

Washington University in St. Louis
Minutes of Faculty Senate Council Meeting
February 23, 2022

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

Guests: Arie Baker, Kirk Dougher, Hillary Anger Elfenbein, Anna Gonzalez, Lisa Wiland

The meeting was called to order at 2:30 pm.

1. Approval of Minutes

Meeting minutes from the January 17th meeting were approved.

2. Chancellor's Report—Andrew Martin, Chancellor

The Chancellor provided an operational update on COVID-19. The campus did well dealing with the Omicron variant. The campus tested all the students; there are 30,000 tests that have been provided. Before the variant the positivity rate was less than 0.07%; now the positivity rate is 0.10%. We may be back to full capacity soon, to dial back the restrictions. There are still quite a few patients. The Chancellor thanked everyone for all that was done to deal with this variant.

The Chancellor discussed the death of a student named Orli Sarah Sheffey, who passed away on February 11, 2022. The Chancellor reported that with permission of her family the administration sent a communication with the campus. The Chancellor thanked Dr. Gonzalez for her assistance and reported that 1,000 attended a candlelight vigil in her honor.

The Chancellor provided an update on the defacement of the mural near the Danforth Center, in the tunnel to the South 40. There has been one arrest, but the investigation continues. WUPD has done good work with federal officials.

On Strategic Planning, the Chancellor reported that the provost has done great work with a draft report going to the Trustees for a Board meeting on March 4, 2022.

Question and Answer (Q&A):

Q: With the rollback of COVID restrictions, how is the campus making decisions?

A: The COVID monitoring team is still in place, using guidance from local officials and federal officials, using all this to create a plan for communication.

Q: Since St. Louis County has dropped its mask mandate – it will come off on Monday – does that affect our decisions?

A: Our campus has been given little guidance so we have been on our own. The County is not dictating to us what we are going to do.

3. Chair's Report – Amy Eyler

The Chair reported that comments were sought on Workday. The comments were quantified and summarized and passed along. Some tweaks can be made, though not everything can change.

4. Gender Pay Equity Report -- Hillary Anger Elfenbein, John K. Wallace, Jr. and Ellen A. Wallace Distinguished Professor and Professor of Organizational Behavior

Professor Elfenbein presented slides describing the Gender Pay Equity report and discussed it with the FSC. The report is available on the Faculty Senate website [here](#). The previous study was done in 2014-15 and is posted on the Senate website. The report analyzes base pay and total pay, as well as summer pay (internal and external), and looks at retention and longitudinal raises. What is new is an analysis of race/ethnicity differences, using the categories URM, Asian, White.

An econometric model is used to predict pay using regression analysis. The dependent variables in the model are base pay, total pay. The model includes control variables for time since degree, years at WU, seniority (rank), academic discipline, and administrative roles. A control variable is included for time since degree.

The major findings are presented in the slides and report. In general, the gender pay equity differences were present, but not significant except in the Olin School. Gender pay equity improved, generally in most schools since the last report. The report finds no significant differences for URM and Asian faculty.

The committee found that men are more likely to be assigned extra load teaching, at a rate of 2.3 times, but this was an improvement since the last report.

On retention, it is important to note which faculty are gone. On average, women stay here on average of 2 years less than men. The committee did not identify reasons for this but feels more work needs to be done.

The Committee also reported some limitations, such as: correlation is not causation; there is no control for quality; that the difference in supplemental pay could result from differential offer rates or acceptances of the offer. The analyses was limited, as it was last time, only to financial compensation. It was more difficult to find significant results for the Law School, mostly because of the size of the faculty.

The committee sent a report on the “residuals” to the Deans.

The Committee made several recommendations, including examine differences in paid administrative roles; that further analysis of the difference in summer pay is needed; that further examination of differences in retention rates by gender and race is needed; there needs to be monitoring of differences in retention packages. The committee also recommended that we continue doing the pay equity on a regular basis; to include TRAP faculty in a new analysis.

Q&A:

Q: Why is the School of Medicine not included?

A: A separate study is done of WUSM. It is not clear when that analysis will be presented.

Q: Are there reasons for the departures?

A: The reasons are not clear – the committee looked into this, but more work is needed.

5. Faculty Role in Student Mental Health -- Anna Gonzales, Vice Chancellor for Student Affairs and Kirk Dougher, Associate Vice Chancellor for Student Affairs

The Vice Chancellor and Associate Vice Chancellor made a presentation ([available on the website](#)). Issues raised included how can we partner with faculty?

There will be a focus on wellness, prevention and promotion. They are looking at three things: (1) TimelyCare, a telehealth program; (2) Kognito, and (3) the resources available on campus.

Q&A:

Q: What is the time commitment for training on Kognito?

A: Generally, about 30 minutes.

Q: How are we working with WUSM to align/coordinate goals and initiatives with students, residents and faculty?

A: Kirk Dougher sits on the wellness committee, but a bifurcated model still exists.

Q: How do we communicate these resources to faculty?

A: We have rolled out a strong campaign.

Q: What happened with the WashU Care office?

A: WashU Cares is still highly functional and will continue to support Health Promotion and Health and Well-being as one of our key goals. The campus is looking to partner with some academic procedures to add a resource for all in WashU Care.

Q: Do we have plans to evaluate these products?

A: Yes, there are plans to do that; evaluation is built in. There are resources available on <https://ctl.wustl.edu/resources/well-being/>. Students get emails about Campus well-being at <https://students.wustl.edu/campuswell/>

Q: Do students get emails about well-being and getting help?

A: Yes, they do.

Q: Can we have the department representatives update the departments regularly about mental health resources? Chairs have a lot of business to cover.

6. Other Business

The Provost told the FSC that there is an updated leave policy and that she wants to be sure the faculty are aware of this.

The FSC discussed student health issues further, and it was brought up that the Habib Center has had low ratings. It was asked whether this was an indicator of whether we are supporting mental health enough on campus. The Chancellor responded that pre-COVID there were difficulties with wait lists and other issues. But the campus has been addressing this issue and

service has improved. Second, improvements in the physical space are needed. The Habib Center does not work as well for third- and fourth-years students or graduate students. The Chancellor expects this be addressed in the Strategic Plan. The campus is looking to build a contemporary student health facility. The Provost reported that there are quite long wait times for appointments at the Habib Center, but these waits have improved. The Provost said it sometimes takes a while for the reality to catch up with perceptions.

7. Executive Session

An executive session started at 3:58 pm.

8. Adjournment

The meeting was adjourned at 4:28 p.m.

Respectfully submitted,
Timothy McBride, Secretary