

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

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

Guests: Kia Caldwell, Amy Kweskin, Jason Burg, Legail Chandler, Jessica Eimer, Pat Gray, Krystina Gross, Kristy Runge, Rick Stanton

The meeting was called to order at 4:01 pm.

**1. Approval of Minutes**

Meeting minutes from the February 23<sup>rd</sup> meeting were approved.

**2. Chancellor's Report—Andrew Martin, Chancellor**

The Chancellor reported that the Board of Trustees met in March, and that the State of the University address was posted March 22<sup>nd</sup>. The Board of Trustees met in March for nine hours discussing Strategic Planning, an extraordinary, thoughtful, deep dive. Terrific feedback was received, but the Chancellor said work is needed to get this over the finish line.

On the pandemic, the campus is in its second week with optional masking, in non-clinical spaces. The Chancellor is confident the campus will navigate this well and noted that our local public health support is amazing.

Supreme Court Justice Sotomayor is coming to campus in a couple weeks and will receive an honorary degree.

Questions and Answers:

Q: As we loosen COVID restrictions, can we hold endowed professorship inductions?

A: The Chancellor said they will be celebrated. Eighty-five colleagues are waiting for their Chair installation (60 in WUSM, 24 on the Danforth campus); we did 10 in the last couple years. It is appropriate to have a celebration. The department chairs will play a more active role, with perhaps several celebrations being held together. We have to be strategic about how to do the celebration. We may be able to do more, step up the pace. The Provost added that linking celebrations may make sense. We will need to be strategic: not just the first one in, first one out; we should encourage flexibility.

**3. Chair's Report – Amy Eyler, Chair**

The Chair reminded the FSC that in April the full Faculty Senate meeting will be held. Dean Perlmutter will be presenting the Gender Pay report for WUSM in May.

**4. Strategic Plan – Beverly Wendland, Provost**

The Provost said the Strategic Planning process led to many hours spent together. The process is going well, with lots of opportunities for feedback and engagement. An opportunity was

created for constructive criticism to be offered by the Trustees. This included a working dinner with small tables and discussion. At the Trustees meeting there were three breakout groups on research, people and communities. Each group had about 40 minutes of discussion. The next steps include pre-socialization ahead of the next Board meeting, with outreach occurring between now and May, including a presentation at the Senate meeting.

The Provost said that the research plan includes starting a new School of Public Health. This will not be set up as a new silo. There will be an emphasis on connectivity and interdisciplinary, joint hires and joint educational programs. The new School will not just focus on the pandemic; the School needs to be focused on topics such as health disparities, maternal mortality, and other important topics. In the research plan there will also be a focus on a Center for Environmental Research, and digital transformation imbedded throughout the University. There will be open calls for research proposals.

The People pillar has a focus on all members of the University's community. For undergraduate students, a focus on planning for career services. For graduate programs, a focus on graduate as well as professional programs. For the faculty, a focus on tenure-track as well as TRAP faculty. For the staff, they are an integral part of the plan, with plans for career development.

In the Community pillar, there is a focus on St. Louis as well as a global hub. There will be a focus on an information exchange; how the community can interface with us through hub.

The Chancellor noted that it was intentional to have a faculty-led process, unlike the last time when a plan was created. For example, no Dean sat on any committee.

Questions and Answers:

Q: What were the constructive criticisms offered by the Trustees?

A: There was discussion of the focus on graduate and professional education. Vice Provost Vijay Ramani said there will be a focus on strengths and weaknesses, the unevenness across graduate programs, with a focus on programs that need some help, encouraging them to be more productive, with investments to improve. A cultural change may be needed.

#### **5. TRaP Faculty – Kia Caldwell, Vice Provost for Faculty Affairs and Diversity**

The Vice Provost discussed three listening sessions held on the issues facing TRaP faculty. It was noted that the TRAP faculty were thankful. A general consensus emerged that TRaP faculty are treated as “after-thoughts”. The institutional class structure is an important issue. The TRaP faculty spoke of a lack of inclusion and representation, and a lack of professional development. Some objectives identified included: a focus on pay equity and wage compression; more representation; an expansion of benefits; a re-assessment of workload; a focus on promotion, and an emphasis on mentorship. The TRaP faculty are working on these areas this Spring.

Questions and Answers:

Q: Is there appropriate recognition? Are TRaP faculty eligible for awards?

A: The Vice Provost said this is an important issue, with a proposal to expand awards.

Q: For the DBBS program, is it possible for research faculty to serve as mentors?

A: The Vice Provost said she is not sure how we can address this; there are no restrictions on who can be on committees.

Q: Can we fix issues of eligibility for teaching awards?

A: This should be an easy fix. We can look at awards that are available and see if there are changes that can be made. The provost added that we can include faculty on committees as we hire more faculty. In some cases, promotion is defined well by only some Schools.

## **6. Workday Update – Amy Kweskin, Executive Vice Chancellor for Finance and Chief Financial Officer**

The Executive Vice Chancellor presented PowerPoint slides. The Vice Chancellor noted that the FSC did a survey. Some of the frequently asked questions include: What was the process for picking Workday? How long will it take to implement Workday? Answer: three or more years. There are difficulties in reporting on timekeeping, the FFR, and purchasing; can these be fixed?

Questions and Answers:

Q: Who enters the information?

A: In most cases, business manager handle this.

Q: Is the system configurable?

A: Yes, it is configurable, but generally cannot be customized.

Q: Was there faculty training held?

A: Yes, but some of the challenges include developing training. There will be steps taken to reduce how multiple people need to be involved. Support is available, including demonstrations and e-learning, office hours.

## **7. Other Business**

Questions and Answers:

Q: On Strategic Planning, what is the plan for timing?

A: There were meetings over Spring Break to work with a creative firm, to roll out planning. There will be action teams announced with timelines, financial models, and websites.

Q: Is there a plan for an associated campaign for strategic planning?

A: The Provost said there will be a campaign over 2-3 years, to make sure the plan is funded, to be sure we have some resources to implement plans, though we have been squirrelling away resources.

Q: Is the campus being affected by the war between Ukraine and Russia?

A: We have no undergraduate students, and four graduate students from Ukraine, and 17 faculty born in Ukraine. This could be a significant undercount; there may be postdocs.

## **8. Executive Session**

An executive session started at 5:44 pm.

## **9. Adjournment**

The meeting was adjourned at 5:58 p.m.

Respectfully submitted,  
Timothy McBride, Secretary