

Washington University in St. Louis
Minutes of the Fall Meeting of the Faculty Senate
December 8, 2014

1. Call to Order and Introductions

Chancellor Wrighton called the meeting to order at 4:04 pm.

2. Approval of the minutes of the Faculty Senate meeting, May 13, 2014

The minutes were approved.

3. Chancellor's Report—Mark S. Wrighton, Chancellor

The tragic shooting in Ferguson August 9: Now WU faces a challenge. MW is proud of many people at WU who have acted to raise consciousness of the issues. He has met with student leaders; more of these meetings are to come. As we go into the holiday period, please offer your input to the Chancellor for how WU can contribute to healing and progress in the area of race relations. MW is distressed to find evidence of racism in the WU community, sometimes expressed anonymously in social media. There is much work to do. We will have to do better to secure for students the kind of experience that represents WU well.

Sexual assault is also very much in the news. We have an excellent professional team for support for victims, but much needs to be done to reduce the incidence of sexual assault at WU, which is higher than average among peer institutions. In early 2015 we will begin to see a focused effort to develop programs to address this issue.

Tom and Jennifer Hillman have made the naming gift for the Brown School expansion project--the new building will be know as Hillman Hall. The Hillmans have no prior interest in the Brown School (Tom is an A&S alumnus), so this particular gift was a welcome surprise addressing a pressing current need. As of Nov. 30, 2014, the campaign total is \$1.705 billion. The forecast is that we will significantly exceed the original goal of \$2.2 billion. So far the campaign has raised \$280 million for financial aid toward the public goal of \$400 million--the hope here is also to go well beyond the original target. On the matter of WU's address of the Pell Grant issue: to raise the percentage of Pell Grant-eligible students from the current 7% to 13% (still below average among peer institutions), \$500 million of new endowment would be needed to generate enough income for these need-based scholarships. WU has also raised funds for 87 endowed professorships at \$2-3 million each. The focus is often on building projects at WU because they are so visible, but significant work is being done toward ambitious goals for programs, students and faculty.

Early decision admission is going well. There were 10% more applicants than last year. We expect about the same number of matriculated students as last year. There should be a slight increase in underrepresented minorities and in low-income applicants.

Site visit from Higher Learning Commission--the draft report is now in, and it is very positive. It contains a recommendation to reaccredit WU for 10 years, until 2024. The official report is expected late this semester.

Question John McCarthy, Mathematics: The national press has sometimes focused on the internal adjudication process in the area of sexual assault. Can you comment on how it is done here? Answer Wrighton: There is much training of appropriate WU employees, but it is not a legal team. There have been serious allegations; some have resulted in the most severe penalty the university can give: expulsion. A Thorp: WU has remained largely out of the spotlight. Kim Webb has done an excellent job according to survivors and advocates. She is the confidential resource under Title IX. Thorp hired Jessica Kennedy to be the Title IX Coordinator, the person to whom complaints are reported. One might prefer not to get into adjudication, but universities are required to under Title IX. Victims decide between the anonymous channel and the reporting channel. Why can't we simply refer cases to the municipal police? Because under Title IX complainants have the right to decide how their cases are handled.

Q Seth Graebner, Romance Languages and Literatures: One of the things that make universities look bad is the perception that they discourage victims from going to the police. Does that happen at WU? A Thorp: Under Title IX, everyone at the university except the confidential counselors are required to report violations of Title IX. This produces complications but it is the process that has been judged to be the fairest to the rights of the individual complainant.

Q Doug Char, SOM: Are all incidents reported to the university community in aggregate? A Thorp: Yes, the Clery act requires it.

Q Jay Turner, Energy, Environmental and Chemical Energy: In the area of admissions, what does WU do to prepare low-income students for the rigors of this university? A Wrighton: We do have some experience in this area. Strong advising and mentorship and various forms of academic support have long been in place. But we will face a bigger challenge. The academic success of such students isn't as great as we would like--this is an area of challenge that needs to be addressed.

4. Danforth Campus Faculty Parental Leave Policy Amendment—Holden Thorp, Provost and Executive Vice Chancellor for Academic Affairs, Rita Levi-Montalcini Distinguished University Professor

Under the current policy, in the case of two partners, both of whom work at WU, only one may take the benefit; the other has no benefit. Hilary Elfenbein and Thorp have worked together to propose an additional benefit: that the other partner may stop a tenure clock during the period of parental leave.

Q Jay Turner: Doesn't this affect the WU Tenure document? A: No, it doesn't require a faculty vote because it is a stand-alone policy. It has been approved by the FSC.

5. Faculty Senate Council Chair's Report—William W. Clark, Chair, Faculty Senate Council

Welcome to new members. The FSC identifies emerging issues that require faculty input. In this meeting the FSC reports on the issues it has identified for work this year.

- Parental leave policy--just discussed by the Provost.

- Campus security. Reports from Don Strom and John Ursch of the WUPD.
- University-wide IT issues. Report from John Gohsman at a recent meeting on efforts to coordinate IT across campus; another report in Spring 2015.
- New deans are invited to meet with the FSC to discuss their visions, e.g., we expect reports this year from Bill Tate (Graduate School) on PhD programs and Barbara Schaal (A&S) on the new Department of Sociology.
- John Berg gave a report at the November meeting on the admissions process to give us a better understanding of how undergraduates are recruited, how admissions decisions are made, and how resources are allocated to balance faculty and support across courses. Departments of Chemistry and Physics are particularly concerned about increases in class size without corresponding increases in faculty and support; this discussion is ongoing.
- Gender Pay Equity and Gender Equity--the FSC decided to repeat the parameters of the 2011-12 study in 2015-16. In the interim, a small committee will be appointed to review recommendations in Section 4 of the GPE Report and to recommend changes for 2015. The FSC will report on this to the Senate in May 2015. These changes will be implemented in the next full GPE study.
- There are other relevant concerns regarding gender equity, and specific concerns about how pay equity is determined. Rebecca Wanzo (President of the Association of Women Faculty and an FSC member) presented a report from the AWF identifying several concerns--such as various forms of extra compensation and how they are determined; different practices in negotiation at the time of hiring; time spent in rank level; and other non-pay issues. The AWF recommended an additional qualitative study to be carried out before the next GPE study including, potentially, an assessment of all offer letters in the period in question, and recommended the engagement of an outside consultant. An update will be presented at the next Senate meeting in May.

Action items for the FSC: 1) address the limited scope of Section 4 of the GPE Report and report its findings in the May meeting of the Faculty Senate; 2) consider additional committees as necessary to address the concerns brought forward about both gender pay equity and gender equity more generally.

6. Other Business

Question Wrighton: Could the Faculty Senate meeting be moved to an earlier point in the semester, in the hope of producing a larger attendance? Clark: yes, we should consider this.

7. Adjournment

The meeting was adjourned at 4:44 pm.

Respectfully submitted
John Klein, Secretary