

Washington University in St. Louis
Faculty Senate Meeting Minutes
April 28, 2022

1. Call to Order – Andrew D. Martin, Chancellor

Chancellor called the meeting to order at 4:00 pm

2. Approval of Minutes of Faculty Senate Meeting of October 14, 2021 Senate meeting

The minutes were approved.

3. Chancellor's Report, Andrew D. Martin

First, on WashU Together our COVID rates are low. We had an uptick in early April, but the student cases have been mild with only a couple days of symptoms. Tomorrow is the last day of classes. Among the employees, rates have remained stable and low.

On the Strategic Plan, the Chancellor applauded the work of the Provost. A draft was shared in early March, and the University community saw it last week. The Trustees meet next week for approval.

There are three searches underway. For the Law School, Russell Osgood will continue as Dean for two years. The plan is to search in 2024. A search for the Director of Career Center has launched, led by Rebecca Brown; we hope to have this done by July 1. We are also in the later stages to hire next Vice Chancellor for Human Resources, in a search led by Shantay Bolton.

Commencement will be held in the next few weeks on Francis Field. The speaker will be Dr. Mae Jemison. After exercises, there will be festivities all the way down to Tisch Park; food, fun, and music.

Finally, TimelyCare is now available offering just in time services. It has been well received. We encourage you to refer them here.

4. Faculty Senate Council Chair's report, Amy Eyler, Chair of the Faculty Senate Council

The Chair thanked the faculty for making it through a difficult year. Many issues brought to us at the FSC, including mental health issues, Workday challenges, Gender Pay Equity (now published; a new committee for TRAP faculty; the faculty role in the strategic plan; supports for faculty during COVID; the EMPOWER study. Finally, the Chair encouraged faculty to look at the website.

5. Necrology Report, Timothy McBride, Secretary, Faculty Senate and Faculty Senate Council

Secretary McBride read the names from the Necrology Report and a moment of silence was held.

6. EMPOWER Survey – Bradley Evanoff, Sutter Professor of Occupational, Industrial and Environmental Medicine and Emily Page, Senior Manager, Wellness and Benefits Projects

Dr. Evanoff presented findings from the latest EMPOWER survey, over zoom, and the presentation can be found on the Faculty Senate [website](#). Dr. Evanoff stated that the survey has been used to fine tune policies at the University and complemented HR for their collaboration on this. Emily Page presented and discussed resources available to support Employee Well-being, imbedded within

8IGHTWAYS to Wellness campaign. Working with Dr. Wilfley and her team, the team is in the process of creating a financial well being team. Evanoff and Page described:

- Methods to address mental health concerns: Move Into Mindfulness (MBSR) Program, Work-Life Solutions (EAP), WashU Psychiatry-Employee Clinical Services, and UnitedHealthcare Behavioral Health Benefit.
- Addressing Needs at the Local Level: Wellness Champion Network, Campion Funding, and Programs by Request.
- Resources for Supervisors
- Resources to Care for Family
- Other HR Resources

The Chancellor thanks Dr. Evanoff and Emily

Questions and Answers:

Q: Where the cost of MH fits into study? Asked because one of the issues that came up was high costs of MH -- \$50/visit

A: Don't think it came up, or if it did it came up infrequently.

Q: Important to determine, is this affecting mostly young faculty? Are supervisors effective?

A: Younger faculty are more anxious, so we need to reach out to younger people and make sure things are OK. Most stressed were the Post-Docs. All of these were potentially of childbearing age.

Q: Any plans to improve quality of support?

A: Looking to make connections. Looking to further training activities for those who need it.

Q: The post Docs are a major challenge. The University has to figure out ways to facilitate those goals.

A: Perhaps allow people to take a pause. Post docs: career arc has been interrupted.

7. Faculty Affairs and Diversity Update – Kia Caldwell, Vice Provost for Faculty Affairs and Diversity

Presented a PowerPoint, posted on [Senate website](#). Covering these major points:

- Outlined 2021-22 Program Activities
- Overview of VPFAD 2021-22 Programming Activities
- Supporting Faculty of Color & Women Faculty
- Grant Proposals
- Systemic Causes of Gender Inequity at WashU
- Support for Teaching, Research and Practice Faculty
- Current and Upcoming Activities

Comment: Provost thanked Chancellor for providing the support.

8. Strategic Plan Update – Beverly Wendland, Provost and Mary McKay, Vice Provost for Interdisciplinary Initiatives

The Provost and Vice Provost presented the updated Strategic Plan, which is available on the [Strategic planning website](#). The Strategic Plan was developed in an iterative, deliberately way, with faculty leading the process. In total, 300 people were formally embedded, and in action teams. The teams included alumni, parents and community members. Along the way, feedback was obtained from over 2,000 people and counting. We have witnessed benefits of the feedback. We have gone to lots of faculty meetings, retreats.

The Provost noted that we are about to reach a milestone. It is anticipated that the Trustees will approve the plan next week, endorsing the strategic vision for the next ten years.

The Provost reviewed the strategic vision, the three Pillars of the Plan, and the guiding principles. Vice Provost Mary McKay discussed that there will be a tremendous deepening of the research mission in key areas, across schools. The people pillar has received a lot of feedback.

We are moving into a very busy year to come. This is a University Strategic Plan, leveraging things that schools, units cannot do. Things such as capacity building, incentives. We hope that everyone can “Find Your Place,” using your awareness, incentives, talent, and culture. We will be making some bets, focusing on a few key areas. There are plans for some exciting events upcoming. We are not interested in setting up new silos; we plan to focus on joint appointments, to set foundations to make it easier to do. The Provost said she has done 45 events to roll this out.

The Chancellor thanked the Provost, and said he looks forward to time with the Board.

9. Other Business

There was no other business.

10. Adjournment

The meeting was adjourned at 5:11 p.m.

Respectfully submitted,
Timothy McBride, Secretary