

Washington University in St. Louis

Faculty Senate

May 15, 2012

1. Call to order and approval of the minutes - *Mark S. Wrighton, Chancellor*

The meeting was called to order at 4:02 p.m. Chancellor Wrighton thanked Heather Corcoran, Chair of the Faculty Senate Council, and Bill Clark, Secretary, for their service to the Faculty Senate Council and to the Board of Trustees. The minutes of the December 15, 2011 meeting of the Faculty Senate were approved.

2. Chancellor's Report - *Mark S. Wrighton*

Academic Year Review

It has been a great academic year. It started with the fanfare and excitement of the new and returning students' orientation, and Friday is commencement. But between these two celebrations were two sad events: the passing of Jim McLeod, and the recent loss of an undergraduate student, Emily Menitar, a freshman in Arts and Sciences, who succumbed to meningitis just this week. Her parents were with her here and a memorial service will be held in California. Emily was well liked, and had a positive influence here even though her stay was, unfortunately, too brief. We will hold a memorial service for her at the beginning of the fall semester, after the students return. Emily was a student athlete in high school, and was disappointed that more students did not attend athletic events at Washington University as spectators. The Chancellor took that message to heart, and will encourage students and faculty to attend athletic events.

In sports, John Shale, Director of Athletics, Washington University remains the number 1 overall in Division III schools in intercollegiate athletics. Our men's baseball team is in the championship tournament this weekend; men's tennis is also in the championships. Women's golf is in 13<sup>th</sup> place after a great season, and women's tennis made it to the second round of the playoffs. Overall we've had an excellent season, and we still have a chance for national championships in a couple of sports.

In light of the passing of Jim McCloud, we have appointed Sharon Stahl, who has worked with Jim in the past, as the Vice Chancellor for Students, effective July 1<sup>st</sup>. Professor Jennifer Smith in Earth and Planetary Sciences will become Dean of the College of Arts and Sciences, also effective July 1. Both have been active this year, especially Sharon Stahl, who worked with Professor Wayne Fields.

Looking ahead to next fall when we welcome our incoming students, we are going to have a somewhat larger than expected class. We targeted 1500 enrollees but expect 1600. This will be the most talented class academically we've had; it's more diverse and we have more diversity in foreign student enrollment, all positives.

## Buildings and Construction

After a short era of not building new academic buildings, we are underway officially on May 7 for construction on Bauer Hall and Knight Hall. Also, the renovation of Umrath Hall is nearing completion. In fact, it should be finished by Thursday with sod being laid, so it will look good by Friday. The real start for Bauer and Knight Halls will start after commencement. The parking structure will be taken down, and the road in will be closed. This is a little inconvenient, but we'll all celebrate when it is done. This will result in a three-building complex that will support expansion of our business school. Altogether this is a \$90 million project, with about half in hand and good prospects and development for the rest.

Another project, not ours, is the replacement of the bridge on Forsyth Blvd. There is a walkway under Forsyth, and it has been determined that the bridge is not safe. Forsyth will be closed for the project until August, but will be completed before students return in the fall. The 4800 people coming this summer will be a little inconvenienced, so it looks like an interesting summer.

## Progress and Fundraising

Finally, we've had some really stunning examples of progress from the school of medicine. In Alzheimer's disease, approaches are being developed to determining prospectively if you're going to get it and there are ongoing clinical trials to develop therapeutic treatments. Also in area of cancer genomics, the work being done by Tim Lay and the people in our genome sequencing center and cancer center is just phenomenal. Now 1400 people have had their complete genome sequenced. Database is gargantuan and we've expanded our data center to accommodate it.

We continue to recruit the very best students on the Danforth and medical school campuses, but financial aid remains a top priority. Donors have been responsive to our scholarship campaign, and we're approaching our \$150 million goal. We expect to announce the completion of the goal two years early, June 30, 2012, and the donors realize that we will raise the goal at that time.

Questions: none

### 3. Faculty Senate Council Chair's Report - *Heather Corcoran, Chair, Faculty Senate Council*

#### Amended By-Laws

Before I begin my report for the semester, I want to mention that the edits to the by-laws of our Constitution, which were on the ballot early in the winter, did pass. These included some minor edits in language and the introduction of an optional executive session for the FSC.

This semester on the FSC, we covered a series of issues, including the current state of research funding in the U.S., new initiatives around entrepreneurship and innovation at WU, student mental health, revisions to the university's mission statement, and a new gender pay equity report. We are lucky to have Jody O'Sullivan from Engineering here today. He chaired the Gender Pay Equity Committee this

semester and will share findings from the final report shortly. In the meantime, I will talk briefly about the other items:

### State of Research Funding

Evan Kharasch delivered a detailed summary of the state of federal research funding, focusing on changes and potential changes from NIH, which accounts for the biggest part of our funding. The private sector is second, by the way, and perhaps emerging as a growth area; we have become more competitive there over time. Our success rate at NIH is about 1/3; average is 18-20 percent. Last year was tough in terms of budget, but research fared extremely well this year—about flat from last year.

### Entrepreneurship and Innovation at Washington University

#### Context

- Tech transfer is about 125 per year; we average 2 startups per year, and licensing income is very small, about 1 percent.
- We average about 15 patents per year, mostly from medicine, next engineering.

Evan reviewed the chancellor's charge to do several things: improve programs, policies, procedures; to improve technology transfer, review the Office of Technology Management, determine how to expand bear cub fund; explore potential additional funding sources and determine what we can do to expand the culture of research entrepreneurship.

### Student Mental Health

The FSC had a discussion about student mental health, facilitated by Karen Winters from Medicine and Alan Glass, Assistant Vice Chancellor, Director of the Habib Health Center, from the Danforth campus. Karen's office serves about 1800 students on the medical school campus, and Karen's practice includes 25-30 student visits per day for medical and mental health. Last year the School of Medicine had about 1600 visits or encounters related to mental health.

On the Danforth campus, care is provided for 10,000 students and their partners; on the mental health side there are 6000 visits annually.

Highlights from discussion: Karen Winters- There has been an increase especially in last five years. Estimated that 30% of students will access some sort of mental health services.

Alan Glass: Because of the increase of therapeutic drugs there are more students getting into Washington University who would not have been here previously. Alan referred to an article 35 years ago that talked about mental health services. It said they mostly saw adjustment disorders, often students arriving with some mild depression. Now there's a lot of mild and severe depression and the spectrum of the illness goes up from there.

-Student mental health issues, particularly those relating to anxiety are very common.

- Many programs have the complication of their own privacy rules (med school, social work, etc.) that can conflict with a faculty member's responsibility to support students.

### Mission Statement

The FSC reviewed and approved a new mission statement for the University. The mission statement had not been revised since 1994, and the University needed to update it in anticipation of an application for continued accreditation and review that will happen in 2014. Gerhild Williams and her committee crafted the statement and it was approved, with minor edits, by the Faculty Senate Council.

Questions: none

Mark Wrighton shared the Board of Trustees voted unanimously to approve the re-crafted mission statement, so we're prepared for the North Central Association Higher Learning Commission, and will be at work before you know it on our self-study for the review, which happens every 10 years.

### 4. 2012 Gender Pay Equity Report -- *Jody O'Sullivan, Samuel C. Sachs Professor of Electrical Engineering*

Professor O'Sullivan summarized the most recent Gender Pay Equity Report. The charge to the committee was to review the Gender Pay Equity issue in the Schools on the Danforth Campus. The entirety of the report is contained in the presentation Professor O'Sullivan made, and a copy can be found on <http://provost.wustl.edu/files/provost/imce/gpe2012final.pdf>. Readers are directed to the report for detail; the minutes contain only the questions and discussion that followed.

Questions:

Q: How do you think your outcomes would change if you included non-tenure track faculty?

Jody: Historically non-tenure track faculty members have not been included. We would have to think about how we should include them, separately or as a different rank. So we don't have a recommendation on them.

Adrienne Davis: Complimented the committee for the hard work, and noted that although the report did not paint a particularly rosy picture, it goes so much further in providing robust information and suggestions about steps that can be taken going forward.

Q. Bill Clark: How big of a difference is meaningful?

Jody: The models do not predict anyone's salary. That's not the purpose of this model. To try to quantify the relative values, we use the Z scores, and if we do that, the differences are relatively small. For in example, in engineering, the Z scores are about 0.9. That would be the way of valuing the relative differences. Finally, after the last report, Mark commented that if about half the models were positive and half negative, then we've got it about right.

Q. Andy Sobel: Comparing the data from 2008- now, it looks like the problem is fixed. Do you have any explanation of how it got fixed?

Jody: In discussions and meetings with the Deans and Ed Macias, they've been made aware of these findings and have addressed them.

Mark Wrighton invited Ed Macias to add a comment: Since the last report Ed has met with each of the deans to help them understand the report and to review the performance in their own schools. The deans have responded by carefully evaluating their data and have been making changes that are reflected in today's report.

Mark Wrighton congratulated Jody on the robust report. Mark Wrighton asked for two formal recommendations: one to thank Jody and his committee for their efforts on the report, and second, to refer the report to the Faculty Senate Council for their recommendations.

There was a motion, second, and unanimous approval.

Concluding remarks -- *Mark Wrighton*.

It's important for the University to be seen as best employer, to be seen as a place of fair and equitable compensation, committed to building diversity, strengthening gender balance, and this is an important, ongoing process.

6. Necrology - William Clark, *Secretary, Faculty Senate*

(Attached)

7. Election of New Senate Council Secretary - *Heather Corcoran*

John Klein, Associate Professor and Director of Graduate Studies in the Department of Art History and Archaeology, was elected unanimously.

The meeting was adjourned at 5:16 pm.

Necrology  
5-15-2012

 Prefix	First Name	Middle Name	Last Name
Dr	Gary	K	Ackers
Dr	Morris		Alex
Dr	Walter	F	Ballinger
Dr	John	P	Boineau
Dr	David	Henry	Brown
Dr	Jennifer	W	Cole
Mrs.	Betty	B.	Hearsh
Dr	Sidney		Jick
Dr	David	E	Kennell
Dr	W. Edward		Lansche
Dr	Paul	R	Manske
Ms	Annelise		Mertz
Dr.	John	Neal	Middelkamp
Dr	Rodolphe	L.	Motard
Dr	John	R.	Ring
Dr	Stuart	Steven	Sagel
Dr	Gustav		Schonfeld
Dr.	Harold	R.	Schreiber
Dr	John	B	Shapleigh
Dr	Srinivasan		Sridharan
Mr	Richard		Stang
Dr	Herman		Turner
Dr.	Michael	J.	Welch
Dr	Burton	M.	Wheeler

Also, special attention was given to the following:

James	E.	McLeod	Vice Chancellor for students and dean of the College of A&S
Joseph	R.	Passonneau	Dean of Architecture 1956-67