

Faculty Senate Meeting Agenda
Tuesday March 18, 2025, 3:30 – 5:30 pm CDT
Via ZOOM: [https://slu.zoom.us/s/92646937131](https://slu.zoom.us/j/92646937131)
Meeting ID: 926 4693 7131

1. Call to Order (**Location: Wall Auditorium – South Campus/ Hybrid**) 3:30
2. Roll Call: Use the following procedures:
 - a. Senators participating by Zoom are recorded – please make sure your name reflects first and last name.
 - b. Alternates should notify the Senate Secretary, Donna Jahnke, with the name of the Senator for whom you are a substitute. Donna will monitor the Zoom. You can place the information in the Chat or email her.
 - c. If you are calling in, please let Donna know your name and phone number via Chat.
 - d. NOTE: All FS meetings are recorded for record keeping purposes only.
3. Moment of Reflection. **TBA** 3:32
4. Approval of February minutes (separate attachment). 3:35
5. Key priorities as identified by Faculty Senators/FS Committees 3:40
 - a. Longer term contracts for NTT – Set for implementation
 - b. Envisioning teaching evaluation at SLU – [Teaching Effectiveness Project](#)
 - c. CADR – *Update on working group*
 - d. Workload policy review – Finalized
6. Visitor – Lee Seabrooke – Launch of IRB new process 3:55
7. Voting Process for Faculty Manual Amendments 4:10
8. New Business – Motion Presented by SSE 4:45
9. Old Business – Update on any Executive Orders and SLU 5:??
10. BOT, School and Committee Reports
11. Announcements (within email)
12. Additional Faculty Resources (links in email)
13. Adjournment

Faculty Senate Meeting Agenda
Tuesday February 18, 2025, 3:30 – 5:15 pm CDT
Via ZOOM: <https://slu.zoom.us/j/92646937131>
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1. Call to Order (Zoom Option Only)

3:30

In Attendance: Sherry Bicklein, Jody Wood, Chris Rollins, Pat Freed, Stacey Harris, Hisako Matsuo, Ruth Groff, Elaine Young, Laura Karasek, Meadow Campbell, Ian Redmount, Sabrina Tyruse, Craig Boyd, Ranjit Ray, Theresa James, Yugi Wang, Robert Hughes, Elodie Pozzi, Andre Zampaulo, Zhengu Lin, Kathleen Gillespie, Echu Liu, Cheryl Rathert, Jesse Helton, Lei Zhao, Noni Zaharia, Barb Yemm, Mike Markee, Chezna Warner, Martha Blaess, Rayman LeBeau, Paul Jellis, Chris Arnatt, John James, Jaime Welborn, Paige Canfield, Petina Benigno, Kelly Mullholland, Shannon Grabosch, Jay Bauman, Fajun Wang, Pat Freed, Kristen Keller, Alison Kuhn, Maria Weber, Matthew Teugel, Stephanie Chinn, Rebecca Hyde, Matt Ryan, Megan O'Connell, Joe Lyons, Steven McMillon, Donna Jahnke, Amina Mohammadalipour, Jeffrey Ma, Dyan McGuire

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3. Moment of Reflection.

Sherry Bicklein shared a prayer of discernment for the Faculty Senate.

4. Approval of January minutes (separate attachment).

Minutes were approved unanimously.

5. IT Report

Kyle Collins, Vice President of IT, shared information on the new OKTA system requirements for verifying your identity logging into our SLU systems. We are changing biometrics and logins with phones. Everyone will need to log in through the Okta app. Information on how to make this switch will be sent out to faculty and staff. The change to Okta will take place March 12th. A question was asked in the suggestion box about any committees on IT at the university level. Contact Chris if you are interested in serving and she will connect you to one of the IT committees. The IT department was thanked for it's good work in supporting faculty and staff.

6. Presentation/ reading of the proposed Faculty Manual Amendments

April Trees presented from the Faculty Manual Committee. April is our leader with regard to sharing on policy changes and inclusion of these changes in the Faculty Handbook. First section is on faculty medical leave. Wanted to be sure people know how to access the information and provide some clarity.

- Shared on the FMLA, how to use in handbook
- How this policy connects with FMLA leave. Information on FMLA is in H.R.
- Gives some specificity around timeline
- Opportunity through FMLA on parent leave which applies to faculty and staff
- Elaboration on procedures for caring for qualified dependents

Changes are intended to provide clarity and elaborate on procedures and opportunities available to faculty and staff in the faculty manual, but how to do it is in a separate place. Second recommendation was a change to the faculty manual that makes scholarship recognitions and metrics for evaluating impact are also in the faculty handbook. This elaboration is in section C3C. Also indicated no research should violate human rights. Boyers model of scholarship is reflected in this model. Third recommendation is on the combined sabbatical and developmental leave process and are both in the manual. This change is bringing developmental leave in line with sabbatical leave. April provided the following website on benefits for our information:
<https://www.slu.edu/human-resources/benefits/work-life-balance/fmla.php>

Chris shared that the faculty manual can be reviewed and changed at a variety of levels; faculty themselves, faculty assembly, provost, FSEC can all submit suggestions for changes to the Faculty Manual Committee. Recommended changes are collected through the year and are addressed annually in the spring, one set of changes per year are made for the Board to review. Information on faculty medical leave was also addressed as there was some confusion. Chris reviewed the proposed changes, which are attached. Questions were answered and Chris recommended calling HR if there are questions specific to your situation. The university offers additional benefits beyond FMLA. Additional policy changes were recommended in the area of research, tenure and promotion, and sabbatical/developmental leave, which are outlined in the attachment. The handbook will include policy but not procedure. This way if something needs to change with procedure we do not need to go through the cumbersome process of changing the handbook. SLU partners with a third party to apply the policies in the manual. April Trees chairs the Faculty Manual Committee. Feel free to share a copy of this with the faculty in your school. Share it. Discuss it. If there are concerns please let Chris, Joe, April Trees or another member of the FSEC know as soon as possible.

7. Key priorities as identified by Faculty Senators/FS Committees

- a. Longer term contracts for NTT –
Deans have been reminded of longer-term contracts. We don't expect to see anything until the contracts come out later this spring.
- b. Envisioning teaching evaluation at SLU – Teaching Effectiveness Project
Debi Lohe thanked those who have completed the teaching effectiveness project survey. She will be coming back to give us information on the project.
- c. CADR – *Update on working group*
Chris called on the Paul's (CADR is the program that offers services and support for people with disabilities) The CADR sub-committee continues to work on addressing the issues regarding space, support, resources, etc. This is a senate priority. A white paper will be created on the findings of this committee. Chris reminded us with budget meetings coming up, the minimum wage went up, however, the CADR budget did not increase to accommodate minimum wage, so they have lost 25% of their time. FS is requesting an increase in the CADR budget to account for increases in minimum wage.
- d. Workload policy review – Review of FS Memo
Reminder when revising workload policy within the school, be sure to include the process for sharing a grievance. Chris reviewed the process and questions provided to the Faculty Senate question box along with responses. She also shared the Workload Policy Review Memorandum of Process and Feedback. (See Attachment)

8. New Business –

a. Federal Update and Impact

Chris shared how the university is addressing the executive orders as they come out from the federal government. Overall, the university strategy is that when there are new actions or directives which come from a variety of sources, they are working directly with our general council and using the sources at hand to begin to develop strategies for addressing these mandates. The first priority is to learn by reaching out internally to individual PI's, governmental affairs, etc. to gain as much information as possible. Then they work to develop strategies with external partnerships such as lobbying groups, other Jesuit colleges, etc. Some decisions need to be made quickly, others need to be made over time. General Council is the single point of contact.

Three areas have been prominent (DEI, Immigration, Employment) With regard to immigration, they revoked sensitive locations so ICE is no longer prohibited from college campuses. General Council reiterated they are the single point of contact if any group, organization, etc. asks questions about our faculty, students and/or staff. We do not share information except through that office.

With regard to employment, several have come out in terms of employment. No change to federal statutes regarding veterans and people with disabilities in terms of employment. There is a hiring freeze. Federal workers must return to 100% in person work. We will be hearing more about reduction in force.

In the area of DEI, many mandates have come out. People have indicated they are concerned about the order requiring each agency to evaluate grant recipients, specifically a list of those who have received and provided federal contracts in the area of DEI, DEIA, or environmental justice programs. This is intended to remove DEI programs. Each agency must identify organizations of higher ed that have an endowment of over 1 Billion dollars. We have an endowment over 1 billion, so we are part of this group. However, we are just over 1 billion dollars and there are many other universities with much more money. Another directive to remove from the country anyone who engages in pro Hamas activity, has also been issued. Many of these orders have provoked judicial actions, temporary restraining orders, and legal filings.

SLU's Indirect Cost Recovery Rate has been 51.5% since 2012. See details in attachment.

SLU Grants related to DEIA Executive Orders have impacted our grants. Sixty of our awards, which is about 20% of our grants, were identified as DEI. Next steps, we are continuing our work. Currently there is a temporary restraining order.

Question: Chris, over the weekend there was a "Dear Colleague" letter that came from a new position within the Department of Education that indicated that any university that received federal funding that engaged in DEIB work would be investigated and lose federal funding. Has there been a response from our general counsel on this?

Fred indicated to the ULC that they are aware of this and he is speaking with the other HACU presidents and they are learning, investigating and determining what the response should be.

Question: Do DEI initiatives that are not funded by grants put us at any risk or is it just the DEI grants being targeted at this time? The "dear colleague letter" indicates any grant may warrant targeting. There would not be justification beyond the grant funding. However, those things will likely need to be challenged in court.

While the TRO's are in place continue as usual. Just know there are many folks evaluating the situation and are preparing to take action from an informed place.

FYI For those looking for possible data/websites that have been removed - see <https://libguides.slu.edu/preserve2025>

The Wayback machine at Archive.org also preserves many of those websites that have been removed.

The medical school is also keeping close track on executive orders that impact research, grants, The sense is that in the end there will be some kind of negotiation.

The TRO's are in effect for the things that had previously been approved by congress. When the new congress comes into play many universities will be at risk of losing billions of dollars.

FYI, NSF fired 168 workers today, including many Program Officers who serve on 1-3 year rotations who therefore were mostly probationary employees. <https://www.wired.com/story/national-science-foundation-february-2025-firings/>

Collaboration of all AACU's is critical at this time. That is the strategy in many places. Power in numbers and collaboration.

CDC also had many/all of their probationary workers fired at the same time as the NSF workers.

Many international students would like to participate in the OPT training, which allows them to stay in the United States and use the degree they secured at SLU. We have 1400 international students graduating this year. Contact Jeff Jackson as part of career services if you have work to be done and you need student support.

9. Motion Regarding Changes to the University's Model for Distribution of F&A (Indirect Cost Recovery)

Paul Bracher spoke on the F&A Distribution change. The SSE council felt unanimously the process was backwards. It was not brought to faculty groups for evaluation before changes were made. The full letter is in attachments. Part of the distribution here is to build research infrastructures that help us get to and stay at R1. They encourage this to be deliberated in the senate and other faculty should put their names behind it if they agree.

Chris sent a similar request to the group at large that originally made this decision and indicted that since we are in a holding pattern, once we get additional government information we should be able to give feedback. Once we get additional information, we then start the conversation.

10. Old Business

- New IRB process is being put into place March 1st. We will request a speaker on this topic for the March meeting.
- It was reported that the provosts position was made clear in CAS by the Dean that he fully supports our DEI mission and the rights of our students not to be approached by anyone without an arrest warrant. We shall stand on our mission! In unity there is strength. In numbers there is power.

11. BOT, School and Committee Reports

12. Announcements (within email)

13. Additional Faculty Resources (links in email)

14. Adjournment at 5:23 p.m.

Take time to thank and update Faculty Senate on Faculty involvement

I have been recently reminded that sometimes the Faculty Senate Executive Committee does not take the time to discuss our involvement in or resolutions of the dozens of questions that arise between Senate meetings. Likewise, we only get to hear about the work the FS Committees do monthly – until the end of year reports. So much of the work of the Senate happens within committees or behind the scenes that the Senate itself may not know what the left or right hand is doing. I take responsibility and own this approach and so I attempt to give voice in the next 5- 10 minutes to a mid-year President's report to highlight some of the work and impact of the Senate so far this year.

- Increased faculty involvement. The FSEC is responsible for asking/recommending/appointing (bribing) faculty to serve on the dozens and dozens of appointments needed to make sure the business of the University, the Senate and other shared governance areas are attended to. This year we mark the highest level of participation by faculty in these areas in recent memory. We have FSEC and other faculty sitting on Board of Trustee committees, attending ULC meetings, PLC meetings, invited guests at Cabinet meetings, the President's Research Council, UAAC, GAAC, University Integrity Program, Title IX Review Committee, University Policy Review Committee, President's TEAMS 1, 2, 3 for budget concerns, Provost's TEAMS A-D on workload/program viability/policy and imagining future SLU. Faculty Assembly's have provided membership on the Professional Review Committee. Faculty Senators and other faculty serve on the FS AAC, FS CFBC, FS BFC, FS Gov C, FS Gender and Equity C, *Faculty Manual* Committee. I am sure I am missing some.
- FS AAC: Thank you FS AAC. Your work was highlighted just today in the Senate Meeting, in my emails and in the work sent forth in an email in December by Ass. Provost Lohe regarding teaching excellence. The Senate voted to make this a priority, the Provost strategic Plan focuses on this and it is going to take more of a front seat as P&T documents are going to need to account for greater emphasis on teaching. Collaboration with Development about recruiting donors to support teaching efforts. Your work laid the foundation for the Longer-term contact policy which is being implemented this term.
- FS CFBC: Thank you FS CFBC. Your work over the past decades (and yes it takes years to get practices/policies moving) has found that P&T raise pools are part of the annual budget – not just when we have funds for raises. Your groundwork made the passage of the new Phased Retirement Policy possible which allows for possible phased retirement for all faculty dedicated to the mission of SLU. Your work ensured that the University made a merit raise pool a priority even in times of budget short fall this year. Your advocacy continues to move this forward.
- The FSEC was instrumental: in getting the Retirement and Emeritus Policy revisions through CADD and now in effect. Thanks to the Library faculty who provided an update to language needed for the retirement policy.
- FS BFC: Thanks to your ongoing advocacy for transparency of budget items. There has been much progress on asking for and getting answers to budget questions. While more work needs to be done,

your questions allow the FS president and FSEC to continue to ask related budget questions and inquire on the basis for inputs on the budget model.

- FS Gender and Equity: Thank you for your on-going advocacy for equity across the university. Your advocacy has helped and continues to this moment for language changes to the Faculty Manual to make sure all faculty's research is accounted for (proposed changes will be presented in February to the Senate). You are also helping to shape the discussion of a new Sabbatical and Developmental leave Policy.
- FS Governance Committee: Thank you for the work that you done most recently all of last year in creating recommendations toward the workload policy review being conducted currently. Many of them were voted on to be passed to TEAM A to be considered in their deliberations.
- Past and Current members of our FS Committees are actively serving on TEAMS A- D
- SOM Faculty Manual Work Group: Thanks to our FS SOM's and other members who have worked for close to 2.5 years on a Faculty Manual for our SOM Clinical Faculty (those paid by 3rd parties who retain faculty status). A complete manual is in the hands of the President and will be presented to the BOT this spring for adoption.
- CADR priority: New task force

As I indicated, I could have shared more completely the work done by these groups in December.

This next part of the report is about the FSEC and the Presidency itself. It makes me uncomfortable to move beyond recognition of the collective but yet, I have been asked to share about work done by an even smaller number of people and then my own. You elected each of us and so I continue.

- Thanks to the FSEC. You may or may not know that the FSEC meets twice a month formally and as many times as it takes informally to do the work behind the scenes.
 - FOR EXAMPLE: Under the leadership of Terry, myself and Joe, we have included the FSEC as part of any University level Policy Proposal. We are one of the initial groups that can provide feedback. Therefore, as an example, the current policies out for comment period regarding Domestic Violence and Logo usage came to the FSEC for initial comments before it went out more broadly to the community. We have created this process so that Faculty would have both leadership and community-based involvement in policy development.
- The FSEC meets formally with the Provost monthly to share concerns, celebrations, and challenges. Your voices are heard on many issues. The input of the FSEC shapes the process and the direction of the university on many topics important to the faculty.
 - FOR EXAMPLE: The FSEC advocated for many of the Provost Office policies to be distributed to the Faculty Senate.
- It has been my priority to continue open dialogue with each office of the University. This is done through the weekly Suggestion Box Q&A, frequent contact with each VP and the Office of the President, and through ongoing dialogue with deans and chairs as needed for the issue.
 - An example could be that during the late summer and early fall 2024, when suggestions were being made and considerations being weighed by the Cabinet and ultimately the President, my thoughts (among others) were sought when determining if and when a merit pool would be implemented, if focusing on open positions vs. filled positions were options.

- I recommended that the Faculty Townhalls take center stage this past fall and now into the Spring. While this practice may have happened in the distant past, we had not utilized this approach in recent memory. In my opinion the Townhalls have been invaluable in disseminating information to the faculty.
- The Staff have had a couple of townhalls taking our lead on this approach.
- I have asked and received answers to almost 170 Suggestion Box questions. This task is possible because of the ongoing frequent contact with each of the offices of the university.
- The FS President position served on the search committee for Dr. Feser as did two other members of the faculty. The faculty voices were heard and taken into account as we looked for a leader with R1 experience, a scholar, a researcher, someone who would recognize the budget challenges we have as an urban university, someone who would hold our Jesuit traditions, and one that would value what each of our campuses bring to the table (north, south, madrid and downtown).
- I have met with President Pestello monthly and Joe will join these meetings this term. We will work over the summer to ensure a smooth transition to Dr. Feser. We meet monthly with the Provost. Joe and I work with General Council on matters related to the Faculty Manual. Joe and I are in communication with the Office of the President on issues that relate to faculty.

DRAFT