

Washington University in St. Louis
Minutes of Faculty Senate Council Meeting
September 12, 2019

Attending: David Balota, Kim Carmichael, Derek Hoeflerlin, Darrell Hudson, Stephanie Kirk, Tim McBride, Von Nebbitt, Steve Nowlis, Vijay Ramani, Guillermo Rosas, Leila Sadat, Douglas Schuerer, Linda Tsai, Renee Van Stavern

Ex-Officio: Andrew Martin, Marion Crain, Gerhild Williams

Guests: Peggie Smith, Denise Stephens

1. Call to Order and Approval of Minutes – Leila Sadat

The meeting was called to order at 4:00 pm.

The minutes from the June 10, 2019 meeting were approved.

2. Chancellor's Report—Andrew Martin

Chancellor Martin provided an update on five areas.

1. Office of the Provost Transition.

Marion Crain is serving as the Interim Provost. A search committee has been appointed and an international search has been launched. The hope is to name the new provost by the end of the calendar year and have him/her begin later in 2020. The Chair of the Faculty Senate Council is a member of the search committee.

2. Missouri Abortion Law HB 126

Chancellor Martin and David Perlmutter, Dean of the Medical School, issued a statement regarding their concerns about HB 126, particularly concerns having to do with the way this legislation has constrained the way in which our doctors can practice medicine in Barnes Hospital. Planned Parenthood filed a lawsuit of which WashU was not involved in. They were able to get an injunction to set aside almost all of HB 126. For the time being everything is status quo. This particular bill is getting a lot of national attention which can cause a negative effect on recruitment of faculty, staff and students.

3. Collaborative Strategies Project

In Spring 2019 the chancellor launched an elicitation project using the firm Collaborative Strategies. The idea was to get a snapshot of the community's' thinking about the university. The findings were summarized at the June 10, 2019 FSC meeting. The report is not a strategic plan. It is a snapshot of the perception at a particular point of time.

4. Current Crime situation

Chancellor Martin has been communicating with the campus community regarding recent armed robberies in the area. The role of the WashU police department in St. Louis city and St. Louis County was explained.

Long and short-term steps are being taken. The university is enhancing a number of transportation programs to help get students home at the end of the day. The escort program is being increased as well. Many actions are being taken on the policing side.

5. The October 3, 2019 Inauguration of Chancellor Martin

Most activities will take place on the Danforth Campus. The Chancellor is looking forward to being able to talk about the future; laying out what his priorities are and where additional investments need to be made. We will then pivot into a strategic planning process that will be open and collaborative.

Discussion

The importance of addressing police presence in areas around the WashU campus, including the Metro stations was stressed. There are two issues. The short-term issue is how do we secure our campus and our neighboring community? The bigger issue is how we deal systemically with these very serious crime issues that we are having in St. Louis. Moving forward, the university will be to looking for new ways to focus on St. Louis and bring the expertise from our faculty to help address these issues.

It was suggested that the Chancellor's June 24, 2019 "Reaffirming the intrinsic value of our international community" [statement](#) be resubmitted to the campus community. The statement has proven to be a helpful resource for addressing international community concerns.

3. Faculty Ombuds Annual Report—Peggie Smith

There are three Ombuds offices for the university: One for the Danforth faculty, one for the School of Medicine faculty & students and one for staff, postdocs & graduate students.

In her capacity as Ombuds, Professor Smith

1. Helps faculty with work related conflicts and disputes.
2. Help faculty understand various policies, procedures and practices at the university.
3. Where appropriate, she tries to flag particular trends that she sees based on her interaction with faculty.

Her work is governed by four principles: confidentiality, impartiality/neutrality, informality and independence. The position is not governed by Human Resources or the General Counsel's Office.

Professor Smith distributed confidential reports. The reports were recollected at the end of her presentation.

Discussion

Comments regarding leadership training:

- Arts & Sciences has started a more robust training.
- UMSL offers their early academic faculty yearlong leadership training. This was followed by a 360 assessment.
- The Office of the Vice Provost for Faculty Advancement and Institutional Diversity offer training.
- Human Resources offer numerous management courses. Faculty should be made more aware of this.

The suggestion was made to invite the Medical Ombuds to report at a future FSC meeting.

4. Chair's Report – Leila Sadat

Professor Sadat thanked the FSC members who were able to attend the August 15 dinner retreat. The annual dinner is a wonderful opportunity for FSC members to get to know each other in an informal setting where they can discuss agenda topics for the year. One of the biggest things to come out of the meeting was that the FSC members are grateful for the opportunity to be full partners in the strategic planning process and look forward to being involved.

Professor Sadat highlighted a few items from the August dinner meeting notes which had been distributed to the FSC prior to this meeting.

Agenda topics for the year

- International Strategic Plan - Kurt Dirks (on the November 12 FSC agenda)
- Medical School Gender Pay Equity Update– Dean Perlmutter will be invited to give an update on what has happened since last spring’s report.
- Diversity and Inclusion - Adrienne Davis
- Bi-campus Experience Committee – Rebecca Hollander-Blumhoff

Other areas of interest

- Gun violence
- Undergraduate admissions update
- Danforth Staff Council

Discussion

Additional agenda items

- Report on women’s advancement in medicine. Suggest that Dean Perlmutter include a report along with his gender pay equity update.
- Childcare on both the Med School Campus and the Danforth Campus.
- Travel Policy – Benjamin Akande
- Human Resources Advisory Committee update

Leadership training

- Dr. Diane Gray, in partnership with the Olin Business School, leads a Med School academic leadership series. This program could easily be adapted for the Danforth Campus.

Gun Violence

- As we look at ways to partner with the community on violence prevention programs, keep in mind current programs such as our partnership with the United Way. Look at ways to improve on what is already being offered, as well as ways to expand these successful programs.

Strategic Planning Process

- The Faculty Senate Council wants to be full partners. What are the timeline and the process? The process will stand on work that has already been done. How it plays out will become clear in due course.

Danforth Campus Gender Pay Equity Report

- The report is updated every 4 years. The last report was completed in 2016 so the next report will be due in 2020. The provost reported that her office is aware of the schedule and has been gathering data. The Faculty Senate Council will contact the provost office in spring 2020 to request that the process begins.

Collaborative Strategies

- FSC members reported on feedback that they received from faculty regarding the Collaborative Strategies report. There was concern about negative statements made within the report and the public relations impact the report could have both inside and outside of the WashU community. There was also concern regarding the methodology used in the report – the use of comments

such as “a few people” versus stating actual numbers and percentages. It may be beneficial to invite a representative from Collaborative Strategies to explain the methodology used.

The chancellor explained that the survey was sent to all members of the university community. The response rate was very low which was not alarming. A number of focus groups were held of which members of the FSC were invited and there were also a number of individual interviews. The purpose of the report was to be transparent and to give a snapshot of what those who responded were thinking at that point in time. While some conclusions may not be accurate, it was important to go through the process. The report will not be used going forward in strategic planning.

Strategic Planning

- The Faculty Senate Council is broadly representative of the campus and it is important that they are involved in strategic planning. The chancellor stated that his intention was to engage the University Council and the Board of Trustees, as well of the FSC. He will keep the FSC apprised of developments and will ask to be on future FSC agendas.

6. Executive Session

The FSC went into Executive session at 5:30 p.m.

7. Adjournment

The meeting was adjourned at 5:45p.m.

Respectfully submitted,
Timothy McBride, Secretary

TDM:je