

## **Report to Washington University Faculty Senate December 17, 2012**

### **Bill Clark, Chair, Faculty Senate Council**

The Senate Council is the elected body representing the more than 2500 members of the Senate, and is composed of 15 members: 9 elected as divisional representatives from the 7 schools, 5 at-large members, and a Secretary.

The Faculty Senate Council has met four times so far this semester, in June, September, October and November. New members are: Secretary John Klein, Associate Professor of Art History and Archeology; divisional representatives Iver Bernstein (Professor of History- Arts and Sciences) and Shankar Sastry (Professor, Mechanical Engineering and Materials Science, representing Engineering and Applied Science), and at-large member Patricia Kohl, Associate Professor representing the School of Social Work.

The work of the Senate Council is built around themes that have continued over the FSC for the last few years, and includes regular reports and reviews, action on specific agenda items, and discussion of emerging issues brought to it from the faculty through the divisional and at-large representatives. This report includes progress to date and plans for this Academic Year. At the beginning of the fall semester, the Faculty Senate Council created an agenda of issues we wanted to address. These included a formal consideration and follow-up on the Gender Pay Equity Report, presented to the Senate at its May, 2012 meeting; receipt of the annual report of the Danforth Campus Ombuds office; reports from Jill Friedman, our Vice-Chancellor for Public Affairs on the structure and function of the newly-reorganized Office of Public Affairs, and from Jeff Trzeciak, our new University Librarian on his plans for the library. Other issues that came to the Senate Council were Campus Safety, the “Leading Together” Campaign, consideration of a possible recommendation for a change to the tenure document, and a presentation of the “Semester Online” initiative spearheaded by Provost Macias.

Here are the issues we’ve addressed to date:

Office of Public Affairs Jill Friedman, Vice Chancellor for Public Affairs, presented a summary of the goals, new organizational structure and new personnel in the Office of Public Affairs. Her summary reflected a change and modernization to the office that will improve communications within and outside the university, improve our brand and marketing strategy, use creative approaches to using rich media and social media that will enhance WU’s public footprint, and modernizing our structure from a focus on products, like the WU Record, to focus more on services and functions.

Report from the Ombuds Office . Susan Appleton reported on the activities of the Office of the Ombuds covering the period since it opened on October 11, 2010. The mission of the Ombuds office is to assist faculty of the Danforth Campus with the informal resolution or management of campus related conflicts or concerns. Susan Appleton, Professor of Law, served as the inaugural Ombuds for a two-year term, with James Davis, Professor Emeritus of Political Science serving as Associate Ombuds. In September 2012, Professor Linda Nicholson, succeeded Susan Appleton, with James Davis continuing as Associate Ombuds.

As of the date of the report, approximately three dozen faculty members had contacted the Ombuds Office. Contacts came from various Schools, with most from Arts and Sciences; approximately 2/3 were female, and about a quarter were from underrepresented minorities. Although a few contacts were resolved after one visit or conversation, many of cases required more extensive involvement, sometimes including visitor-authorized meetings with other parties in the conflict.

Matters brought to the Ombuds Office included the tenure process, family-responsibility and two-career family issues, management of health challenges, salary complaints, interpersonal problems (such as departmental culture and friction), questions about review and fair evaluation procedures, and concerns arising from status. A few recurring themes included: (1) insufficient individualized review or “due process” prior to a negative action (termination, salary reduction, denial of tenure); (2) fear and anxiety on part of those without power, especially those on yearly contracts, of which a disproportionate number are women; and (3) difficulties faced by older faculty members, ranging from termination (for those without tenure) to salary reductions or unwelcome encouragement to retire (for those with tenure).

Based upon the initial “pilot program” concept of the Ombuds Office, Professor Appleton suggested that the University could benefit from giving staff members and nonfaculty administrators access to a similar informal dispute-resolution service. Recently the School of Medicine has taken steps to establish its own Ombuds Office.

During the discussion of the report, members of the Senate Council expressed appreciation for the inaugural report, and suggested data be tracked and reported to identify visibility of the office to faculty, and trends over time.

Campus and Neighborhood Security. Although campus security has always been a leading priority, recent serious events affecting students and visitors was expressed as an important

area of concern by the Council. At our request, Donald Strom, Chief of Police, and John Ursch, Director of Protective Services for the School of Medicine made presentations summing up recent security issues on and around the campuses and trends that they have identified.

Among the points made by Chief Strom were:

- value an open campus, challenge is to balance risk with openness
- most students and staff perceive the campus as a safe place
- most crimes are crimes of opportunity involving unsecured or unattended items (bikes, computers, etc.)
- there have been few incidents of person-to-person crime
- from 2011 to 2012 (so far), burglaries are down, thefts from buildings are down, but thefts of bicycles are up
- in Spring 2012 the Police made significant investigations into drug use and hazing, resulting in a variety of sanctions against individual students and against the SAM fraternity
- use of CCTV is expanding, with emphasis on its use as an investigative tool, not as an intrusion on privacy
- card access restrictions to campus buildings at night will be enforced and expanded
- security responsibilities off campus are being constantly reviewed as WU's effective physical circle expands. Chief Strom particularly emphasized the availability of the Campus2Home Escort Service, and hoped to give this service more publicity.

John Ursch summarized the issues around the Medical School Campus, which differ from those on the Danforth Campus.

- from 2010 to 2011 there was no increase in crime in the various categories
- from 2011 to 2012 (so far), robberies are down slightly, burglaries and bike thefts are unchanged. There have been more arrests in 2012 (year to date), mainly heroin-related, off campus
- over the summer there were serious crimes in the Central West End neighborhoods that border BJH and WUSM; this is an area of concern because of so many WUSM students living in these areas
- measures being taken: increased civilian security staff; increased supplemental police patrols; possibly expand the patrol boundary to take account of where students are finding housing
- changes being explored: expand CCTV both at hospitals and medical school; add BJH security staff; work with city to change some street configurations; create a central patrol monitoring station; create a "Crime Victim Advocate" program.

Safety for our faculty, students, staff, and visitors remains an important issue university-wide, and the FSC will request updates as improvements or changes are implemented.

Gender Pay Equity Report. At the May, 2012 meeting of the Senate, Professor Jody O’Sullivan presented the results of the Danforth Campus Gender Pay Equity Report. The report was discussed in detail, and at the end of the meeting the Senate voted it unanimous approval of two recommendations: 1) that Professor O’Sullivan and his committee be thanked for their significant efforts on the report, and 2) that the report be referred to the Faculty Senate Council for its recommendations.

The FSC took the report under consideration and took the following actions:

1) formal certificates of appreciation were prepared (thanks to Jill Edwards and the Chancellor’s Office for this), signed by the Chancellor and FSC Chair, and presented to the members of the Committee;

2) we reviewed thoroughly the contents of the report and discussed the limitations of the 2012 report. These included: limitations on evaluation of different methodologies driven by the urgency of the 2012 report, challenges related to “additional roles” taken by faculty members and their effect on the pay data, separation of faculty by discipline groups (5 vs. 8 in A&S) and the consequent effects; a consideration of what additional approaches should be evaluated to determine if there is a better way to evaluate pay in the School of Law; and importantly, the relation of pay equity to the larger issues of diversity and gender equity. After considerable discussion, the FSC passed two motions:

Motion 1: The FSC will commission the next Gender Pay Equity report for the Danforth campus to be completed and reported in 4 years. The report shall consider salaries from the 2015-2016 academic year, and be presented to the Faculty Senate in 2016.

Motion 2: In the interim, a subcommittee will be appointed to review possible changes in methodology suggested in the 2012 report, report their recommendations to the Senate Council after two years (i.e., at one of its meetings in 2014).

Issues for next semester include:

Jeff Trzeciak, University Librarian, will present his plans for the library at an upcoming meeting.

Change to tenure document to reflect changes in the Research Track in the School of Medicine.

Recently the Executive Faculty of the School of Medicine approved a change in the WASHINGTON UNIVERSITY SCHOOL OF MEDICINE APPOINTMENTS & PROMOTIONS GUIDELINES AND REQUIREMENTS DOCUMENT (The “Apgar” document). Although the change affects the titles of individuals appointed on the Research Track in the School of Medicine only, a slight change in the wording of the University’s Policy on Academic Freedom, Responsibility, and Tenure will need to be made to bring the two documents into compliance. David Holtzman and Diana Gray from the medical school will present the proposal to the Faculty Senate Council at its January 17<sup>th</sup> meeting.

Review of WU Policies. Provost Ed Macias will summarize existing policies of the University and present new or revised policies for review and recommendations.