

College of Arts and Sciences
Meeting of Faculty Assembly
SK 102
March 30, 2018
2:00-3:15 PM

ATTENDANCE:

ANTHROPOLOGY:	F. Crespo, J. Haws, S. Parkhurst, A. Storey, J. Zhao
BIOLOGY:	C. Corbitt, P. Eason, L. Fuselier, S. Rabin, D. Schultz
CHEMISTRY:	L. Hoyt, E. Mueller
CLASSICAL & MODERN LANG.:	D. Coyne, L. Dray, T. Edison, B. Fonseca-Gruber, J. Gabbard, J. Greene, M. Groenewold, G. Hutcheson, A. Leidner, R. Luginbill, M. Makris, M. Medina, F. Nuessel, R. Roebuck, C. Sullivan, L. Wagner, M. Wu, L. Zeng
COMMUNICATION:	M. D'Silva, J. Ferré, A. Futrell, J. Hart
COMPARATIVE HUMANITIES:	N. Polzer, T. Stewart, Jr.
CRIMINAL JUSTICE:	B. Fisher, D. Keeling, K. Swartz
ENGLISH:	K. Chandler, J. Dantoni, K. Kopelson, G. Ridley, S. Ryan, B. Williams
FINE ARTS:	D. Lai, R. Singel
GEOGRAPHY/GEOSCIENCES:	C. Day, F. Stevens
HISTORY:	B. Beattie, J. Westerfeld
MATHEMATICS:	T. Riedel, D. Swanson
PAN-AFRICAN STUDIES:	M. Logan
PHILOSOPHY:	A. Kolers, D. Owen
PHYSICS:	R. Chastain
POLITICAL SCIENCE:	A. Caldwell, A. Enders, J. Farrier, S. Hua, M. Merry, L. Moyer, C. Ziegler
PSYCHOLOGY:	L. Haynes, S. Meeks
SOCIOLOGY:	M. Austin, J. Beggan, J. Busch, K. Christopher, P. Gagné, L. Heberle, D. Potter, D. Roelfs, R. Schroeder, H. Taniguichi
THEATRE ARTS:	R. Vandenbroucke
WOMEN'S & GENDER ST:	J. Griffin, D. Heinecken, S. Jarosi, D. Pecknold, N. Theriot
URBAN & PUBLIC AFFAIRS:	S. Zhang

Dr. Karen Christopher, Chair, called the Faculty Assembly to order at 2:03 PM.

Dr. Christopher recognized Dr. Edna Ross, chair of the A&S Technology and Facilities Committee. Dr. Ross encouraged the faculty to complete the committee's classroom technology

survey. The passage of an A&S technology fee gives the College a small amount of money that it may direct into classroom maintenance and improvement. Faculty were encouraged to identify problem classrooms—and to provide photographic evidence—so that a priority maintenance list can be created.

Dr. Christopher next recognized Dr. David Owen, who briefly summarized interim President Postel's meeting with the Faculty Senate at 11:30 AM concerning language including in House and Senate budget bills that appears to threaten tenure in Kentucky. Dr. Postel and Dr. Billingsley argued that the language relates to statutes that do not govern UofL and that the language is not a substantive departure from University policy as outlined in *The Redbook*. The Faculty Senate Executive Committee proposed to draft a statement over the weekend to send to the state senate expressing its concerns and information about how to contact one's representatives and senators will be re-sent.

Dean Leonard next presented a wide-ranging update on budget development for 2018-19. The dean reviewed the state cuts that the University has been forced to absorb. Even though UofL was supposed to have a new budget model for the next academic year, no new model has been finalized and approved. The new budget must be decided upon in May and approved by the Board of Trustees at its June meeting. The board has requested that it be presented with multiple budget scenarios, including one in which UofL takes an \$8 million cut in state appropriation, as it debates whether to raise tuition and, if it does, by how much. There is general support for raises, but it is unclear whether there will be funds available to continue the salary equity adjustments. Dean Leonard mentioned that possible institution of revenue targets. Under such a model, units would be expected to generate a designated amount of revenue. Failure to meet that target would result in a budget cut. Units that exceed their designated revenue target would receive some percentage return. Finally, Dean Leonard turned to hiring. A total of 14 faculty members will retire or resign at the end of the academic year. This only exacerbates the College's staffing problems since the College was not able to fill all of last year's vacancies. Funds will be swept for departing personnel, so it is critical that as many replacements as possible be secured. All hires except the hire of student workers are being reviewed by the central administration and new HR policies will require that PTLs be hired from formal searches. If the budget worsens, there will be no tenure-track hiring.

The next item of business was a resolution from the Faculty Salary committee. As proposed, the resolution read:

Memo to: Kimberly Kempf-Leonard, Dean, College of Arts & Sciences

From: College of Arts and Sciences Faculty Assembly

Date: March 23, 2018

Re: Resolution for shared governance in salary equity

Section 4.2.1.A of the *Redbook* states that “administrative officers and appropriate faculty bodies shall protect faculty members from inequities in salary.” In accordance with this requirement, the A&S Faculty Salary Committee will maintain salary data for all faculty members of the College, in addition to salary data based on discipline and rank for our benchmark institutions. Each year the committee will analyze the data to identify instances of salary inequity for reasons including, but not limited to:

1. failure to maintain salary equitable with benchmark institutions;
2. compression and inversion of salaries within departments;
3. gender, race, or other factors.

Each year the Committee will report to the Dean its recommendations for equity adjustments and will provide an annual report to the College summarizing its findings.

When funding designated for College-wide salary equity adjustments is made available, the Faculty Salary Committee will recommend allocation guidelines and criteria to the Faculty Assembly, which will have final authority on determining any allocation guidelines and criteria (pursuant to A&S Bylaws, Section IX.C.(2)).

The Faculty Assembly approved this resolution with one opposing vote.

The Faculty Assembly next turned its attentions to the Faculty Salary Committee’s proposed amendment to the College’s by-laws. The current language reads:

The following actions by any committee shall require action at a Faculty Assembly meeting called specifically for that purpose:

- (2) Any change in the allocation policy for salary increases;

The proposed amendment to Section IX, sub-section C, item #2 would replace item #2 with the following language:

"Any change in the allocation policy for salary increases; and the determination of allocation guidelines and criteria for the distribution of salary equity adjustments;"

During discussion of this proposed amendment, the Faculty Assembly accepted Dr. Diane Pecknold’s motion that “adjustment” be replaced with “funds.”

The revised language then read:

"Any change in the allocation policy for salary increases; and the determination of allocation guidelines and criteria for the distribution of salary equity funds;"

Additional proposed language revisions failed. The Faculty Assembly will vote to approve this proposed change to the College’s by-laws at its April 20th meeting.

Dr. Christopher next recognized the members of the ad-hoc Tenure-Track Teaching Positions (TTTP) committee. The committee offered a preliminary report and will present something fuller to the Faculty Assembly at its April 20th meeting.

The meeting was adjourned at 3:15 PM.