

WASHINGTON UNIVERSITY IN ST. LOUIS, FACULTY SENATE COUNCIL MINUTES

January 25, 2023

Attending: Amy Eyler, Carlos Bernal-Mizrachi, Tammy English, Armando Gomes, Patty Heyda, Kim Johnson, Kristina Kleutghen, Bess Marshall, Timothy McBride, Gwendalyn Randolph, Adam Rosenzweig, Carla Siegfried, Iva Youkilis, Chancellor Andrew Martin, Provost Beverly Wendland

Guests: Scot Bemis, Shantay Bolton, Julie Flory

The meeting was called to order at 4:02 pm.

Topic	Lead	Notes on Report/Item	Questions and Answers
Approval of Minutes	Amy Eyler, Secretary	Meeting minutes from the November 15, 2022, meeting were approved.	
Chancellor's Report	Andrew Martin, Chancellor	<ul style="list-style-type: none"> • Upcoming announcements of new leadership positions- <ul style="list-style-type: none"> • Vice Chancellor for Government Relations. This role will focus on effective communication with public officials at the local, state, and federal levels of government. • Senior Advisor for St. Louis Initiatives- This role will be as primary steward of the university's "In St. Louis, for St. Louis initiative, part of the 10-year "Here and Next" strategic plan. This individual will work closely to establish connections between the Washington University leadership and our St. Louis community partners. • Search Committees for Deans in progress: <ul style="list-style-type: none"> • Olin School of Business • Brown School • Rebekah Paré has stepped down and a search is underway for new Associate Vice Chancellor for Career Development and Education. Currently, Anna Gonzalez, Vice Chancellor for Student Affairs and her team of consultants are managing the Career Center. • Recent issues of sexual misconduct by a faculty member have highlighted Washington University's continued focus on successful processes and systems 	

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		<p>to investigate such matters. The University is committed to continuous improvement. Continued investigations by Human Resources and Title IX Compliance Office in collaboration with the Deans and the Chancellor remain strictly confidential. According to the Constitution of the university, proposed sanctions such as loss of tenure are initially evaluated by an informal inquiry by the Advisory Committee on Tenure and Academic Freedom.</p> <ul style="list-style-type: none">• The School of Medicine has established an Executive Faculty Task Force on Climate and Culture in response to concerns about the elements of culture leading to a negative climate for women and other vulnerable and marginalized members of our community. A parallel effort, to be launched on the Danforth Campus, is in the planning stages to run in parallel with the WUSM Task Force.	
Chair's Report	Amy Eyer, FSC Chair	<ul style="list-style-type: none">• An email was distributed to the Deans of the schools of departing members of the Faculty Senate Council:<ul style="list-style-type: none">○ Amy Eyer○ Bess Marshall○ Bruce Carlson○ Adam Rosenzweig○ Carla Siegfried• Nominations for Faculty Achievement Awards will be accepted thru February 17• There will be no February meeting, but the May FSC meeting will be placed back on the calendar.	
		Chancellor departed the meeting.	

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<p>HR Updates</p>	<p>Scot Bemis, Vice Chancellor for Human Resources</p> <p>Shantay Bolton, Executive Vice Chancellor for Administration and Chief Administration Officer</p>	<ul style="list-style-type: none"> • Human Resources update with focus on Childcare Challenges • Commitment to supporting family care and well-being with increased capacity (263-550) over next 5 years <ul style="list-style-type: none"> • Backup resources for short-term child and adult care • Educational programs • Post-Pandemic climate • 100K fewer childcare workers • MO lost 20% of its childcare facilities <ul style="list-style-type: none"> • Low wages with many at/below Target/Walmart pay scales • 10 accredited centers within 5 miles of WashU; 2 owned by WashU • Collaboration with Bright Horizons to increase salary, expand to additional spaces • Family Learning Center- built FEMA-approved tornado shelter • Urban Sprouts – 9 spots • U City Children’s Center- target 50% of available slots filled by WashU (goal) <p>There are back up care services available</p> <ul style="list-style-type: none"> • Increase of 15→20 days/year subsidized • There are expansion plans for Centene Clayton Center; new construction/renovation <p>Marketing:</p> <ul style="list-style-type: none"> • New employees, Family Care Hub, <i>The Resource</i>, targeted emails, direct referrals, meetings with staff and faculty groups • Lisa Eberle-Mayse- Child and Family Care Facilitator <p>Lactation Rooms update-</p> <ul style="list-style-type: none"> • Change in leadership of architect • Engaged Trivers firm to evaluate and standardize rooms, identify modifications. • Room/space limitations 	<p>Q: Have there been salary increases to increase competitiveness?</p> <p>A: Salaries have been increased to at least WashU minimum of \$15.75/hour</p> <p>Q: Are students and post-docs supported by this childcare service and back-up care? If so, does this constrain access for faculty?</p> <p>A: Yes, there are university subsidies for this care for students. Need to F/U on info for post-docs. Yes, there are a limited number of providers with excess need.</p> <p>Q: Are the hours of care 10AM-5PM and 9AM-3PM? If so, does this not take into consideration the new university initiative for early and late classes?</p> <p>A: We are working to increase access for extended hours with smaller staff. Students also have challenges of time coverage.</p> <p>Q: Is there coverage for holidays, evenings?</p> <p>A: No current support for these times. Individuals can work with Ms. Eberle-Mayse to identify one-on-one solutions.</p> <p>Q: Childcare is a critical part of recruitment/retention of new faculty. How is this info provided?</p> <p>A: Toolkits, resources provided with recruitment and on-boarding process, discussed idea to share info at faculty meetings</p> <p>Q: Can recruit candidates speak with Ms. Eberle-Mayse?</p>
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		<ul style="list-style-type: none"> • Working to implement plans with funding. <p>Neurodiversity</p> <ul style="list-style-type: none"> • Establish creative programs • WUPD has received training in sensory inclusivity- 2nd dept in MO to complete certification with 90% of officers trained • De-escalation tools • Comfort animal program 	<p>A: Yes- there is an institutional commitment to provision of childcare resources.</p>
<p>Departmental Statements</p>	<p>Julie Flory, Vice Chancellor for Marketing and Communications</p>	<ul style="list-style-type: none"> • Presentation to the Faculty Senate Council to introduce the idea whether the university should consider establishing guidelines for statements on behalf of departments vs. as an individual. • Consider creation of framework for circumstances • Such guidance for public statements may include: <ul style="list-style-type: none"> • Current events • Political issues • Other topics of importance to community/society at large <p>Emphasis on support of freedom of expression</p> <ul style="list-style-type: none"> • Not a restriction of speech, rather creation of guidelines to protect space for individuals to speak on behalf of themselves or units they represent • Peer institutions with guidelines in place for institution/chancellor/president • There are a small number have departmental/individual statements (e.g., Brown Univ) • MIT asked faculty to endorse principles of free speech <p>Next steps: sharing with key stakeholders (Exec Faculty of School of Medicine, University Council)</p> <ul style="list-style-type: none"> • Continue benchmarking • Follow-up with Council after evaluation with other groups • Pending feedback- draft guidelines 	<p>Q: Is there concern about backlash for statements? Is there guidance for protection?</p> <p>A: May be explored in future with a task force. Goal may be to ultimately increase impact of this speech with guidelines of representation (self vs leader of unit/dept)</p> <p>Q: What types of guidelines?</p> <p>A: Will be developed pending review, referenced Brown University public statements policy: https://policy.brown.edu/policy/public-statements</p> <p>Q: Many issues can be “political” Example: Research of urban design</p> <p>A: SCOTUS Dobbs decision is clearly political but there are many other issues that may have political impact.</p>

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Other Business		None	
Executive Session		An executive session started at 4:16 pm.	
Adjournment		The meeting was adjourned at 4:43 p.m.	

Respectfully submitted, Carla Siegfried, serving as stand-in secretary in the absence of Timothy McBride