

Faculty Senate Meeting Agenda
Tuesday February 18, 2025, 3:30 – 5:30 pm CDT
Via ZOOM: <https://slu.zoom.us/j/92646937131>
Meeting ID: 926 4693 7131

1. Call to Order (**Zoom Option Only**) 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 January minutes (separate attachment). 3:35
5. Key priorities as identified by Faculty Senators/FS Committees 3:40
 - a. Longer term contracts for NTT –
 - b. Envisioning teaching evaluation at SLU – [Teaching Effectiveness Project](#)
 - c. CADR – *Update on working group*
 - d. Workload policy review –
6. Visitor – VP IT – New OKTA verify requirements 3:55
7. Presentation/ reading of the proposed Faculty Manual Amendments 4:10
8. New Business – Coverage/discussion of various Executive Orders and SLU 4:45
9. Old Business – Review of FS Memo/ Shared Governance 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 January 21, 2025, 3:30 – 5:15 pm CDT
Via ZOOM: <https://slu.zoom.us/j/92646937131>
Meeting ID: 926 4693 7131

1. Call to Order (**Zoom Option Only**)
Meeting was called to order at 3:32 p.m.

Faculty Senate Members Present: Hisako Matsuo, Elodie Pozzi, Joel Jennings, Andre Zampaulo, Zhenguo Lin, Robert Huges, Echu Liu, Cheryl Rathert, Heather ? for Jesse Helton, Dyan McGuire, Lei Zhao, Tracy James, Noni Zaharia, Hailong Qian, Barb Yemm, Mike Markee, Chezna Warner, Martha Blaess, Rayman LeBeau, Paul Jelliss, Amina Mohammadalipour, Chris Arnatt, John James, Jaime Welborn, Paige Canfield, Petina Benigno, Kelly Mullholland, Meadow Campbell, Jaya Gnana-Prakasam, Daniel Lin, Jennifer Cash, Shannon Grabosch, Yie-Hwa Chang, Shakir Mohamed, Kristen Keller, Pat Freed, Allison Kuhn, Elaine Young, Maria Weber, Craig Boyd, Matthew Teugel, Stephanie Chinn, Julie Portman for Rebecca Hyde, Matt Ryan, Megan O'Connell, Chris Rollins, Ruth Groff, Donna Jahnke, Sherry Bicklein, Joe Lyons, Jody Wood

2. Roll Call: Use the following procedures:
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 - 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.
[Chris Rollins did the Moment of Reflection and focused on St. Ignatius, and becoming aware of God's presence. She asked us to pick one thing you have been grateful for today.](#)
4. Approval of December minutes (separate attachment).
[Add Matthew Tuegel to participants for December meeting. Minutes approved.](#)
5. Key priorities as identified by Faculty Senators/FS Committees
 - a. Longer term contracts for NTT –
[On track and working as designed. Longer term contracts have been discussed with the Deans. Any adjustments should come out with contracts in May/June.](#)
 - b. Envisioning teaching evaluation at SLU – [Teaching Effectiveness Project](#)
[Academic affairs group has been working as well. Debi Lohe, Alicia Lisieux, Katie Kelting sent out a message in December announcing the SLU Teaching Effectiveness Project. There is a link in the minutes with details. For the prototype drafts they have asked for Senate feedback. Because this is one of our priorities, please take some time to provide feedback prior to January 31st.](#)
 - c. CADR – *Call for joint group FS and Provost Office*

It has been suggested that a joint group between FS, provost office and student development be put together to continue this conversation. If you are interested in joining please email Chris or Donna. Paul Bracher and Paul Jelliss are both interested.

- d. Workload policy review – Townhall Jan 14, Senate Email and Suggestion Box input
 - i. Town hall on Jan. 14th. Feedback to the senate has been significant, 8 pages. All questions have been shared with the provost Office. If you still have comments to make please do that asap so that your input can be considered.

6. Visitor – Voice Survey results discussion -

Aaron Mensinger Shared a presentation on 2024 Faculty and Staff Voice Survey.

- Opened the survey in November for 5 weeks
- Full time faculty participants 63%
 - o Adjuncts 7%
- Survey data represents just Full time Faculty and Staff
- 27 Questions on 22 topics with more than 1,000 comments
- This survey was not a representation of employees not working directly for SLU (Medical)

To get a full understanding of the survey results, see ppt presentation and results presented to all Faculty and Staff

Chris encouraged people to talk to their Deans regarding the survey if they have questions.

7. Visitor – PI Policy and IDC Policy Discussion VP Ellen Barnidge

Ellen Barnidge is the Interim VP for Research and is also a Professor in the College for Public Health and Social Justice. She joined us at the request of the senate. In the fall there was open comment on the PI policy. We asked for an additional 30 days for comment which we were granted.

Ellen shared a ppt that detailed the F & A distribution and the PI (Principle Investigator) Policy.

F & A distribution standard operating procedure was created to implement the F & A (indirect cost distribution) policy. This procedure outlines the revenue shared distribution policy. F & A indirect costs are recovered in accordance with the university negotiated rate agreement with external sponsors, federal and non-federal. No federal restrictions but SLU chooses to provide some indirect costs back to Deans and Principle Investigators (PI's). Decision making body is the President, CFO, Provost, OVPR, and F & A Policy Committee. They determine the distribution percentages. Moving forward standard operating procedures will be reviewed every two years. Principles they tried to capture were 1.) Support the cost of doing research at the institution; primarily administration and financial; 2.) Want the faculty to remain competitive so distributing money back to faculty is important; 3.) Incentivize Deans to invest in research in their college or school.

Details on sponsored programs and indirect costs are outlined in detail in the ppt.

For FY 2025, which is distributed in late November of 2025, distribution will be as follows:

- 85% to SLU central budget to support research, administration, and operations
- 10% for PI's to support individual research portfolios
- 5% to Deans to support research activities of the school/college.

For more information shared by Dr. Barnidge, please see the ppt.

Questions and Answers Followed:

- The amount of the IF's to the PI for work release now has gone down to 10%? Will that impact the work for the researcher?
 - o Those funds will not be used for work release.
 - o The funds should go into an individual faculty development funds that are accessible to the researcher (faculty member)

- Ellen, I believe that withdrawing overhead return from Departments will hurt operations of shared instrumentation-heavy programs (like Chemistry) that rely on overhead return to pay maintenance contracts, upgrades, and/or repairs. Has this been considered/discussed? Thank you!
 - o This was part of the consideration as they considered the distributions, and decisions about the breakdown were determined. There were a lot of difficult conversations on how the research distribution was changed. It is suggested we continue to have conversations about this because we can change it again in 2 years to determine if we can do it a different way. This will require more coordination with Deans. The concern is certainly heard.

- This is a really big deal. This money is being used for so many ancillary costs. This will really affect the operation of departments. Where was the faculty input? Shared governance in these policies is important.
 - It was mentioned at the end, faculty feedback in the process. This is a standard operating procedure so there is policy, and this is the implementation. As part of the group determining distribution there was a dean involved, but it wasn't extensive. We in the future need to have more input from the departments using these funds for important things needs to be weighed against the costs of supporting research (add here with recording) Policy was run by the academic research deans. Don't know which schools took it down to the department level.

- Why has the amount of indirect costs SLU has received remained flat when we have increased our total research grants by around 20% each year? Are we at \$60 million total grant productivity for this current year (FY 25)?
 - o The 51.5% is a federally negotiated rate. However, not every sponsor has that rate. It might be that we are writing grants to increase the mix of sponsors that we have that contribute to the indirect costs and that keeps us at a place where we are not necessarily increasing those indirect costs. It is roughly 12 million. That has been for the last two years.

- Comment: Taking a big risk in keeping and attracting researchers, and to SLU's reputation. Researchers might want to take their money to another place.

- Where do we stand in comparison to our peers? Where do we stand in relation to our competitors?
 - o There isn't a standard across the board. Some institutions don't return any to PI's. Others are able to distribute more back to the PI's and units. Over time this might change based on other research or infrastructure needs in institutions. In terms of equity, if I have a PI at a co-institution and one partner gets more back than another, there may be an adjustment. What is clear in this distribution model if we had brought in our flat rate 7.5 million and we only

bring in 9 million, then the pool is much smaller that goes back to the PI. This system allows for people to be more clear about what will come back to them.

- Administrative costs seem to have gone up? Is that because of our change in research status?
 - o Yes, Administrative costs have gone up. Some of the work that has been done is to better understand the real costs to do research at SLU. There are costs that have been spread throughout the institution. Time has been spent learning how much has been invested in programs and practices. There is a better understanding of the costs now.
- When are both of these finalized?
 - o PI policy goes to the first committee, goal is to get it to the university policy committee sometime in February. Then getting it on the ULC agenda the end of this semester. Goal is to get it approved before summer.

Chris thanked Ellen and Michael for taking comments seriously and showing the key points of the policies. Clearly there was change made based on the feedback received. Thanks also to all those who provided feedback and impacted changes. Appreciate the time and taking the comments seriously.

Comment: This change in IDC distribution is going to be a massive hit to departments all-at-once, after many have had to endure massive budget hits this FY for things like graduation tuition. This is going to hurt.

Ellen encouraged people to stay connected and document challenges. Ellen ended by sharing these decisions are not made lightly and they are very difficult.

8. New Business – Pending policies, upcoming Manual amendments, etc.
 - If you want to make comments on policies please get into the policies and respond.
9. Old Business – Approved Policies
 - Approved policies are posted on provost's site and are all in effect now. All full-time faculty who meet the criteria are eligible for these policy opportunities. Policies on the provost site include the Retirement Policy, Phased Retirement Policy, and the Emeritus Policy.
 - SOM employees maintaining status with SLU but working for SSM created a handbook/manual that has been approved by the key players. It will now go before the Board for approval.
 - In February, Chris will send information on upcoming faculty manual changes so that faculty can make comments and suggestions on the changes. February is the first read. Senators need to get on your Faculty Assembly agendas and be sure people know to provide input on these policies if they desire. We will talk about these at the February meeting.
 - In February we can also provide input on sabbatical leave. Team C has been working on sabbatical opportunities for recommendation. That will come to Faculty Senate in the spring.

10. BOT, School and Committee Reports
Update on Teams and Groups

THANK YOU ...

- Increased faculty involvement at all levels. About 20% are involved in some aspect of shared governance, many taking on leadership positions.
- Faculty Academic Affairs Committee, laid the foundation for the longer term contract Policy.
- Thanks to the FS Fringe benefits group. Work over the last decade has been significant and benefitted faculty and staff. P and T raise pools are now part of annual budget, helped lay the groundwork for the phased retirement policy. Their work ensured there was a raise pool even in difficult times.
- FSEC - Meet monthly formally and many times informally on behalf of the faculty and the senate specifically
- FS Budget Committee has worked hard to make budget items transparent.
- Gender Equity committee -Advocacy is making change. Faculty manual and as part of the faculty and developmental leave policy.
- Governance – All the work from last year has added to the conversation and created recommendations, sending them on to Team A for consideration.
- Past FS members are actively serving on the teams.
- SOM changed in the Faculty Manual
- CADR work group is forming
- Faculty are working on the Presidential Search.

Lots of work is going on. Town Halls have become the norm (Thanks Chris!) and an effective way to share information and provide a dialogue on important issues.

Chris shared her pride in faculty for stepping up in communications and shared governance along the way, and she hopes to bring additional good news about the work in February.

11. Additional Committee Reports

Governance: Reminding schools and colleges, when workload policy is disputed, there is a resolution process to make a final decision. Highly suggest schools have a written process.

12. Announcements (within email)

13. Additional Faculty Resources (links in email)

14. Adjournment at 5:18 p.m.