensation and Fringe Benefits Committee (Chris Sebelki) | |
| c. Academic Affairs Committee (Sherry Bicklein & Jennifer Lowe) | |
| d. Faculty Governance Committee (Kathy Kienstra & Marie Philipneri) | |
| 9. Other University Committees with Faculty Senate Representatives | 4:55 |
| a. University Policy Review Committee (Elizabeth Block) | |
| b. UAAC (Sabrina Tyuse) | |
| c. GAAC (Jesus Garcia-Martinez) | |
| d. Reports from Faculty Reps on Board of Trustees committees | |
| 10. Reports from Faculty Assemblies of the Colleges and Schools | 5:10 |
| SOM, CAS, Doisy, CPHSJ, SOB, SON, SOL, Parks, SOE, Libraries, SPS, Unaffiliated Units (INTO) | |
| 11. Old Business | 5:20 |
| 12. New Business | 5:25 |
| 13. Announcements | 5:29 |
| 14. Adjournment | 5:30 |

Faculty Senate Meeting Minutes
Tuesday November 16, 2021, 3.30 – 5.30 pm CST

- Call to Order
- Roll Call: Names of participants are recorded in Zoom. Alternates should notify the Senate Secretary, Beth Baker, with the name of the Senator for whom they are substituting. All FS meetings are recorded for record keeping purposes only and never shared outside of the Faculty Senate.
- Moment of Silent Reflection.
- Approval of October Minutes: Minutes were updated to include Bilal Khalid submitted the retirement match proposal. With this change the minutes were approved.
- Campus covid update (see attached): Terri Rebmann presented updated data on the COVID-19. Our positivity rate at SLU is 1.7% in comparison to 6% for the SLU area as a whole. SLU is averaging 2 new student cases a day (last year we had about 9 student cases a day). We are seeing an increase in classroom close contacts (about 21 per case). This is seen as being part of the lack of social distancing in classes. Even with this, SLU has tested about 350 close contacts this year, and only 1 person tested positive. This provides some assurance that the primary sources of infection are not classroom based. Dr. Rebmann emphasized that the primary driver of current cases is the unvaccinated population. She voiced some concern that we may see increased rates of COVID-19 with the upcoming colder weather and holiday season, particularly as faculty, staff, and students interact with others who may not be vaccinated. While we have approximately 97% of our community vaccinated there is the possibility of break through cases as students, staff and faculty interact with those outside the SLU community. She reminded the community of testing protocols. Dr. Rebmann responded to a number of questions. A brief summary of the topics and responses are listed below:

Masks: Dr. Rebmann reminded senators that the University sits within the city of St. Louis and as such we are subject to their jurisdiction and protocols. As long as they have a mask mandate we will continue to adhere to those policies. Dr. Rebmann also emphasized the benefits and importance of wearing a mask even when vaccinated. Individuals with the Delta variant have been shown to have very high viral loads and are able to easily transmit or spread infection to others. Whether you are vaccinated or not, you can contract COVID-19 and transmit it to others. Masking helps to reduce the spread of disease.

Boosters: The boosters are currently available only for individuals who meet the criteria (over 65, underlying medical conditions, live and/or work in high-risk settings) *and* received their second dose over 6 months ago. Boosters are being recommended for these populations because the immune response of the primary vaccine series may wane over time. SLU employees and family can get these boosters at SLU.SLU will be waiting for additional recommendations regarding whether or not others need to get booster vaccines.

- Report on the State of Medical Affairs (Christine Jacobs, see attached)
Dr. Jacobs described the historical and current state of SLUCare and the school of medicine (See slides). She highlighted the financial growth of SLUCare. In addition, she mentioned efforts to increase admission of people from the region and those underrepresented in medicine. Of note are changes to increase diversity of both faculty and medical students such as conditional

acceptance of students, and women mentoring women program. She also highlighted several of the ways in which the medical school collaborates with others across the University and in the community including work with Casa de Salud, the Integrated Health Network, and the Regional Health Commission.

- Proposal: Bilal Khalid presented his proposal to request that President Pestello direct David Heimburger to reinstate the 10% retirement match starting January 1, 2022. This was followed by a rich discussion among the Senators. A few summary points are listed below
 - Senators voiced concern that there is a lack of transparency in how SLU is spending money. This leads to a lack of trust and a concern that decisions are being made to spend money on things other than the retirement match. This feels to some like the growth of the University is being done on the “backs of the faculty.”
 - It was voiced that the President and others want the match back as much as faculty given that they are also not receiving the match. This suggests that the absence of the match affects everyone equally. There was some concern voiced that this perspective misses the reality that those who are paid more can put aside more of their own salary each year than those who are paid less. Senators noted that junior faculty are disproportionately affected by the absence of the return of the full match. The impact of the lack of a full match is not equally experienced by all members of the University committee. Saying everyone is affected by the lack of a full match is seen as not acknowledging this difference.
 - There was some discussion of comparisons with other universities regarding the return of retirement benefits. There is documentation to suggest that other universities have reinstated full benefits. This was countered with the argument that there were significant fiscal choices that had to be made at all Universities because of the impact of the pandemic. Each university did this somewhat differently. For example, some universities decided to let go of employees, whereas SLU decided they did not want to do this. It was argued that it is necessary to look at the choice of each University to reinstate their retirement match within this broader context of other choices that were also made. It is not possible to look at the retirement match reinstatement separate from these other, broader choices, that each University has made.
 - Faculty voiced concern that David Heimburger said he would provide information on comparisons with other universities and he has not. This adds to the feeling of a lack of transparency. If there are reasons he cannot provide this information it would be useful for him to communicate this explicitly.
 - Faculty asked what the fiscal impact would be with a 10% match versus a 6% match. Chris Sebelski indicated that a 6% match costs the University approximately \$18 million whereas a 10% match costs the University approximately \$30 million. Other faculty stated that given the existing \$10 million dollar deficit that SLU is currently operating within it is unlikely that an increase in match would be approved.
 - There was some concern voiced that there are two committees that serve to advocate for faculty voice in the budget process and in compensation and benefits specifically, and that the proposal seems to suggest that these committees are not adequately fulfilling this role. This discussion led to a proposal (by Chris Rollins) to table the motion and to wait until December to vote on this proposal to provide these two committees with additional time to discuss this with administration and come back to the Senate with additional information. The Senate approved the motion to table the proposal (42 yes, 8 no)

Proposal:

Whereas members of the faculty have asked for explanations why the 10% retirement match is not reinstated yet.

Whereas members of the faculty have presented data that the retirement match has been reinstated in most other universities.

Whereas in the October 19th 2021 Faculty Senate meeting the CFO indicated he would provide additional data to justify the current university position of 6% match from January 1st 2022.

Whereas the CFO has not yet communicated a response to date.

The Faculty Senate requests that President Pestello direct CFO David Heimburger to reinstate the 10% 401k retirement match from January 1st 2022 for all SLU faculty and staff.

PLEASE NOTE: as stated in President Pestello's email on 11/18/21 the Board of Trustees has now approved a reinstatement of an 8% retirement match.

- FS President's Report (see attached): Terry Tomazic provided a report of several current issues facing the Faculty Senate including:
 - Searches for the VP for Public Safety, VP for Diversity and Innovative Community Engagement. All faculty are encouraged to attend the listening session scheduled for Nov. 18th at 3pm.
 - There is a new policy on the Establishment and Continuation of Academic Centers and Institutes that has been proposed. Please provide feedback and input on the Provost's website (<https://www.slu.edu/provost/policies/index.php>)
 - Faculty are needed for the Professional Relations Committee. Please email Terry Tomazic with recommendations for faculty to serve on this committee (terry.tomazic@slu.edu).
 - Some faculty, staff and students have chosen not to comply with SLU's vaccine mandate. This has led to 15 staff and faculty being terminated and fewer than 20 students withdrawing.
 - The Faculty Manual updates from April 2021 were approved by the Board of Trustees.
 - The Provost has approved the proposal to separate Social Work and Public Health. The FSEC had expected to be part of the initial process but that was not facilitated. The FSEC will work with the Provost and both Social Work and Public Health faculty to address concerns raised about what happens as a result of the separation.
- Reports from Senate Committees:
 - a. Budget and Finance Committee (Theo Alexander) The committee had their first President's meeting, of four, on October 28th the second is scheduled for December 16th. During that first meeting a lot of data were presented, but there were no decisions made. The committee is looking at all aspects of the budget beyond compensation and fringe benefits.
 - b. Compensation and Fringe Benefits Committee (Chris Sebelski) The committee continues to work with the administration to address concerns about reinstating the retirement match (as discussed above). The administration has indicated that they would reinstate the retirement match in a scaffolding manner, 3%, 6%, then 10%. The committee is also advocating for a 3% merit and equity pool.

- c. Academic Affairs Committee (Sherry Bicklein & Jennifer Lowe) The committee is continuing to analyze the results from the survey regarding the long-term contracts for non-tenure track faculty. Jesus Garcia-Martinez requested that the committee examine the negative impact of SLU IRB processes on both faculty and student capacity to engage in research.
 - d. Faculty Governance Committee (Kathy Kienstra & Marie Philipneri) The committee will provide a report during December's meeting.
- Other University Committees with Faculty Senate Representatives
 - a. University Policy Review Committee (Elizabeth Block) Nothing to report at this time.
 - b. UAAC (Sabrina Tyuse) The committee has recognized the significant time commitment the core curriculum changes will have on the committee and are working to develop a process or set of best practices to streamline their review and approval processes.
 - c. GAAC (Jesus Garcia-Martinez) The committee has discussed the IRB challenges and its impact on faculty productivity.
 - Reports from Faculty Assemblies of the Colleges and Schools, SOM, CAS, Doisy, CPHSJ, SOB, SON, SOL, Parks, SOE, Libraries, SPS, Unaffiliated Units (INTO) Nothing significant to report at this time.
 - Old Business: None
 - New Business: None
 - Announcements: None
 - Adjournment

Senators in attendance:

CAS: Hisako Matsuo, Joel Jennings, Pascale Perraudin, Robert Hughes, Scott Ragland, Stacey Harris, Toby Benis, Thomas Finan, Wynne Moskop, Christopher Duncan

CSB: Noni Zaharia, Fei Tan, Frank Wang, Hailong Qian

CPHSJ: Jesse Helton, Kimberly Enard, Stephen McMillin

Doisy: Barb Yemm, Kitty Newsham, Mike Markee, Sherry Bicklein

Independent Units: Matt Ryan

Libraries: Angela Spencer, Lynn Hartke

Nursing: Elaine Young, Kathleen Armstrong, Kathleen Carrill

Parks: Jeff Ma, Roobik Charabagi, Silviya Zustiak

SOE: Jody Wood, John James, Karen Tichy

SOL: Kelly Mulholland

SOM: Aidan Ruth, Angel Baldan, Gnana-Prakasam, Katherine Christensen, Lily Dolatshahi, Mirjana Vustar, Ramona Behshad, Scott Isbell, Bilal Khalid, Phillip Ruppert

SPS: Joe Lyons

FSEC: Terry Tomazic, Ruth Evans, Beth Baker, Medhat Osman, Sally Beth Lyon, Theo Alexander, Chris Rollins

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