

Washington University in St. Louis
Minutes of the Spring Meeting of the Faculty Senate
May 6, 2013

1. Call to Order and Introductions

Chancellor Wrighton called the meeting to order at 4:06pm.

2. Approval of the minutes of the Faculty Senate Meeting of December 17, 2012

There was no meeting of the Senate that day owing to a communications error; William Clark, Chair of the Faculty Senate Council, submitted his report to the Senate on the activities of the FSC, in order to get it into the record.

3. Chancellor's Report—Mark S. Wrighton

The kickoff of the Leading Together campaign took place in early October, with half of the goal of \$2.2 billion already met. Today, the total is about \$1,268,000,000. The Chancellor reiterated the four major priorities of the campaign: Preparing the Leaders of Tomorrow; Advancing Human Health; Inspiring Innovation and Entrepreneurship; Enhancing the Quality of Life. All schools at WU identified financial aid as a major priority in their parts of the campaign. So far \$202,000,000 has been raised, so the goal has been increased to \$330,000,000.

Construction update: Business School expansion will relieve pressure on Simon Hall, allowing also expansion of programs and faculty. Completion is anticipated February 2014, with dedication in the first weekend in May 2014.

Other physical plant developments: next is Brown School of Social Work for expanded programs in Public Health. Groundbreaking will be soon; construction will be fully underway in Fall 2013. Major gifts are in for the Sam Fox School and Engineering School that enable WU to move forward with new buildings. In the works: plan for parking at east end of campus, underground, to be twice as large as the garage under the DUC. This garage plus 2 new buildings will be the largest project ever on campus. Timeline: 15 months for the garage alone; more for the 2 buildings.

School of Medicine project: new research (genetics, cancer genomics) building, in advance planning; construction to begin within a year.

Clinton Global Initiative University May 5-7. This event had much in common with the McDonnell Global Scholars Academy. There were about 1000 participants from 75 countries together with 200 WU students. President Clinton was very present throughout the event. Overall this was very good publicity for WU.

Human resources: major transitions: Barbara Schaal now Dean of Faculty in Arts and Sciences. Ed Macias is stepping down as Provost and Executive Vice Chancellor for Academic Affairs, to devote himself to the Semester Online initiative during the next year. EM has been central to this effort. Kent Syverud should also be acknowledged for his initiative in School of Law. Holden Thorp will arrive July 1 as Provost. He will participate in recruiting a new Chief Information Officer.

With the current academic year coming to a close, Commencement will be May 17. Corey Booker, Mayor of Newark, NJ, will be the commencement speaker.

Question: On the issue of the impact of construction (vibration, etc.)—whom to ask? Answer: Hank Webber, but nothing is known yet about projected impact on existing buildings, labs, etc.

Q: In the wake of the Bear's Den incident, there is a new committee on diversity—can you bring us up to date? A: Sharon Stahl, Adrienne Davis and the outgoing Student Council President have met to discuss what can be done ever before the committee issues its report—in other words, work has begun right away and continues.

Q: What was the incident? A: [Bear's Den initiation, with arguably racist overtones, and response]. This incident acted as a trigger for raising other, perhaps deeper, issues of race and gender bias and discrimination on campus. WU has been working hard on these issues, but this incident may lay bare some inadequacy.

The work of the Gender Pay Equity Report has been recognized and appreciated as an instrument for strengthening the faculty through diversity.

Final note from the Chancellor: The impact of the federal sequestration presents challenges to the clinical environment and to overall operations. Bringing down expenses is a continuing priority. Some of this was done at WU in the wake of the 2006 recession, but we must continue to slow the rate of growth of expenses.

4. Faculty Senate Council Chair's Report—William Clark

A summary of the issues taken up by the Faculty Senate Council this year:

Fall semester: presentations by:

- Vice Chancellor of Public Affairs Jill Friedman on the reorganization of the Office of Public Affairs;
- University Librarian Jeff Trzeciak on digital initiatives and new hires (he will present a more comprehensive report in Fall 2013);
- Don Strom, Chief of Police, and John Ursch, Director of Protective Services for the School of Medicine on campus security (a summary of this detailed presentation is in the report submitted in lieu of minutes from the meeting Dec 17, 2012).
- Ombuds Office: Susan Appleton, head of the OO since 2010, is now succeeded by Linda Nicholson; details of this presentation are also in the report of December 17, 2012. In sum, 37 visits were made to the OO: enough to show that the office is needed, but not enough to signal that something is drastically wrong at WU. About 1/3 female; 10% from underrepresented minorities. Most people thought their visit was beneficial. The Council agreed that greater refinement of procedures was needed, especially in the area of delivering bad news, such as negative recommendations to faculty members.
- Gender Pay Equity Report: the FSC thanks Jody O'Sullivan and Heather Corcoran for their work leading this important report. Formal actions taken by the FSC: certificates of appreciation; after a thorough review and a discussion of the limitations in methodologies, the challenge of accounting for additional duties, and the relation of pay equity to other aspects of gender equity, the FSC made these motions: that the next GPE report would be in 2016; that there would be an interim assessment in 2014 of the effectiveness of implementation of the report's recommendations; and that a subcommittee would be appointed, to report in 2014 with any recommendations for a change in the process.
- Evan Kharasch, Vice Chancellor for Research, on the Intellectual Property Policy. On the important topic of technology transfer—a procedure for this was said to exist but it was never implemented. A committee has been formed to fill this gap and clarify how this will be done.

All new University policies or changes in University policy must be brought to the Faculty Senate Council, which has the power to disapprove. Other policies that were discussed this year:

- Residency Policy—a recommendation was made to modify this policy to offer a justification for its need, along the lines of the desirability of fostering a sense that WU is a coherent intellectual community, and that physical presence is an essential element of this sense.
- The protection of minor children when they participate in any WU activity: on this important issue there was discussion in two main areas: 1. Summer programs on campus. 2. Policy for faculty and staff for dealing with minors year-round (counseling, home visits, undergraduates under age 18). The FSC will take up this discussion again and make recommendations in the next academic year.

The School of Medicine has proposed to change the titles of Research Assistant Professor and Research Associate Professor appointments to Assistant Professor (on the Research Track) and Associate Professor (on the Research Track). From discussion of this issue arose misgivings about the use of the word Research in the title at all, as something that might put a grant applicant at a disadvantage. This would have a disproportionate impact in the SOM because there are about 300 faculty on the “research track” there, compared to about 50 in A&S, Social Work and Engineering combined. Discussions regarding this proposal will be continued at subsequent FSC meetings; the goal is to take the proposal to the Senate in December, 2013

Clark noted that although the word “Provost” does not appear in the constitution or by-laws of the Faculty Senate and Senate Council, our new Provost, Holden Thorp, will be subject to the annual review process afforded to the FSC through his conjoint appointment as Executive Vice Chancellor.

Four members rotate off the FSC: Todd Zenger, Kathryn Miller, Petra Levin and Zeuler Lima. Chair Clark thanked them for their service, and welcomed new members:

Cheryl Wassenaar (Divisional—Sam Fox); Rebecca Wanzo (Divisional—A&S); Robert Blankenship (At-Large—A&S); Hillary Elfenbein (Divisional—BU)

Clark offered his thanks to Provost Macias on behalf of the FSC for his part in their excellent working relationship.

5. Necrology

The necrology for 2012-13 was read by John Klein, Secretary.

6. Other Business

There was no other business.

7. The meeting was adjourned at 5:05pm

Respectfully submitted

John Klein, Secretary