

**Washington University in St. Louis
Minutes of Faculty Senate Meeting
8 May 2017**

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

Mark Wrighton called the meeting to order at 4:02 p.m.

2. Approval of the Minutes of the Faculty Senate Meeting of October 13, 2016—Mark S. Wrighton, *Chancellor*

The minutes were approved.

3. Chancellor's Report—Mark S. Wrighton

A lot has happened since October 13, 2017 (our last meeting); our country has a new president. Major research universities like ours are experiencing a great deal of uncertainty. The new president's budget proposes an 18% reduction in spending for the NIH. We're concerned because that's our largest source of research funding. We have an early sign of support for biomedical research in the proposals from the House and the Senate with an increase in spending for the current fiscal year, but proposed funding for FY 2018 will be a challenge.

The president's proposed travel ban is also having an effect on us, both in terms of the psychology of current international students and the interest of prospective students. We remain committed to our international partnerships (especially the McDonnell Scholars Academy) and our international students. We need to keep our eye on the overall picture; we wonder whether we can sustain ourselves abroad as a very attractive place. We have a decline in interest in graduate and professional programs both domestically and internationally.

Another area that may receive attention over the next several months is the matter of tax reform and the potential adverse consequences for universities, particularly with regard to smaller incentives for charitable deductions and the potential taxation of endowments (which are necessary for large research programs and for aid for students).

The fundraising campaign continues to go very well; we've surpassed our announced public goal of \$2.5 billion (which was an increase from our original 2012 goal of \$2.2 billion). That's a very high run rate for us (over \$300 million per year); before the campaign we'd raise about \$120 to \$140 million per year. Our goals were to raise and then sustain levels of philanthropic support. We still have almost 14 months to go in the campaign and hope to realize our internal goal of \$3 billion, an aspiration that is dependent on a strong economy. When we finished our planning for this era in the spring of 2009, the Dow Jones Industrial Average reached its minimum (less than 7,000); now it is about 3 times that. Among the uncertainties is whether the strong economy will persist. Some sub-goals of the campaign include trying to achieve 150 endowed professorships (we now have 128); efforts to build undergraduate and graduate financial aid (we have written agreements for \$441 million; now we're striving to get to \$500 million or more). John McDonnell gave a gift of \$60 million early in the campaign and has recently offered an additional \$20 million in matching funds. His gift will be directed to supporting the McDonnell Scholars (\$70 million in endowment). We will have 84 McDonnell Scholars in residence this year. We have very high levels of faculty and staff support for the campaign; well over 50% have made a gift and the total is over \$50 million. We're still doing regional campaign kickoffs (last week in Baltimore, later this month in Seattle), which raise funds and visibility.

We think we'll have an incoming undergraduate class of 1750 students, which is close to last year's

number; this class will also be diverse and academically talented.

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

I'm completing my second year as the FSC chair; I was on leave in the fall and Timothy McBride served as interim chair.

Highlights of the last year:

- I (along with Holden Thorp) appointed a committee headed by Timothy McBride that drafted a statement on the principle of free speech in advance of the presidential debate. The members of the FSC approved that statement unanimously and it was disseminated via various media.
- The FSC oversaw the Gender Pay Equity Study, which was conducted by a committee led by Hillary Anger-Elfenbein. The study is conducted every 3 years and is part of the university's commitment to gender equality. It was designed to both replicate other studies and make up for the deficiencies in previous studies. Previous studies only considered base salary; this one looked at a variety of compensation factors (summer grant funding, etc.) This new model saw a gender pay gap in all 6 schools. Results are correlational rather than causal, but they suggest there is work to be done. Results of this report were widely disseminated. Recommendations include: conducting follow-up studies every three years with both old and new methodologies, providing assistance for grant application, and paying more attention to the role of salary negotiations. The Provost's office provided a lot of support for this study. The Medical School is conducting its own study.
- We deliberated the new policy regarding discrimination complaints; after an intensive notice and comment period in all schools, we brought feedback to the General Counsel's office. That office then incorporated our feedback and brought us a revised proposal, which we then took back to the faculty. We ultimately took the proposal to the full faculty for a vote. The policy was approved and is now in operation.
- We're considering the process on matters regarding research integrity; the FSC requested an administrative review of the policies of the Committee on Research Integrity (a review that grew out of a faculty grievance). The Review Committee of the CRI included one FSC member; the FSC will receive its report tomorrow. The Advisory Committee on Tenure and Academic Freedom also made proposals for oversight of the CRI.
- We discussed and approved the new policy regarding the ultimate title for non-tenured teaching faculty (the rank of Teaching Professor); this policy required a vote from the full faculty to change the tenure document. This new rank is now in place.
- The FSC has been interested in issue of academic integrity among students; it appointed a new committee chaired by Ron Cytron. This committee is currently reviewing policies and procedures.
- The FSC will be meeting with Hank Webber to discuss issues regarding Human Resources and the potential for staff advancement. I invite questions that we can pose to him; please email me or your school representative if you have thoughts.
- The Provost came to us for advice regarding his proposal for a family-friendly scheduling policy; this new policy will go out in an email to faculty.
- We met with Lori White (Vice Chancellor for Students) to discuss issues regarding student mental health and campus mental health resources.
- We considered and approved minor changes to the University Judicial Code.
- We received reports from Dedric Carter regarding the Committee on Intellectual Property and Technology Transfer and the new parking strategy.
- We heard from Linda Nicholson, Faculty Ombuds, who presented aggregate information on her efforts to advise faculty on various issues and disputes. In response to her report and our own engagement with faculty grievances, we asked the Provost's office to create more opportunities for chair training (particularly with disputes) and to draft written guidance for

chairs.

- I gave a report to the Board of Trustees regarding our activities for the year.

John McCarthy: Why is Medicine allowed to run its own pay equity study?

Rebecca Hollander-Blumoff: I know concern about that issue has been raised a number of times.

Jody O'Sullivan: They were separated out in the study conducted in 2004; they did report to the FSC.

Mark Wrighton: They're required to report their results and methodology.

John McCarthy: There has been no report since 2010; I hope that the FSC will look into this more closely.

Jody O'Sullivan: An outside group was hired to do that study; there were some questions about its methodology. It split things into subgroups, which made it hard to have statistical impact.

Holden Thorp: I will have Diana Gray come and tell you what her plans are and make a report.

Mark Wrighton: Thanks to Rebecca Hollander-Blumoff for her leadership and to Timothy McBride for his leadership as interim chair in the fall.

5. Necrology Report—Erin McGlothlin, *Secretary, Faculty Senate and Faculty Senate Council*

The Secretary read the names of current and former WU faculty members who died during the past year. The Chancellor called for a moment of silence in their honor.

6. Election of New Secretary—Rebecca Hollander-Blumoff

Timothy McBride was unanimously elected to the post of Secretary of the Faculty Senate and Faculty Senate Council.

7. Other Business

Mark Wrighton: I'd like to close with a plea for patience with the redevelopment of the eastern end of campus, which begins on May 22 (Staff Day). This will be a big challenge, particularly with regard to parking. 900 parking places will be decommissioned on one day. In less than two years, the underground parking garage will be done. We'll try to make accommodations by having meetings on the western part of campus.

8. Adjournment

The meeting was adjourned at 4:56 p.m.

Respectfully submitted,
Erin McGlothlin, Secretary