

**Washington University in St. Louis
Minutes of Faculty Senate Meeting
October 8, 2015**

1. Call to Order—Mark S. Wrighton, *Chancellor*

The chancellor called the meeting to order at 11:01 a.m. He explained why the Faculty Senate is convening in October instead of December (to announce and get feedback regarding the agenda for the academic year).

2. Approval of the Minutes of the May 12, 2015 Faculty Senate Meeting

The minutes were approved.

3. Chancellor's Report, Mark S. Wrighton

Academic Year 2015-2106:

We're off to a good start of the academic year. This weekend is Parents' Weekend, which is dominated by parents of first-year students; we have scheduled lots of programming for them. We have slightly over 1700 first-year students this year; it's our most diverse class ever. We have a significant increase in the number of entering African-American, Hispanic and diverse students. We plan on continuing to strengthen diversity among students. Half of our students are in graduate/professional programs; there are individual orientation programs for them, but no centralized one. We need to be mindful of including graduate students in our focus on diversity.

Three current issues of importance for the university:

AAU Campus Climate Survey on Sexual Assault and Sexual Misconduct:

The Association of American Universities (AAU) made available a comprehensive on September 21, which involved the findings of a national climate survey on sexual assault and sexual misconduct that was conducted at 27 institutions, including WU. The survey results come as no surprise; we have a national problem across colleges and universities. The survey affirmed our sense of where we would be with that. A forum to discuss the report was held on September 24; attendance was better than expected, considering the time of the event. Student Union is endeavoring to prepare a significant fraction of undergraduates to aid in preventing sexual assault and sexual misconduct in the settings in which they often happen. This will be a continuing challenge for us.

Commission on Diversity and Inclusion:

The Diversity and Inclusion Steering Committee, headed by Dean Nancy Staudt, has issued its report, which has a number of important recommendations. An implementation commission has been established and will be chaired by Adrienne Davis; this will be a two-year enterprise. There will be a discussion of the commission's work with the WU community tomorrow in Clark Box Forum in Hilman Hall at 3:30 p.m. One recommendation: to provide additional financial resources to strengthen the diversity of the student body. We're already

at work on that; a new \$10 million gift for need-based financial aid has been given by Andrew C. Taylor, volunteer chair of the fundraising campaign, and his wife Barbara Taylor, who have given a total of \$60 million in aid. (This \$10 million puts us now at over \$2 billion for the fundraising campaign as a whole. We're almost near the 2.2 billion goal.) We want to do a lot more in terms of financial aid support. We've now reached \$325 million of a \$400 million goal toward financial aid for both undergraduate and graduate students. We've privately raised that bar to \$500 million. The goal is to increase the number of Pell-eligible students to 13% of the student body by 2020. If the stock market holds, this goal is attainable.

Ferguson Commission:

A report from the Ferguson Commission was released in mid-September. We believe there are important ways in which we can respond to the 109 recommendations in the report. We're having a public forum to discuss possibilities on October 23 in Clark Box Forum. Rose Windmiller, Associate Vice Chancellor for Government and Community Relations, is a member of the commission. WU also supplied faculty experts, undergraduate interns and logistical support for the work of the commission. As a major employer in the St. Louis region, we believe we need to do a lot to respond to the report.

Presidential Debate:

We convinced the Commission on Presidential Debates that the redevelopment of the Gary Summers Recreational Center would be ready in time for the 2016 presidential debates. They've chosen us to host the second of three debates. It will take place on Sunday, October 9; the logistics will be much easier to coordinate on a Sunday. The Commission controls all tickets to the debates; they allot 1/3 of the tickets to the Democratic Party, 1/3 to the Republican Party, and 1/3 to political luminaries. In the past they've sometimes given us a few extra tickets, which we make available to students through a lottery.

Redevelopment:

The east portion of the Danforth Campus is up for major expansion and redevelopment. A special committee of the Board of Trustees has been working on this for a long time. An article about the redevelopment appeared in the *St. Louis Post-Dispatch* on October 5. The plan involves a lot of elements. We will replace surface parking with academic buildings and move parking underground to a garage with two levels and 900 parking spaces. Access will be available from Forsyth, from which cars can either go into the garage or drop off passengers at a welcome center. Another drop-off point with dining and other activities will be made available from Forest Park. Interesting landscaping features will be installed to make the space interactive. Two new buildings are part of the plan: Jubel Hall for the School of Engineering (it will be devoted primarily to Mechanical Engineering) and Weil Hall for the Sam Fox School. It is an ambitious and complicated plan that will be very disruptive and messy. We will begin excavation just after Commencement in May 2017 and hope to finish by Commencement 2019.

Important Leadership Transitions:

Aaron Bobick, Dean of Engineering, and Lori White, Vice Chancellor for Student Affairs, assumed their posts this past summer. On December 1, David Perlmutter will become Dean of the School of Medicine. We have three leadership searches underway: successors for Barb Feiner, Vice Chancellor for Finance and CFO, who will step down at the end of the calendar year; and Eddie Lawlor, Dean of the Brown School of Social Work, and John Berg, Vice Chancellor for Admissions, both of whom will step down at the end of the academic year.

Awards:

This year's Faculty Achievement awards will go to David Holtzmann (School of Medicine) and Paul Michael Lützel (Arts and Sciences). Lan Yang (School of Engineering and Applied Science) will receive the Chancellor's Award for Innovation and Entrepreneurship.

Proposed Increase in the Minimum Wage in the City of St. Louis:

Most of our employment is in the City of St. Louis, including the School of Medicine and the eastern portion of the Danforth Campus. The proposal is for an initial increase to \$8.25/hour and then another increase later on. Our minimum to start is \$11/hour for full-time workers. But this proposal impacts a very large number of student part-time workers, mostly on the Danforth Campus but also in the School of Medicine, who earn \$7.25/hour. Our policy will be that if any part of the university is affected by the raise in the minimum wage, we'll raise the minimum wage for all employees. If this proposal goes into effect, the increase will come in the middle of the academic year (October 15). But there are legal challenges to this, so it may not go into effect.

Hillary Anger-Elfenbein: What will the university do about parking during the redevelopment disruption?

Mark Wrighton: We're making plans for that. But in recent years we've been experiencing lower demand for parking; we have free parking spots every day. We won't terminate all the parking simultaneously. Until the landscaping stage, there will be some surface parking near Engineering.

Elizabeth Childs: How do these plans fit with the library expansion/renovation plan?

Mark Wrighton: This is also a complicated issue. The library will undergo major expansion and redevelopment beginning in May 2016. The plan will give us two additional levels of basement area below Whispers café, and Whispers will be expanded to have a tower up to the third level. This project involves taking apart Whispers and will require a lot of earth removal right in the heart of campus. It's a 14-month project that will begin in summer 2016 for minimal disruption.

Jeffrey Catalano: We've made good progress in the number of Pell-grant eligible students. How do we compare to other universities?

Holden Thorp: 11.5% of entering students this year are Pell-eligible, compared to 8% in 2014 and 6% in 2013. 11.5% is not the absolute lowest among peer institutions, but 13% (our target goal by 2020) would put us in the middle of the pack. This year we weren't confident that we'd yield students once we made offers, but we did better than expected.

Mark Wrighton: We need to be proactive in regions/areas from which we don't normally get students. We don't have the name recognition of other institutions.

4. Faculty Senate Council Chair's report, Rebecca Hollander-Blumoff, *Chair of the Faculty Senate Council*

The first item on the Faculty Senate Council's agenda was to move the December Faculty Senate meeting to earlier in the year in order that to be able to present new issues to the faculty and get feedback on our agenda. Please share thoughts and feedback to the Faculty Senate Council.

Items on the agenda for this calendar year:

Gender Pay Equity Study:

Last year the Gender Pay Equity Advisory Committee made recommendations. This year, we'll conduct a new Gender Pay Equity study. We'll replicate the methodology used in the last study (in order to enable comparisons) and add new angles.

Human Resources:

LeGail Poole Chandler, the new head of Human Resources, will talk to the Faculty Senate Council about issues of concern and new initiatives.

Conflict Resolution:

The Advisory Committee on Tenure and Academic Freedom has an uptick in matters brought to their attention. We'll be looking at the role, rights, and responsibilities of this committee in terms of training, procedures, and what types of disputes are heard. We'll look at peer institutions, talk to the Office of the General Counsel, and discuss precedents.

Ombuds:

We'll examine the role of the Ombuds and evaluate how it's working. We'll think about what we can do to increase that role and provide greater support to leaders with regard to conflict resolution.

5. Discrimination Policy Update, Rebecca Hollander-Blumoff

At the May Faculty Senate meeting, there was lively conversation and feedback about the proposed new discrimination policy, which aims to streamline a Byzantine process of redress. At the moment, documents related to the new policy have been disseminated to all faculty at all the schools and we're soliciting feedback and concerns.

Holden Thorp: Policies that affect faculty members will be voted on by the faculty as part of an amendment to the tenure document. We're working with the Office of the General Counsel on what these policies will be.

Elizabeth Childs: When does the new policy come to a vote?

Rebecca Hollander-Blumoff: There is no vote scheduled yet; we'll determine that once we have feedback (likely at the Spring Faculty Senate meeting).

Mark Wrighton: The ultimate endorsement of a new policy would a vote by the Board of Trustees. We'd need the outcome of a vote by the faculty by the first Friday in May for implementation in the following academic year.

6. Other Business

No other business was discussed.

7. Adjournment

The meeting was adjourned at 11:49 a.m.

Respectfully submitted,
Erin McGlothlin, Secretary