

Washington University in St. Louis
Minutes of Faculty Senate Council Meeting

December 7, 2021

Amy Eyler, Bruce Carlson, Derek Hoeflerlin, Kimberly Johnson, Stephanie Kirk, Timothy McBride, Bess Marshall, Stephen Nowlis, Gwendolyn Randolph, Guillermo Rosas, Adam Rosenzweig, Carla Seigfried, Renee Van Stavern, Iva Youkilia, Chancellor Andrew Martin, Provost Beverly Wendland, Vijay Ramani.

Guests: Joe McDonald, Mary McKay

The meeting was called to order at 3:30 pm.

1. Approval of Minutes

Meeting minutes from the November 2nd meeting were approved.

2. Chancellor's Report—Andrew Martin, Chancellor

The Chancellor reported on three main items. First, on the COVID update, the Chancellor reported that we have not seen a significant increase here. We are two weeks past Thanksgiving and the effects of Omicron are unclear at this point.

Second, on strategic planning, the Chancellor reported that much progress has been made with great leadership from faculty. There will be a deep dive in March with the Board of Trustees, and we will then transition to the implementation phase.

Third, there have been some personal announcements and changes. The Chancellor reported that Jessie Minton was hired as the Vice Chancellor for Technology and the Chief Information Officer. She comes from the University of Oregon, Oregon Health Sciences U, and will arrive in Mid-April. Rodrigo Reis and Tonya Edmond were named Interim Co-Deans in the Brown School, for the Public Health and Social Work programs, respectively. The Chancellor reported that a search will commence for a new Dean for the Brown School next academic year. Finally, Vijay Ramani – well known to the Faculty Senate Council -- was named the Vice Provost for Graduate Education. Later this evening, the promotion of Amy Kweskin to Vice Chancellor for Finance and Chief Financial Officer will be announced. The Chancellor reported on two recent departures: Jenny Lodge and Legeil Chandler, who both have made enormous contributions to the University.

Q&A:

Q: Will the position formerly held by Jenny Lodge be split?

Chancellor: It depends on a number of factors, depending in part on what WUSM Dean Perlmutter decides. This is a decision that will be reached by the Provost, WUSM Dean, and Chancellor.

3. Chair's Report – Amy Eyler

Chair Eyler reported that the Gender pay equity will be presented in January; it was postponed for presentation upon request of one of the Deans. The results will also be presented at Gender Equity Summit.

Anna Gonzalez has provided important updates to the faculty role in student mental health, facilitating the program to students.

There was discussion of how to handle religious holidays. A revised University Policy was approved by the University Council on November 13.

4. Strategic Planning

Joe McDonald spoke to the role of faculty participation in the process. In general the planning process was been community driven, faculty led. There is a Steering committee of 16 faculty, and a Coordinating committee of 30-45 faculty. There are Working Groups on nine topics and these committees had 16 faculty on them.

The Working Groups have all submitted their reports, and then a retreat was held to evaluate the recommendations. The campus is seeking major opportunities. After the Retreat held in November, there have been a series of individual meetings. Mary McKay, former Dean of the Brown School, was added to the Provost's office to help guide how transdisciplinary aspects will be central to the plan. The Steering committee will draft the plan itself, with the Action teams pressure testing the major recommendations.

The timelines is to present the draft plan to the Board of Trustees in March, where they will be significant engagement and perhaps recalibration. The final plan will be submitted to the Board in May for final approval. Then the implementation phase will begin.

Joe McDonald indicated that this all makes clear the strong leadership role the faculty are having in the process. Mary McKay indicated that at the two day retreat, people really did their homework. Provost Wendland reported that the relationships worked well with the group, though there was some debates and disagreements.

Questions and Answers:

Q: Will the general faculty or University see the plan at some point?

A: Will not see it until May

Q: Law has a new Dean – how will this work in the process?

Provost: there will be engagement over ten years. McDonald says that the plan will be to bring the new law Dean up to speed.

Q: How will this next phase being communicated to faculty?

A: Not as public phasing, looking to keep people aware. There will be a series of videos coming out, highlighting community input into process. Mary McKay reported that there has been substantial changes at each stage, encompassing changes around research, and more. Provost Wendland noted that the committees have been attentive to staff. McKay reported that there is some deep thinking from community partners in STL.

Q: Other than tenure track faculty what is the role of NTT faculty?

A: The action teams draw on NTT.

5. Workday—Amy Eyler

What are the faculty's thoughts on Workday?

Some general comments made on Workday are:

1. It was hard at first to find log in
2. Students have to punch in and out sometimes creating issues
3. At the WUSM:
 - a. staff are stressed
 - b. morale is low
 - c. concern will lose skilled staff
4. New staff has to work on Workday issues.
5. What steps can be taken to improve morale? Finance is burning out
6. Is there a process of things to fix things are not working?

The Chancellor: reported that they are aware of the issues and the challenge is now to fix things, but it may be costly. Staff morale is a big issue. Provost Wendland reported that the project for implementing the student system will draw on lessons learned.

Chair Eyler encouraged the FSC to go to the Schools and collect input and bring it back.

6. Other Business

Q: Given the large rise in the endowment, how are allocations determined?

A: The Chancellor reported that the payout is on a per share basis, payout over five years. Given the 65% increase, the payout was flat one year, then it will increase 6% after that.

In FY2022, an assumed payout was approved; so there was \$75 million in unbudgeted revenue, to be distributed about one-third to Danforth campus, WUSM and the Central Fiscal Unit.

Every unit gained something in this process; the only two to lose something were WUSM and the Chancellor.

7. Executive Session

An executive session started at 4:45 pm.

8. Adjournment

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,
Timothy McBride, Secretary