

**Washington University in St. Louis
Minutes of Faculty Senate Meeting
13 October 2016**

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

The Chancellor called the meeting to order at 2:04 p.m.

2. Approval of the Minutes of the May 9, 2016 Faculty Senate Meeting

The minutes were approved.

3. Chancellor's Report—Mark S. Wrighton

Presidential Debate

On Sunday we hosted the second presidential debate, which from our perspective couldn't have gone better; the *St. Louis Post Dispatch* called us the winner. There was excellent visibility for our campus, an unprecedented level of media coverage, and lots of student enthusiasm. Faculty experts Steven Smith, Peter Kastor, and Wayne Fields gave commentary in "Spin Alley." I've received personal feedback from Singapore, China, Japan, and all over the US. This is the 6th time we've been selected to host a debate and the 5th time we have actually hosted. We have high standing with by the Commission on Presidential Debates, and the candidates felt well supported here. It cost between \$5 million and \$6 million to host the debate and required an enormous effort on the part of the university staff and others. Steve Givens chaired the effort and a great number of people in facilities, information technology, dining services, and WUPD contributed. I am very proud of the team here for executing this so beautifully.

International Connections

In September, I visited Hong Kong for meetings that included the deans of all seven schools, the Provost and the international advisory council for Asia. This was the last meeting of this council; we're now moving to a new model for engagement in other parts of the world. This group helped us with ties to alumni, governments, and corporations; its activities led to the development of the McDonnell International Scholars Academy, which has 31 partners, not all of which are in Asia. Asia remains important for us, but we're changing our engagement mechanism to the development of regional cabinets. We hope to have one in every city in which we have a McDonnell partner. In the US, the regional cabinets (as, for example, in New York City) help us build visibility, encourage philanthropic support, encourage the application of prospective students, and develop employment of WU alumni. There is a regional cabinet in Hong Kong but not every city where we have a McDonnell partner will have a regional cabinet right away. Some, such as Ghana, don't have enough alumni or sources of philanthropic support, but over time we hope to develop these networks. We'll focus on cities where we have a meaningful number of alumni and resources: Shanghai, Seoul, Mumbai, Delhi, Tapei and Tokyo. We will replace the International Advisory Council for Asia with an International Advisory Council; officers of all regional cabinet members will be invited to be part of this council.

We're also developing collaborative education programs with international partners. Right now we have 30 advanced students from the Indian Institute of Technology who are enrolled in a joint MBA degree program; the first cohort graduates tomorrow. They receive 1 diploma issued by both institutions.

The second stop on the trip was Brisbane, Australia for a meeting of McDonnell partners hosted by the University of Queensland. Over 300 people attended the conference; 75 from WU (52 of which are McDonnell scholars). The themes: energy, the environment and sustainability, aging, the challenge of providing food and water for a growing population. We hope to have these McDonnell Academy

meetings once every two years.

Entering Undergraduate Class

This fall, about 1780 undergraduates entered from an application pool of 29,000. The students are diverse and academically talented: 9% Latino, 12% African-American, 13% Pell-eligible.

Facility Construction and Redevelopment

Yesterday's *Record* announced that I shared final plans for the East Campus development last Friday at the meeting of the Board of Trustees. We will begin construction after Commencement 2017; the project will take nearly 2 years. The buildings will be completed in April 2019, in summer 2019 they will be outfitted, the landscaping will take place in fall 2019. The development includes:

- parking garage with 2 levels and with a generous ceiling height so that it can be repurposed if necessary
- Gary M. Sumers Welcome Center
- Weil Hall for the Sam Fox School
- expansion of the Kemper Art Museum
- Jubel Hall for Engineering
- The Hub (building for dining and environmental programs)
- Central Green that will eliminate traffic from the east end of campus and provide a better view from Brookings to Skinker Blvd.

Fundraising:

We have only 20.5 months to go in the Capital Campaign. Our goal is \$2.5 billion; as of Friday, we have \$2 billion 355 million (and another \$1 million came in the other day). We have \$144 million to go, but we won't stop with \$ 2.5 billion because we have compelling aspirations and needs. We are actively seeking more financial aid support to strengthen the diversity of the undergraduate student body. We have already surpassed our goal for student aid, but we could do with \$1 billion of new endowment for undergraduate aid. We won't be able to reach this number by the end of the campaign; this should be a longer-term goal. We also need more endowment to support faculty initiatives.

Joe Ackerman: During the events around the Presidential Debates, was that your first ride with the Clydesdales?

Mark Wrighton: That was the first time since I've been here that so many Clydesdales have been on campus (we had a team of 8). Anheuser Busch is a national sponsor of the Commission on Presidential Debates.

Jeff Catalano: When will faculty and staff hear about the transportation plan for the new construction?

Mark Wrighton: Vice Chancellor Dedric Carter is responsible for developing and communicating the new parking policy. We know that no level of communication will be adequate, but we'll try to have lots of communications in the *Record* and in town hall meetings.

Seth Graebner: We're currently conducting a search for a new University Librarian, and we're still in the Capital Campaign. Is the university speaking to donors about the serious needs of the library?

Mark Wrighton: The fundraising campaign is comprehensive; all parts of the university set individual goals. I don't remember what the Libraries' goal was, but they've gone beyond it and are still trying to raise more. The notion that there is a deadline should make the last year of the campaign especially effective in terms of the total amount raised.

Jean-François Trani: At the Brown School, we're concerned about a rising number of mental health

problems among our students. We've been collecting information and have conducted an online study in order to understand what is driving it in our school. This is a national problem that is influenced by lots of factors. Can we look at this issue from the level of the university?

Mark Wrighton: This is a serious problem with undergraduates, not just MA and PhD students (as in the Brown School).

Holden Thorp: We have a new Vice Chancellor for Student Affairs, Lori White. She's looked into this. WU is low in terms of number of counselors (compared to our peers). We've got a plan in place to increase the number of psychologists and other resources; it will take us probably the whole school year to address.

4. Faculty Senate Council Chair's report—Tim McBride, *Interim Chair of the Faculty Senate Council*

I'm in the role of interim chair until December because Rebecca Hollander-Blumoff is on leave; I've appreciated the support of the Faculty Senate Council (FSC). The FSC is a deliberative body and we engage in very lively dialogue and discussion. Our faculty representatives are deeply engaged with and have a commitment to the university community. We work with the university's leadership on a variety of faculty governance issues. We have a range of responsibilities, from providing feedback on policies to spearheading initiatives to approving some administrative actions.

Overall, the FSC has had a busy and productive year. Last year we moved the first full Faculty Senate meeting of the year from December to October in order to better address Faculty Senate members' concerns and ideas and to get greater input from faculty on our agenda for the academic year. Since the last meeting of the Faculty Senate we have reviewed, vetted, discussed, and advised on a variety of issues that affect faculty and students:

- We considered, discussed, approved and put before the full Faculty Senate a change in the tenure policy regarding titles for non-tenured faculty, specifically regarding the promotion and seniority of teaching faculty. This policy was approved by a majority vote in all the schools and ratified by the Board of Trustees.
- The FSC has addressed the importance of free speech, an issue that has come up on campuses around the country. We first discussed this issue in July; we then formed a subcommittee of faculty (including members of the FSC), which developed a statement of principle on free expression. In September it was unanimously endorsed by the FSC and has since been well received both on campus and beyond.
- The Gender Pay Equity committee is still conducting its study, which is nearly complete. The committee was first led by Shanta Pandey; the leadership then passed to Hillary Elfenbein from Olin. We will present the study at the next FSC meeting and it should be approved by the end of the year. It resembles previous studies, but the methods and data are significantly improved. It seeks to provide meaningful new analyses that will fill in the gaps and respond to critiques of previous studies.
- We have been working with the General Counsel and the Provost's office to draft a new policy on complaints of discrimination and harassment, which is nearly complete. It is designed to replace the current somewhat cumbersome system. We received feedback on this from faculty of all the schools, which we synthesized and shared with the General Counsel. Revision of that policy in light of our feedback is currently underway.
- The role of the FSC role is to consider grievances from faculty, some of which are addressed primarily by the ACTAF (Advisory Committee on Tenure and Academic Freedom). There are no grievance issues currently under consideration by our group.
- We have received reports from various offices on campus. For example, we heard the annual report of the Committee on Intellectual Property and Technology Transfer. We also met with

Human Resources to discuss a range of issues and initiatives and to provide feedback on issues of concern to faculty, especially those related to the potential for advancement for staff.

Nancy Berg: Regarding the change in the tenure policy: several years ago, when we created the title of Professor of the Practice, we had lots of forums for discussion. This process happened very quickly. Is there a way in the future to have more input from faculty?

Timothy McBride: We discussed this in detail at the FSC and had our members bring it back to the schools.

Erin McGlothlin: The Arts and Sciences Faculty Council dealt with this; but we've noted that it's difficult to communicate efficiently with A&S because of its size.

Seth Graebner: From a procedural standpoint, where are we in the process of revising the policy on discrimination and harassment?

Holden Thorp: The FSC has approved the policy; it will now go to a vote of the full faculty.

Marty Israel: The Statement of Principle Regarding Free Expression needs greater dissemination.

Timothy McBride: It is available on our website and was disseminated in the *Record* and *Student Life*.

Marty Israel: It should be attached to minutes of this meeting. And the minutes of FS meetings should go out more quickly after the meeting rather than waiting until the next FS meeting. That might help generate better attendance of the Faculty Senate meetings.

Mark Wrighton: We should hold these meetings at 5 p.m., followed by a reception, in order to get better faculty turnout.

5. Other Business

No other business was discussed.

7. Adjournment

The meeting was adjourned at 2:59 p.m.

Respectfully submitted,
Erin McGlothlin, Secretary

Statement of Principle Regarding Freedom of Expression

September 6, 2016

Washington University in St. Louis begins its mission statement by asserting that the institution's primary aims are "to discover and disseminate knowledge, and protect the freedom of inquiry through research, teaching and learning." A commitment to the open exchange of ideas and information is fundamental to achieving these goals. Consequently, the university affirms its unwavering commitment to freedom of expression and the free exchange of ideas.

Since members of our university community engaged in research, teaching, learning, and community service routinely confront difficult and controversial questions, the university must vigilantly encourage and facilitate freedom of expression around contentious topics. Moreover, given the necessity for strong, healthy institutions to engage in critical self-reflection, the university should welcome challenges to its own policies. We affirm that the university should consider First Amendment principles as the baseline of its conduct pertaining to speech and that it should both protect and promote actions that ensure the open expression of a full range of viewpoints.

To protect the freedom of expression, the university should respect the expression of ideas, even those that are offensive or unpopular, by all members of the university community: students, staff, faculty, administration, and guests. That respect for expression should apply to all speech and writing by members of the university community, encompassing any forum in which members of that community engage.

The university community should continue to make resources available to its members to promote robust, wide-ranging debate and discussion. Those resources should include physical and virtual forums, academic panels and presentations, as well as funding and sponsorship of such means of public expression. In allocating such resources the university should focus on a principle of inclusivity, fostering as broad a range of ideas as possible from as many different constituencies of the university community as possible.

The university should avoid all forms of punitive action in response to the expression of ideas, and it should likewise ensure that no one misuses the authority conferred by the university to restrict such expression. However, we recognize that the free exchange of ideas requires civility and some measure of orderliness to be effective. Accordingly, the university should encourage civil discussion through positive norms and examples, responding to speech that offends groups and members of the university community not by interdiction but by encouraging further discussion and opportunities for education about contentious issues. Additionally, the university is justified in taking reasonable, unbiased actions to facilitate orderly discussion in certain settings, especially non-public ones. Unacceptably injurious or dangerous speech (meaning speech that harasses, defames, threatens, or unjustifiably intrudes on the privacy of specific persons) makes no positive contribution to the free exchange of ideas and can in fact discourage free discussion. When sanctions are needed to protect the rights of

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community members subjected to injurious or dangerous speech, the university should employ a transparent process of adjudication.

As a community, we affirm that these actions for protecting and promoting freedom of expression and the free exchange of ideas make the university a stronger, more inclusive, more dynamic institution. Indeed, we submit that our institution would no longer truly function as a university if it failed to provide the grounds for robust debate and deliberation. In this light, it is incumbent on the entire community of Washington University to remember that free and open discourse requires, in the words of Oliver Wendell Holmes, “not [only] free thought for those who agree with us, but freedom for the thought that we hate.”

Endorsed by

Members of Washington University in St. Louis, Faculty Senate Council

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September 2016