

**Washington University in St. Louis**  
**Faculty Senate Meeting Minutes**  
October 14, 2020

**1. Call to Order – Andrew Martin Chancellor**

Chancellor called the meeting to order at 2:30 pm

**2. Approval of Minutes of Faculty Senate Meeting of April 29, 2020**

The minutes were approved.

**3. Chancellor's Report, Andrew Martin**

The Chancellor reported that many things have occurred since the last time the Faculty Senate met and thanked the faculty for their hard work. What has been accomplished is nothing short of phenomenal. The sudden loss of in-person connections is difficult, so he expressed gratitude, and hopes that we can all be together in person soon.

The Chancellor reported that 200 faculty led a plan for fall opening, also led by the Interim Provost, who is now Provost Wendland. On our testing rates, we have reported vanishing small rates, less than 1%. It could not have gone much better, the Chancellor believes. On the other side of the Park, we are ramping up with many constraints.

We are looking at the University's finances quite carefully. We had projected about \$150 million in additional costs related to the pandemic. The most significant losses were out of the medical school. We had to make some difficult decisions including instituting furloughs, but we have brought back about 90% of those individuals. We suspended 403b contributions, and travel was restricted.

The good news is that we are well positioned. We are somewhat of an anomaly in terms of our solid fiscal performance. Our research funding has recovered too and our endowment is up 9.9%. However, the Chancellor reported that our campus is not out of the woods yet and challenges remain.

One challenge is student housing. We held back some student housing and incurred a lot of one-time costs related to this, including related to food services, and through the Union.

The Chancellor reported that we hope to reinstate and lift the hiring freeze. We will make decision as it is practical, after the fall semester, in the spring.

The Chancellor gave some updates on leadership. There are executive searches underway: for Executive Vice Chancellor for Administration; for Vice Chancellor for Student Affairs; for Vice Chancellor for Public Affairs, and the Vice Chancellor, Information Officer.

Questions and Answers:

Q: What is the next crisis we may face?

A (Chancellor): We are not thinking of the next crisis now, but it would be a worthy thing to pursue. We have some emergency response funds.

Q: How much should we leverage reserves?

A: it is a difficult question. The question is what is a suitable amount of reserve, that is what went into this decision.

#### **4. Faculty Senate Council Chair's report, Vijay Ramani, Chair of the Faculty Senate Council**

Chair Ramani repeated the same message of gratitude and acknowledged the excellent stewardship by the Chancellor and Provost and leadership through tumultuous times.

The Chair noted the faculty are well represented in fall planning teams. Many of the recommendations made in fall planning teams were implemented.

One important initiative was the work on updating Title X. The Provost engaged heavily with the Faculty Senate Council on this work as our campus revised the regulations.

The Faculty Senate Council have been engaged with the administration on budget issues, and it is helpful to be aware and to be consulted.

The Chair noted that Senate co-hosted an Improving Diversity town hall and over 300 faculty attended.

Every four years a pay equity study is completed, and it is time for this to be done on the Danforth campus. We have set this process in motion. This year we will explore gender equity as well as racial equity.

The Provost engaged the FSC in a discussion on admissions, and whether to go test optional.

The FSC has had a discussion about revising who is eligible for the FSC; making sure there is standardization across the schools about representation of non-tenure track faculty, the Teaching Research and Practice (TRaP).

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

Q: A comment was made that there are many reports about how hard the pandemic has been on women faculty; women are bearing the brunt of an increasing home role in the pandemic – increasing home schooling on top of other roles, including teaching from home. This may be having an impact on their productivity. ... while trying to teach ... major impact.

A: This is a complicated time, and it is hitting underrepresented faculty too, so we are aware of this and spending time looking at this. Provost Wendland added that there is a group of faculty looking at this, as well as the administration.

#### **6. Adjournment**

The meeting was adjourned at 3:06 p.m.

Respectfully submitted,  
Timothy McBride, Secretary