

Faculty Senate

September 14, 2026

Provost Dr. Kathy Johnson's Presentation to the Faculty Senate
Rooted and Rising





Organizing for Success

Provost's Academic Leadership Council

Providing some examples of things she and the team have tried to reorganize are the development of a Provost Leadership Council that is intended to foster dialogue and discussion around some of the most pressing issues. One of the Council rules is you can't show more than 3 slides and can only speak for 7 minutes before you provide something to work on. This is an opportunity to bring people together who have little to do with academic affairs formally in terms of the organization chart, but people who have a valuable perspective such as the Rochelle Smith who leads the Office of Belonging, Amy Bollinger from Communications and Marketing, and Mike Green the Interim CFO. Many people will be at the table and her hope is this will be the principle architect and driver of the university-wide strategic planning work.

Transfer Student Success Task Force

- They launched a transfer student task force. Faster than any other tactic, if we can shore up some of our undergraduate enrollment by forging deeper ties with two year institutions in St. Louis as well as other four-year universities, it would be great for SLU to be a destination for these students.
- There is work to do. Leveraging our financial aid policy, articulation of credits, and the timeliness of processes.
- The CORE is beautiful and we shouldn't change it, but we need to make it more flexible, and perhaps a different kind of CORE for adults who are coming back from the military or from being in the workplace. This is a fast track, starting possibly in the Spring but certainly in the Fall.

Council on Undergraduate Retention, Success, and Graduation (launched this week)

This group is intended to bring together anyone who can affect the enrollment, retention, and preparation for life of our undergraduate students. We need to coordinate this approach. This group should be a hotbed for innovation, piloting programs and scaling up what works. Students live whole lives and we need a wholistic approach to helping them be successful. This Council will be co-lead by Lisa Dorsey and Matt Goodwin.

Enrollment Management Council (to launch in November)

To collectively own all aspects of the funnel toward enrollment. Coordination is the goal.

Search Launched:

Vice President for Enrollment Management



Agile Student-Centered Academic Enterprise

Strategic Plan Initiative 1 – Implementation



Evolved to Include 3 Initiatives:

There is no strategic priority more important than this one.

1.1 – Complete a university-wide academic portfolio review (now)

1.2 - Redesign SLU's academic organization (2027-28)

Structure needs to follow function, not to save money, but the real opportunities are thinking afresh about how we can deliver the best possible education to our students. Most of the world's problems are very complicated and highly interdisciplinary. If we can find ways to have programs collide so our students have the skills needed to for our students to go out and contribute to the public good once they graduate.

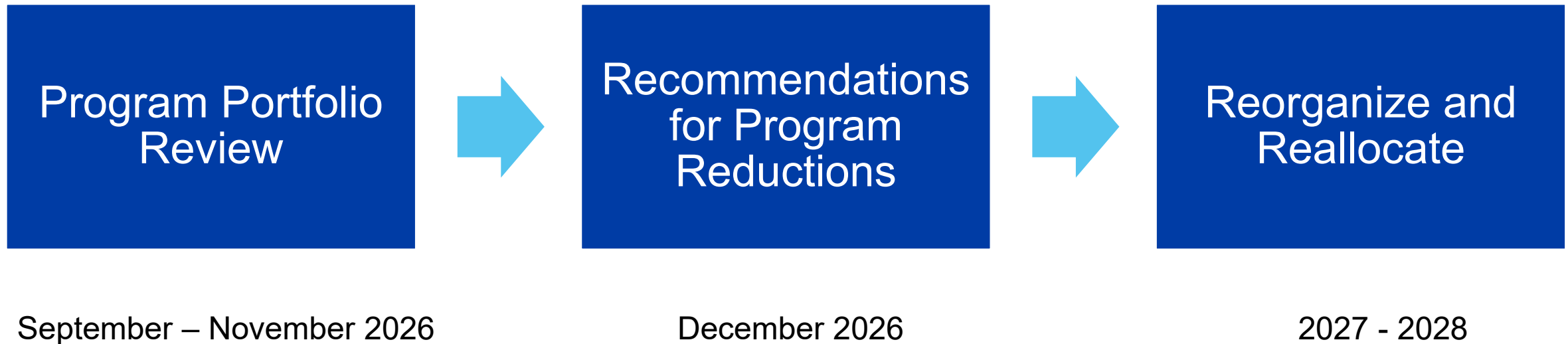
1.3 – Establish a continuous academic portfolio management capability (will incorporate an administrative section into forthcoming 7Y academic program reviews)

The focus here is to ensure we don't get into this spot in the future. The plan would be to fold another layer into our program review focused on the administrative aspects of how we deliver those programs.



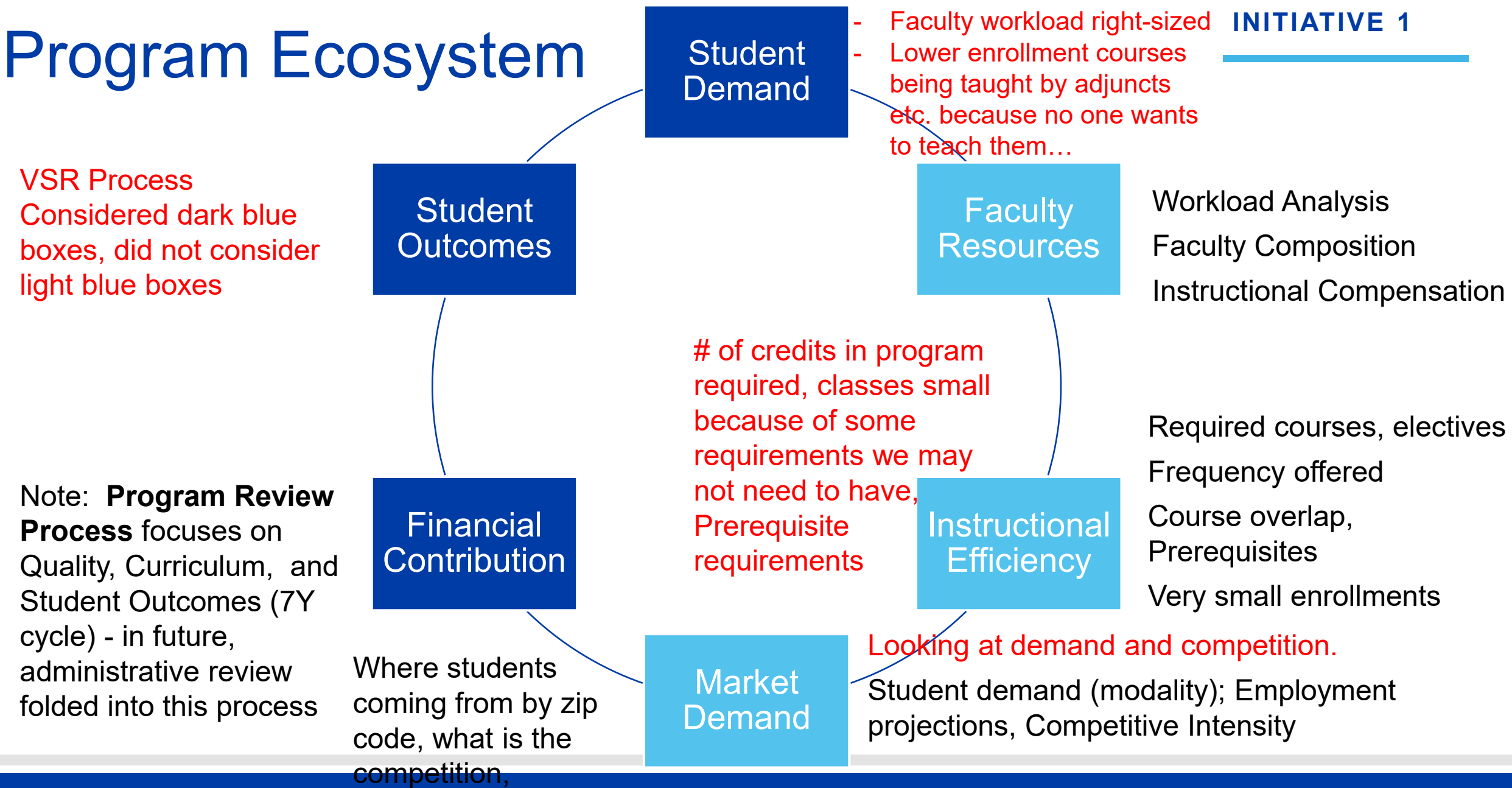
Redesigning SLU's Academic Organization

Taking a fresh look at any program that has been at VSR Stage 2 or 3, or was taken off the table because it was considered mission critical, with the exception of Theology and Philosophy, which we must offer as a Jesuit university. There are about 28 degree programs that will be considered.



The VSR process was co-created by faculty and administration working together and it was very well done. Where it fell short was in the implementation, which was not accomplished in the manner that was intended. However, the elements of the original process will be very much in tact.

Program Ecosystem



End Result: Work with Deans and Chairs to sift these programs into one of these four categories. If sunset programs, students would have opportunity to complete their education. Programs that sunset could become a minor, or morph into another form that better suits student needs and interests. Giving people as much notice as possible if program changes result in a reduction of faculty. Those who might lose their jobs will be notified as early as possible. This is difficult work. “Coming into this position and having this be the first thing we need to do is incredibly challenging but necessary.” This will be approached with compassion and kindness. The hope is it would bring us to a place where we can breathe again and are able to function more normally as a university.

INITIATIVE 1

INVEST & GROW	SUSTAIN	REDESIGN	SUNSET
• Strong demand • Positive outcomes • High quality • Generating revenue	• Strong academically • Mission critical • Acceptable demand and revenue	• Has value • Has at least one significant weakness • Could become a minor or certificate	• Low demand • High cost • Poor outcomes • Not mission critical

Decision Lens: demand • outcomes • academic quality • mission • financial sustainability

Questions: Watch recording carefully on this piece.

- **Question:** Years ago we had a reallocation process. Will reallocation be done through the faculty manual process? **Yes**
- **Question:** Will the details of the reallocation of the process be presented to the faculty senate to review and provide recommendations? That did not happen with the closure of Physics.
 - With Physics the Faculty Senate President was involved as well as another member they selected. The joint decision was to keep it within the faculty affected.
 - Chris Rollins outlined the procedure which reflected the Faculty Manual requirements.
 - There were two program closures; one emergency management
 - It is not presented to the Faculty Senate for approval. Presented to the Faculty Senate for review and comments/recommendations, then to the Board of Trustees for approval.
- **Question:** Interested in the portfolio group. What is the make up of that group and how will it work?
 - We are building it as we go. No one is reviewing it, we are producing a packet of data. Building in Fall 26 data and adding data points. Goal is to bring that to Deans who can bring that to their assembly chairs and work with rubrics that are currently being built.

Question: Will the SOM programs be in scope for this review?

Yes. Graduate programs only.

Question: What is the difference between reorganization and reallocation?

With reorganization there are no involuntary separations. Reallocation means there may be involuntary separations, including Non-Tenured Track and Tenured Track faculty. Look at the end of the Faculty Manual and it provides the process for reallocation and reorganization.

Absolutely no decisions have been made. We are at the beginning stages.

Thank you Dr. Johnson!