Minutes of Faculty Senate Council Meeting
February 26, 2019


Ex-Officio: Andrew Martin, Chancellor-Elect; Holden Thorp, Provost; Gerhild Williams, Vice Provost and Associate Vice Chancellor for Academic Affairs.

Guests: Hank Webber, Executive Vice Chancellor

The meeting was called to order at 4:08 pm.

1. Call to Order and Approval of Minutes – Timothy McBride, Secretary

Meeting minutes were approved.

2. Chancellor-Elect’s Report—Andrew Martin

The Chancellor-Elect discussed two items. First the announcement of Center for Race, Ethnicity and Equity. This was a Center that was asked for by Center for Diversity and Inclusion. Chancellor-Elect Martin convinced Adrienne Davis to lead it.

In addition, the Chancellor-Elect has announced two grant programs for students, one for $500 technology, and another for $1500 for whatever the student needs for travel. Many peer institutions are doing this. In addition, we are waiving summer work requirement. We continue to have a lot of work to do in this space.

3. Report of the Chair – Doug Dowd

As spring is unfolding, a couple of groups getting under way. There is the Faculty group on HR which is yet to meet. It will meet quarterly.

We have also created the FSC subcommittee for the Bicampus experience, which got underway just last week. It is chaired by Rebecca Hollander-Blumoff. They are attempting to secure access to faculty input from around campus, through a faculty list serve. There will also be drop-in office hours.

Kim Carmichael: we have made a lot of progress. We are working with the Library to coordinate. Linda Tsai: we are seeking more interaction and cooperation between campuses. We have a good agenda. Kim C: The list serve to help communication may help.

4. MyDay Project—Hank Weber

Hank Webber presented an update on MyDay project (attached for the record). This is big in terms of dollars.

Parts of our current system are very old. This new system will be a single integrated system, in cloud. WorkDay as Cloud software provider. We are slated to have this in place by July 2020, and the good news is that this is on time, on budget. The largest user is WUSM and their integration is complicated. On the student side, A&S is the biggest user. We have a data analytics program integrated. This will take some investments. We will have a new chart of accounts; our current one is 50 years old. This is a big change – especially for staff.

Q: How should Faculty be involved? What is best way to get Faculty involved?
A: If you don’t supervise staff and don’t have grants it likely won’t affect things much.
Q: On privacy, who can access it?
A: we will use two factor authorization, and security will be much much better.

Q: What can people have access to? Rules?
A: There will be a policy question about access to salaries... submit joint grants.

Q: Will the system track loss of faculty.
A: System will do and won’t. Turnover, denied tenure, exit interviews, not built into system.

Q: Will there be increased transparency?
A: Yes, that would be a helpful message. Chancellor-Elect Martin: agrees wholeheartedly; with interest in institutional research.

5. Competitiveness of the Undergraduate Program – Provost Thorp

Provost Thorp presented confidential information regarding the competiveness of the undergraduate program.

Q: Does this include University College?
A: No

Q: Men v women.
A: More dissatisfaction from URM. Not enough to account for this. Plenty of wealthy white kids

Q: How have key points about satisfaction been brought up?
A: I agree that we have not had a deep discussion about what our educational goals are. We need to hit students with this content. Doing junior level when they are freshman.

Q: College was easier than high school, except those that went to WashU. How big?
A: some as big as 300.

Q: How will Board process this?
A: It is sobering. They will see it on Friday. We have got to get this fixed. We have supported Deans to get it fixed. We presented data never in a synthetic way. Board is supportive of turning ship around. It is the right thing to do.

DD: A suggestion: should faculty be involved in all conversations?
A: Showed all this to Chairs and Directors on Friday.

6. Other Business

Under new business, the Chair recognized Bess Marshall, who brought forward concern about the overdue WUSM pay equity study. She cited concerns expressed by the Academic Women's Network. Variance on men versus women's salaries were (it was reported) at 3%, and as much as $50,000 for full professors. It was agreed that FSC will receive the completed report, anticipated for March 26, and that frank dialogue was needed to define the problem properly, and to develop a plan to address it.

7. Executive Session

8. Adjournment

The meeting was adjourned at 5:51 p.m.

Respectfully submitted,
Timothy McBride, Secretary