

**Washington University in St. Louis
Minutes of Faculty Senate Meeting
9 May 2016**

1. Call to Order—Mark S. Wrighton, *Chancellor*

The chancellor called the meeting to order at 4:35 p.m.

2. Approval of the Minutes of the October 8, 2015 Faculty Senate Meeting

The minutes were approved.

3. Chancellor's Report—Mark S. Wrighton

Leadership Transitions:

It's been a good but challenging year, with many leadership transitions. New leaders include David Perlmutter, who succeeded Larry Shapiro as Dean of the School of Medicine; Amy Kweskin, who became Vice Chancellor for Finance after Barbara Feiner retired on December 31; Monica Allen, who becomes General Counsel on July 1 (Michael Cannon concludes his tenure as General Counsel at the end of June but is not retiring); Mary McKay, who succeeds Eddie Lawlor as Dean of the Brown School of Social Work (Lawlor is also not retiring); Ronné Turner, who succeeds John Berg as Vice Provost for Admissions. Mahendra Gupta concludes his tenure as Dean of the Olin School of Business on June 30; his successor will be named soon. Josh Whitman, Director of Athletics, has departed; Justin Carroll has assumed his role in the interim. Don Strom, Chief of Police, has also left to take a position at Edward Jones.

Undergraduate Student Recruiting:

We've had another great year, similar to last year in terms of academic indicators, but steps up in terms of indicators of diversity, especially the number of African-American students and Pell Grant-eligible students. We need to make sure the achievement of our students is great across the board; we need to work on gaps in performance.

Fundraising:

As I reported to the Board of Trustees on Friday, the campaign is going very well. We've gone beyond the original goal of \$2.2 billion; in January a new goal of \$2.5 billion was set. We have 26 months to go and we should go beyond that goal; in key areas are already close to it. Our financial aid goal was originally \$330 million, but we raised it to \$400 million. We now have \$382 million. Not all of that commitment goes to undergraduate need-based aid; some goes to aid for graduate students and professional students. We'd like to reach \$500 million, with an extra \$100 million going to need-based aid. Our goal is for 13% of our undergraduate body to be Pell Grant-eligible. We have a few years after the campaign to get there.

As of Friday, we have commitments for 109 endowed professorships, deanships and directorships. Our goal, which is admittedly ambitious, is to reach 150. These commitments come in lumps of \$2 million dollars or more.

We have reached \$264 million toward facilities as of Friday. We have big facilities needs and thus have bumped up our original goal of \$225 million.

Facility Construction and Redevelopment:

This coming summer two major disruptive projects will affect the campus:

The first will be the redevelopment of Olin Library. Between May 20 and mid-August, enough dirt to

fill 52 dump trucks will be removed from under Whispers Café. The library will remain open during this process.

The second is the warm-up for the big project that will redevelop the area east of Brookings Hall. It will include buildings for the Sam Fox School and the School of Engineering, a welcome and admissions center, a dining facility, and an underground parking garage. The garage is the most advanced part of the project in terms of detailed design, it will be attractive and contain high ceilings so that it can be reconfigured in the future. The garage will be finished first. The project will start right after Commencement 2017 and be finished before Commencement in 2019. The redevelopment will make that part of campus safer and more attractive; it will create a beautiful, pedestrian-only main entrance to the university.

Another main project that starts this summer concerns the pedestrian bridge across Forest Park Parkway to University City; we're taking the existing bridge out and building a new, wider bridge for both pedestrians and bicyclists. The new bridge will create a more attractive northern entrance to campus. The project will take the entire summer; the route will not be accessible between Commencement and mid-August. The other part of this project is driven by our aspirations for science; Engineering has vacated a building that will be redeveloped for Chemistry.

Commencement:

Commencement will be held on May 20; the Honorable John Lewis is the Commencement speaker.

Nancy Berg: How much more shelving will there be for regular collection books with the redevelopment of Olin Library?

Mark Wrighton: There will be no expansion of the regular collection space, just additional special collection space in the area excavated underneath Whispers.

Holden Thorp: I believe there was a plan to install more compact shelving to hold more books.

Dolores Pesce: Can the new library advisory committee give an update to the faculty at large? Issues related to the library come up often at humanities meetings.

Holden Thorp: Should the update be at the July Faculty Senate Council meeting or the Fall Faculty Senate meeting?

Dolores Pesce: The Faculty Senate Council meeting; FSC members can then disseminate the information to our constituencies.

4. Faculty Senate Council Chair's report—Rebecca Hollander-Blumoff, *Chair of the Faculty Senate Council*

Overall, the Faculty Senate Council (FSC) had a busy and productive year. We are a deliberative body and we had some very lively dialogue and discussion. Our faculty representatives were deeply engaged and demonstrated a tremendous commitment to the university community. Here are the some of the highlights:

1. This year, we moved our fall full Senate meeting from December to October in order to be able to get greater input from faculty on our agenda for the academic year.
2. We have reviewed, vetted, discussed, and advised on a variety of issues that affect faculty and students. We have had a range of responsibilities, from providing feedback to spearheading initiatives to approving some administrative actions. Examples include:

- a. We are currently overseeing the Gender Pay Equity Committee, which this year is being led by Shanta Pandey in the Brown School, along with a stellar group of faculty across the Danforth campus. Last year, an advisory committee worked to develop parameters for the study, which both replicates earlier studies and seeks to provide new analyses that will be meaningful and will fill in gaps and respond to critiques of previous studies.
- b. The WU General Counsel drafted a new policy regarding complaints of discrimination. We currently have a somewhat cumbersome system. The FSC spearheaded a “notice and comment” effort across campus that sought feedback from all faculty about the proposed policy and then collected and synthesized the feedback and shared that feedback in an intensive meeting with the General Counsel. Revision of that policy in light of our feedback is currently underway.
- c. We have discussed and advised on the issue of smart pen usage in the classroom as a way to accommodate students with special needs. We met with representatives from Student Affairs and Cornerstone, which is the campus office that works on student academic accommodations. They sought our feedback and insight as they crafted their policy for providing smart pens to students with accommodations.
- d. The Standing Committee for Facilitating Inclusive Classrooms (a committee formed as a result of the Mosaic recommendations) came to us to discuss inclusivity in the classroom language and suggested content statements (our way of negotiating the issue of “trigger warnings”) that can be used faculty syllabi. The FSC had several very lively conversations with this group about the proposed language; all involved are making a tremendous effort to balance the rigor and challenge of the university community, academic freedom, and the desire to ensure an inclusive and safe community.
- e. We are working with Lori White’s office to revise some of the protocols of the Bias Report and Support System, which was implemented a few years ago. This issue will come to a future FSC meeting for full review and discussion.
- f. We considered changes to the sexual consent statement that is part of the Student Judicial Code, suggested some revisions and provided our conditional approval.
- g. We considered, discussed, and approved a new policy on titles for non-tenure track faculty, specifically regarding seniority and promotion.
- h. With the support of the FSC, the Advisory Committee on Tenure and Academic Freedom (ACTAF), which is composed of the five at-large members of the FSC, requested an administrative review of the policies of the Committee on Research Integrity.
- i. We met with Legail Chandler, the head of Human Resources, to discuss initiatives in her office and to provide feedback on issues of concern to faculty, especially those related to the potential for advancement for staff.
- j. We received reports from various offices on campus. For example, we heard the annual report of the committee on intellectual property and technology transfer.
- k. We handled several grievances from faculty. Some of those are addressed primarily by the ACTAF, and some go through the full FSC. I am glad to report that we do not currently have any outstanding grievance issues under consideration by our group.

1. We heard from our faculty ombuds, Linda Nicholson, who presented aggregate information about her efforts to advise and support faculty across the Danforth campus. She also gave us useful feedback on ways to improve dispute resolution on campus, such as providing more informal groups that might explore a potential conflict and develop options for resolution. As a longer-term project in response to a slight uptick in grievances that have risen to that level, the FSC has begun an initiative to reduce grievance situations that rise to the level of the FSC and the ACTAF, as well as to facilitate our groups' respective handling of these matters.

Mark Wrighton: I reported to the Board of Trustees that we would review the relationship between the ACTAF and the Committee on Research Integrity; it's time to step back and look at these two committees.

Unidentified Questioner: Will the sexual harassment policy come back in revised form to faculty for approval?

Rebecca Hollander-Blumoff: It depends on the changes the General Counsel makes. If they really respond to the concerns the faculty have raised, and if the FSC is satisfied, we might not need to return to the faculty for feedback.

Dolores Pesce: I suggest that we summarize the changes and main points made by the General Counsel for faculty to disseminate to the schools.

5. Necrology Report—Erin McGlothlin, Secretary of the Faculty Senate and Faculty Senate Council

The Secretary read the names of current and former WU faculty members who died during the past year. The Chancellor called for a moment of silence in their honor. A memorial service for James Davis will be held on June 6.

6. Other Business

Mark Wrighton: A commission on diversity and inclusion was formed this year that is making recommendations for implementation of the measures suggestion by the report. I've received the first set of recommendations; over the summer we'll consider them and begin plans for the fall.

7. Adjournment

The meeting was adjourned at 5:19 p.m.

Respectfully submitted,
Erin McGlothlin, Secretary