

Faculty Senate Meeting Agenda
Tuesday November 16, 2021, 3.30 – 5.30 pm CDT
Via ZOOM: <https://slu.zoom.us/j/97281725414>
Meeting ID: 972 8172 5414
One tap mobile
+13126266799,99737928189# US (Chicago)

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| 1. Call to Order | 3:30 pm |
| 2. Roll Call: Names of participants are recorded in Zoom. Alternates should notify the Senate Secretary, Beth Baker, with the name of the Senator for whom they are substituting. All FS meetings are recorded for record keeping purposes only and never shared outside of the Faculty Senate. | |
| 3. Moment of Silent Reflection. | 3:32 |
| 4. Approval of October Minutes (separate attachment). | 3:35 |
| 5. Campus covid19 update (Terri Rebmann) | 3:45 |
| 6. Report on the State of Medical Affairs (Christine Jacobs) | 4:00 |
| 7. FS President's Report (Terry Tomazic) | 4:30 |
| 8. Reports from Senate Committees: | 4:45 |
| a. Budget and Finance Committee (Theo Alexander) | |
| b. Compensation and Fringe Benefits Committee (Chris Sebelki) | |
| c. Academic Affairs Committee (Sherry Bicklein & Jennifer Lowe) | |
| d. Faculty Governance Committee (Kathy Kienstra & Marie Philipneri) | |
| 9. Other University Committees with Faculty Senate Representatives | 5:00 |
| a. University Policy Review Committee (Elizabeth Block) | |
| b. UAAC (Sabrina Tyuse) | |
| c. GAAC (Jesus Garcia-Martinez) | |
| 10. Reports from Faculty Assemblies of the Colleges and Schools | 5:05 |
| SOM, CAS, Doisy, CPHSJ, SOB, SON, SOL, Parks, SOE, Libraries, SPS, Unaffiliated Units (INTO) | |
| 11. Old Business | 5:15 |
| 12. New Business | 5:25 |
| 13. Announcements | 5:29 |
| 14. Adjournment | 5:30 |

Faculty Senate Meeting Minutes
Tuesday October 19, 2021, 3.30 – 5.30 pm CDT

1. Call to Order

2. Roll Call: See below

3. Moment of Silent Reflection.

4. September minutes were approved

5. Report from Provost (Michael Lewis)

Provost Lewis provided a presentation on the Academic Affairs AY22 focus areas. (See attached slides) and an update on student mental health. A few key summary points from Provost Lewis's comments, and responses to FS questions are included below:

- With regard to Academic Affairs AY22 focus areas included those from previous years including continuing several initiatives from previous years including: continued attention to diversity, equity and inclusion; academic portfolio will be completed; increasing access to SLU; improving the culture at SLU; and enhancing innovation. The intention is to create positive change in these areas by keeping people at the center and using the guiding principles of equity to: build community, reimagine access, and lead with creativity and collaboration.
- SLU will continue to have testing optional for admissions for the agreed upon 3-year period. From the data available thus far, SLU has been able to diversify our student body while maintaining a 3.96 incoming GPA. See the Office of Institutional Research for metrics on student diversity (<https://www.slu.edu/provost/office-of-institutional-research/institutional-data/student-enrollment.php>).
- SLU will continue to enhance and grow online, continuing education, and adult education; build on and off ramps for our academic programs, and ensure we support students in the best ways possible.
- SLU needs to continue being a good neighbor, improving our partnerships with the surrounding community and the city as a whole.
- Provost Lewis highlighted that most of our major areas of instructional and scholarly success have occurred through multiunit initiatives. He has asked Deans to consider this in their hiring.
- Academic strategic planning process: SLU is working with Filament to develop a strategic planning process. It will be as inclusive as possible of faculty, staff and students and will help us get to a place where SLU is the destination for interdisciplinary, collaborative, justice-drive teaching, research, service, and learning.
- Student mental health: SLU needs to: make student well-being part of student experience. This will occur for undergraduates in a number of ways, for example, through additional services, through the core, improving our communication, providing additional mental health days. SLU also needs to consider what this looks like for graduate students,. The Task Force the Provost and Student Development have assembled will help operationalize specifically what this looks like in the short and longer term. While the Provost is open to creatively modifying the calendar (when courses are held etc.), he emphasized the need to consider space, curricular, as well as accreditation demands. He recognizes that this differs by unit.

6. Report from CFO (David Heimberger)

David Heimberger provided an overview of where SLU finances are within an historical context, and the implications of this moving forward. See the attached slides for details, and a few summary points and responses to questions are included below:

- SLU's net tuition has been virtually flat for the past 11 years (FY12 net tuition was 267 and FY22 net tuition is 268). The reasons are due to increase in discount rate and decrease in enrollment. Because of SLU's reliance on tuition as revenue that means eleven years of flat revenue. While the board of trustees approved .5% increase in endowment spending for the past 7 years, at some point this may not be approved. If we add surpluses and deficits since 2014, you will see a cumulative loss of \$20.7 million dollars.
- FY21 in July 2020 the board approved a \$4.5 million deficit budget because of COVID. They did this based on certain conditions: they didn't want to contribute to high termination rate in the St Louis community, didn't want to see lower income employees lose their jobs. SLU furloughed 140 people all of whom have since been hired back where there was interest in doing so. SLU suspended 10 % retirement match, eliminated travel, and had no compensation increase. We finished the year in a better place than anticipated.
- In summary, we saw some revenue increases (e.g., CARES act dollars) but these are not repeatable. The first quarter of FY22 just ended. At this point, SLU plans to restore retirement plan to a 6% match starting in January 1, 2022. The intent of the first quarter projection is to see if there is any additional contribution that can be made. We will not know that for another few weeks.

Responses to questions:

- *Where are we with the sale of various sites, and how do the sales contribute to our bottom line?* Brooks Goedeker of Midtown Development is working on this. We own a lot land in the development zone. We have a few properties that will provide revenue. We have some smaller properties under contract, others we are working on.
- *Can you provide some large-scale idea as to why the budget in FY22 and FY21?* The difference is somewhat due to lower enrollment/tuition, increase in compensation (8million), put the 6% match back in starting January 1st. We hope we see less than a \$10 million loss when do projection. By far, the largest single revenue is tuition. Having flat enrollment is the biggest contribution to our financial challenges. We have to increase enrollment in undergraduate and graduate programs
- *The majority of questions and concerns were raised about the 6% retirement match that SLU has indicated it will restore in January, and when the full 10% match is projected to be reinstated.* In response, senators were told that if projections say SLU is meeting budget and that there will be some additional dollars added to the bottom line, there are a variety of things these added funds may be used for. The 6% is the floor, there may be the possibility of increasing this match in January but at this point this remains unknown. President Pestello is the final decision maker on this, but it is anticipated that he would seek board approval on this increase.
- *Can the retirement match be replaced retrospectively?* Because of IRS regulations, SLU cant replace match retroactively. We are looking at what steps we might be able to take to restore some losses.

7. Report from VP for Human Resources (Mickey Luna)

Mickey Luna provided an overview of benefits changes for the upcoming year (see slides). A few key summary points and responses to questions are provided below:

- Open enrollment starts on October 20th
- *All faculty should review the policy changes and note where they personally need to make changes, or not. There are several instances where faculty need to state their benefit elections (e.g., healthcare flexible spending, health savings account, dependent care flexible spending account) and/or complete forms (e.g., wellness discount, spousal coverage) even if they are not changing their medical coverage.*

- There have been increased costs in medical and prescription drug costs. There are additional increases in costs due to suppressed treatment because of COVID-19.
 - Both the “traditional” PPO and the High Deductible plan allow for 3 different “tiers” of coverage.
 - Tier 1 coverage is for those using SLU care and SSM providers (discounts over and above United Health Care), more cost effective if go to one of these providers.
 - Tier 2 coverage is for those using providers outside of SLUCare and SSM but are still within United Health Care, such as BJC and others. This plan includes lower discounts and costs more to off-set lower costs for Tier 1.
 - Tier 3 is for those providers outside of United Health Care.
 - “Bands” have been established in a way that will require the highest income earners at SLU (over \$200,000) to pay more, and the lowest income earners (less than \$39275) pay less.
 - SLU has discontinued the contract with Vitality to run its wellness program. SLU will continue its wellness program with a new vendor (TBD) to assist us in these efforts, with the contract starting in February or March 2022. In the meantime, SLU will retain the best practice of requiring biometric screenings. The wellness program will expand to include, for example, financial and emotional wellness and is anticipated to provide some form of benefit for gym membership.
 - Those wishing to have their biometric screening results submitted by their physician can do so. See attached FAQ document for details.
 - There also a new prescription medication plan. The prescription plan is managed by Express Scripts. Employees can choose to have their medication sent to their home by Express Scripts or can purchase them at Walgreens. The price differentials listed are referring to the types of drugs (with for example Tier 1 being generic versions of medications).

8. FS President Report: See attached

9. Reports from Senate Committees: See attached

- Budget and Finance Committee (Theo Alexander)
- Compensation and Fringe Benefits Committee (Chris Sebelski)
- Faculty Governance Committee (Kathy Kienstra & TBD)

10. Other joint Faculty Senate Committee

- University Policy Review Committee (Elizabeth Block)

11. Reports from Faculty Assemblies of the Colleges and Schools (SOM, CAS, Doisy, CPHSJ, SOB, SON, SOL, Parks, SOE, Libraries, SPS, Unaffiliated Units (INTO): No reports were provided from Assemblies.

12. Old Business: None

13. New Business: A proposal about the retirement match was raised. Because of some confusion with the language presented and the absence of a quorum, the proposal will be revised and voted upon during the November Faculty Senate meeting.

14. Announcements

15. Adjournment

Senators in attendance:

CAS: Hisako Matsuo, Joel Jennings, Pascale Perraudin, Robert Hughes, Scott Ragland, Stacey Harris, Toby Benis, Thomas Finan, Wynne Moskop

CSB: Noni Zaharia, Fei Tan, Frank Wang, Hailong Quian

CPHSJ: Jesse Helton, Kimberly Enard, Stephen McMillin

Doisy: Barb Yemm, Kitty Newsham, Mike Markee, Sherry Bicklein

Independent Units: Matt Ryan

Libraries: Angela Spencer, Lynn Hartke

Nursing: Elaine Young, Karen Moore, Kathleen Armstrong, Pat Freed (for Kathleen Carril)

Parks: Jeff Ma, Roobik Charabagi, Silviya Zustiak

SOE: Jody Wood, John James (?iphone), Karen Tichy

SOL: Kelly Mulholland, Robert Gatter

SOM: Aidan Ruth, Angel Baldan, Hany Elbeshbeshy, Jaya Gnana-Prakasam, Katherine Christensen, Lily Dolatshahi, Mirjana Vustar, Ramona Behshad, Scott Isbell

SPS: Joe Lyons

FSEC: Terry Tomazic, Ruth Evans, Beth Baker, Medhat Osman, Sally Beth Lyon, Theo Alexander, Chris Rollins