

**Washington University in St. Louis**  
**Faculty Senate Meeting Minutes**  
November 15, 2018

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

Chancellor called the meeting to order at 2:05 pm

**2. Approval of Minutes of Faculty Senate Meeting of May 8, 2018**

The minutes were approved.

**3. Chancellor's Report, Mark S. Wrighton**

The Chancellor asked members attending to introduce themselves.

The Chancellor reported that this would be his next to last meeting. The Faculty Senate meets twice a year. We are having a smooth transition to Andrew Martin, who came from Arts and Sciences. His school at Michigan enrolled 19,000 students—altogether we don't have that many students. Andrew comes knowing a great deal about the University; he knows more about WU than I had. On January 1<sup>st</sup>. Chancellor Wrighton will move into Hillman Hall. The Chancellor and Chancellor-Elect are traveling together in the Spring semester.

We have had a successful conclusion of fundraising: \$3.378 billion, far more than public goal. A lot of support comes from outside St. Louis. The Chancellor-Elect is going to regional cabinets, but the Chancellor will make a trip to India for the graduation of joint degree recipients with IIT Bombay, a formal graduation on Feb 23. Andrew Martin is eager to get started.

Chancellor Wrighton is leading United Way; was co-Chair. We set a goal of \$800 million, then declared victory, and exceeded goal: \$850K, above what we did last year. If you haven't made a commitment, there is still time! In terms of Universities, we are one of top in the universities in the country. Around the U.S., other cities experiencing big declines.

In terms of the physical developments, the eastern end is on target. We are spending what we said we would. There is one piece of glass missing, to be manufactured in MN; this comes February 1 and complicates the landscaping project. The most recent addition to construction site is McKelvey Hall. We are targeting early fall of 2020 for completion, hopefully. The underground parking garage should be ready May 17 parking use for commencement. The landscaping project will take place all through summer, trees ready by October.

Otherwise, our students started up semester well with a good degree of persistence thanks to Holden and we have a talented, diverse student base. We have 15% eligible for Pell grants. And we have many students from other countries, many from China, 80 different countries.

See if there are any questions?

Q: Diversity?

A: We see a lot of need to provide financial aid support. We contribute in every way we can, providing academic support. Provost Thorp: helps with isolation. Chancellor: we have a high graduation rate: 95%

Q: Homecoming... pairing students with faculty for Thanksgiving?

A: We have a Women's dinner, in the women's building Olin has a nice Thanksgiving.

#### **4. Faculty Senate Council Chair's report, Douglas Dowd, Chair of the Faculty Senate Council**

Good afternoon. I am beginning my second and final year as chair, having been re-elected at the end of last year. After taking a July recess, the council meets in August to formulate its agenda for the coming year.

I will turn to that discussion presently, but first I would like to button up a few items since my last report, which carry over from last year. In 2016-2017, the FSC oversaw the Gender Pay Equity Study, which occurs once every three years. As was noted by my predecessor, Chair Rebecca Hollander-Blumhoff, the Medical School has, as before, conducted its own study. Last year we received a progress report from Associate Dean Diana Gray, but I am able to announce that a completed draft report is now in the hands of the senior leadership team at the Med School. After Dean Perlmutter, et. al., have reviewed and approved it, the results of the study will be disseminated. I understand from Diana that will be forthcoming soon, before the end of the calendar year.

Last year we took up the issue of faculty and HR interactions. This process extended discussions which began in 2016, this time with somewhat greater formality. Working in dialogue with Executive Vice Chancellor Hank Webber, we identified a handful of critical issues which in turn informed the charge of a Faculty Senate Council HR Subcommittee. Appointed in early 2018 and chaired by council member Professor Dave Balota from Psychology, that group issued its report last summer. The report highlights recommendations and Hank's response to give you a sense of where things stand in this area. Earlier this month Dave and I met with Hank to review those findings, hear Hank's response, and collectively identify next steps. Advisory Committee on Human Relations: Four members, with significant representation from faculty who run labs or oversee programs which rely on HR to staff teams and work groups.

During our agenda-setting discussion last August, a dominant theme of the discussion focused on the contrasting experiences of Danforth campus faculty and medical school faculty. Some of this had to do with policy differences: for example, the divergence of HR policies, most recently exacerbated by improvements to the revised parental leave benefits policy for Danforth faculty (extended to 15 weeks and available to both members of a faculty couple, effective March 2018). Mention was made of a lack of reflexive library privileges, as well as the frustrations of parking, particularly for medical school faculty who come to Whittemore House events and are routinely ticketed, despite assurances to the contrary. Other aspects of the discussion touched on workday realities in the medical school, including anecdotally elevated reports of ombuds consultation and associated apprehension. In more positive respects, discussion manifested a desire for greater contact and engagement between the two faculties. In coming weeks, we will be appointing a Faculty Senate Council Subcommittee to engage in fact-finding to explore the status quo, and to provide a descriptive overview. There are dramatic differences between Danforth and medical school faculty in duties and daily experience. But are there any commonalities which are, or should be, irreducible? I have met with Dean Perlmutter and Associate Dean Gray to prepare the way for the process to begin. A charge will be drafted, a chair named, and a group appointed after Thanksgiving. They will begin their work in the New Year and complete it before Commencement.

In other news, we have begun to consult with the association of Non Tenure Track Faculty to offer support and gain perspective in our work. Victoria Thomas, a lecturer in English, was elected to an at-large seat on the Faculty Senate Council, a welcome and significant event. Meanwhile we are also preparing to meet with officers of the Staff Council, to gain additional perspective from our colleagues on the staff.

Finally we have discussed ongoing challenges with communication, a perennial problem in universities. In particular, we have noted that meetings like this, to which 2700 people were invited,

do not accomplish as much as we might hope to disseminate information about faculty governance. We may choose to update this format. But we also might choose to communicate with our colleagues in more purposeful and relevant ways. We are discussing the institution of a quarterly letter from the chair or other mechanisms. In any event, we aspire to make changes. Much of what we do is consultative with the chancellor and the provost, and is not appropriate for publication. But there is room to bring greater awareness and invite greater input into our work, broadly speaking.

That concludes my report.

#### **5. Other Business**

None.

#### **6. Adjournment**

The meeting was adjourned at 2:47 p.m.

Respectfully submitted,

Timothy McBride, Secretary

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