

College of Arts and Sciences
Meeting of Faculty Assembly
SK 102
April 20, 2018
2:00-3:15 PM

ATTENDANCE:

ANTHROPOLOGY:	F. Crespo, J. Haws, L. Markowitz, S. Parkhurst, A. Browne Ribeiro, A. Storey, C. Tillquist, J. Zhao
BIOLOGY:	P. Eason, L. Fuselier
CHEMISTRY:	L. Hoyt, A. Powe
CLASSICAL & MODERN LANG.:	D. Coyne, M. Dalle, T. Dumstorf, T. Edison, B. Fonseca- Gruber, J. Greene, M. Groenewold, M. Hencker, G. Hutcheson, A. Leidner, R. Luginbill, M. Makris, M. Medina, J. Mingos, S. Owolabi, C. Sullivan, L. Wagner, W. Yoder
COMMUNICATION:	M. Cunningham, L. Della, M. D'Silva, A. Futrell, J. Hart
COMPARATIVE HUMANITIES:	A. Hall, M. Johmann, N. Polzer, T. Stewart, Jr., E. Wise
CRIMINAL JUSTICE:	C. Dawson-Edwards, D. Keeling
ENGLISH:	D. Anderson, A. Clukey, J. D'Antoni, J. Dietrich, F. Kelderman, D. Lutz, A. Olinger, G. Ridley, S. Ryan
GEOGRAPHY/GEOSCIENCES:	C. Day, A. Gaughan, D. Howarth, J. Naylor, W. Song, F. Stevens, H. Zhang
HISTORY:	B. Beattie, R. Devlin, C. Ehrick, T. K'Meyer, T. Keeley
MATHEMATICS:	D. Swanson
PAN-AFRICAN STUDIES:	J. Carew, P. McCutcheon, T. Rajack-Talley
PHILOSOPHY:	A. Kolers, D. Owen
PHYSICS:	D. Brown, R. Chastain, B. Freelon
POLITICAL SCIENCE:	D. Buckley, A. Caldwell, A. Enders, J. Farrier, T. Gray, M. Merry
PSYCHOLOGY:	L. Haynes, S. Meeks, J. Woodruff-Borden
SOCIOLOGY:	M. Austin, J. Beggan, K. Christopher, P. Gagné, D. Roelfs, R. Schroeder
THEATRE ARTS:	R. Vandenbroucke
WOMEN'S & GENDER ST:	J. Griffin, D. Heinecken, S. Jarosi, K. Story, N. Theriot
URBAN & PUBLIC AFFAIRS:	D. Simpson

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

The faculty unanimously approved the slate of graduate and undergraduate candidates for May 2018 graduation.

The faculty unanimously approved Ms. Tasneem Karim as the 2018 Woodcock Medalist.

Business next turned to election of the Faculty Assembly's chair and parliamentarian. Dr. Susan Jarosi nominated Dr. Karen Kopelson, who was approved unanimously. Dr. Christine Ehrick nominated Dr. Susan Ryan for another term as Parliamentarian. Dr. Ryan was approved unanimously. She will be on sabbatical in Spring 2019, so the Faculty Assembly will need to select her replacement during the Fall 2018 semester.

The next item of business was the second reading of the Faculty Salary Committee's motion to amend section IX.C (2) of the College' by-laws. The Faculty Assembly approved the proposal unanimously. The new language will 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;"

Dr. Christopher next recognized Dr. Glynis Ridley and the members of the ad-hoc Tenure-Track Teaching Positions committee to present the committee' report and recommendations. After extended discussion about the proposed positions' nature and the logistical functions that would control them and the motion's language, the Faculty Assembly approved the following:

Recommendations of the ad hoc Committee on Tenure-Track Teaching Positions

Statement:

Like the overwhelming majority of institutions of higher education, UofL is increasingly reliant on a variety of non-tenure track instructors, including term faculty. With few exceptions A&S term faculty are hired on annual contracts, have little job security, and limited opportunities for advancement. Their ability to participate in policy-making varies from department to department. Such faculty are typically relied upon to provide the majority of instruction in departments' introductory courses. This experience at the department level contrasts with a number of stated institutional goals including:

Continuing to grow the research profile of the University,

Strengthening the University's application for Phi Beta Kappa, and

Potentially increasing student enrollment to 30,000.

These goals have been articulated against a background of declining state revenues and other fiscal constraints. In preparing to respond to these pressures, and in recognition of the often-tenuous conditions of term faculty employment, the A&S Faculty Assembly created the ad hoc Committee on Tenure-Track Teaching Positions, and charged it with exploring the feasibility of expanding tenure within the College to include tenure-track positions that are teaching focused.

After examining the Redbook and other relevant policy documents for the College, investigating how other institutions have implemented such positions, and considering the needs and cultures of the various departments in the College, the committee makes the following motion:

Motion. The Tenure-Track Teaching Positions Committee recommends the creation of teaching-intensive tenure-track positions (TTTPs) to complement the research-intensive tenure-track positions (RTTPs) we currently have. This recommendation is made with the proviso that any such TTTP lines, once established, shall operate according to the provisions laid out in the 4-point plan below. The Committee would regard the dismantling of any of these provisions by any university body as contrary to its original intent.

The 4-point plan

1. Allocation:

- a. Maintain average (over a 3-year period) of:
 - i. Min. 73% of total FTE Faculty lines will be RTTPs
 - ii. Of remaining faculty, goal is to get to min. 50% TTTPs
- b. This allocation shall be consistent, as far as possible, across departments.
- c. Adherence to these allocations, both college-wide and across departments, shall be monitored by the A&S Planning and Budget Committee.

2. Definition:

- a. A TTTP is any tenure-track or tenured faculty member whose primary job responsibility, is teaching, and teaching is to be the most heavily weighted area for merit, tenure, promotion, and sabbatical purposes while the faculty member holds this designation. Without dictating AWP percentages or course-by-course teaching loads, we estimate that faculty in these positions will dedicate ordinarily no less than 55% to teaching and no more than 15% to research, with a maximum teaching load not to exceed seven (7) 3-credit courses per year.

3. Evaluation:

- a. Ensure that promotion, tenure, sabbatical, and favorable merit ratings are equally available to TTTPs as to RTTPs.
- b. Both TTTPs and RTTPs shall be informed at the beginning of any review period the basis upon which they will be reviewed for merit, tenure, promotion, and so on, and what kinds of materials will be sent for extramural review.
- c. An individual hired into a tenure-track line, whether TTTP or RTTP, shall be evaluated for tenure in the primary area of evaluation under 2(a). An individual hired to a RTTP position may not switch to a TTTP designation and seek tenure primarily on the basis of the teaching record.
- d. Any TTTP or RTTP faculty member may request to switch tracks from teaching-intensive to research-intensive, and vice versa, upon attaining tenure and thereafter at 3 year intervals (should there be compelling justification for doing so).
- e. Equitable evaluation across job classifications shall be monitored by the A&S Personnel Committee.

4. Remuneration:

- a. One pay scale shall be maintained for all tenure-track faculty, be they TTT or RTT.

b. The A&S Faculty Salary Committee shall monitor equity of pay rates across position types.

5. No hires can be made in these positions until appropriate personnel and other pertinent policies are in place.

As the final item of business, Dr. Susan Jarosi briefly presented highlights from the Faculty Salary Committee's annual report. The complete report is available here:

<http://louisville.edu/artsandsciences/faculty-staff/faculty-assembly/faculty-assembly-documents>.

The meeting was adjourned at 3:15 PM.

AGENDA FOR A&S FACULTY ASSEMBLY

April 20, 2018

STRICKLER 102, 2:00-3:15

- I. Announcements
- II. Vote on approval of May graduates
- III. Vote on approval of Woodcock Medal nominee
- IV. Elections for Faculty Assembly Chair & Parliamentarian
- V. Motion to Amend A&S Bylaws, Section IX.C.(2) from A&S Faculty Salary
Committee (second reading)
- VI. Motion from TTTP (Tenure-track Teaching Positions) Committee
- VII. Report from Faculty Salary Committee