

University of Louisville

Faculty Senate Meeting

January 6, 2016

The regular meeting of the Faculty Senate was held on January 6, 2016 at 3:00 P.M. in the Chao Auditorium, Ekstrom Library, Belknap Campus, Pamela Feldhoff presiding.

Senators Registering Attendance:

A&S: Beth Bradley, Carrie Donald, Jasmine Farrier, Karen Hadley, David Owen, Christopher Tillquist **BUSINESS:** Robert Barker, Ben Foster, Bruce Kemelgor **DENTISTRY:** Roberto Caicedo, Don Demuth, Lee Mayer, Robert Staat **EDUCATION:** Monica Delano, Patrick Hardesty, Caroline Sheffield, Tom Simmons **KENT SCHOOL:** Seana Golder, Martin Hall, Lesley Harris **LAW SCHOOL:** Kurt Metzmeier, Luke Milligan, Enid Trucios-Haynes **LIBRARIES:** Carrie Daniels, Terri Holtze, Margo Smith **MEDICINE:** Forest Arnold, Eric Burton, Pamela Feldhoff, Saeed Jortani, Gerald Larson, Kenneth Palmer, Michael Tseng **NURSING SCHOOL:** Valerie McCarthy, Karen Singleton **PART-TIME FACULTY:** Joseph Gutmann, Rose Mills, Susan Peacock, John Ritz **PUBLIC HEALTH:** Ray Austin, Scott Lajoie **SPEED SCHOOL:** Roger Bradshaw, Kyung Kang

Also Attending:

Ex Officio: President James Ramsey, Interim Provost Neville Pinto, Alex Stewart

Other University Representation: Tracy Eells

Guests: Elaine Wise, John Karman

ULARP: Bob Stenger

Press: Janet Cappiello (*UofL Today*)

Senate Coordinator: Gretchen Henry

Senators Not Registering Attendance:

A&S: Greg Hutcheson, David Simpson, Beth Willey **BUSINESS:** Robert Myers **MEDICINE:** Yousef Abu-Kwaik, Luz Fernandez, Brad Keller, Rainer Lenhardt, Chin Ng, David Stirling, Victor van Berkel, Jeffery Weihing **MUSIC:** Randi Bolding, Sidney King, Krista Wallace-Boaz **NURSING SCHOOL:** Heather Owens **PART-TIME FACULTY:** Donna Gaus, Michael Wade **SPEED SCHOOL:** J.P. Mohsen, Kevin Walsh

CALL TO ORDER: Feldhoff

ACTION ITEM: Meeting Minutes - The meeting minutes from [December 2, 2015](#) were approved unanimously as distributed.

REPORT: Student Government Association –Stewart

Alex Stewart reported on several topics:

- The RFPs for food services and textbooks have gone out.
- Students had a great time at the Music City Bowl game.
- New furniture has been purchased for the Library.
- The upcoming semester will be very busy.

REPORT: Staff Senate – Ginger Brown

No report was made.

REPORT: COO/CFO Harlan Sands

Mr. Sands reported on various topics, which included: See the full Power Point [here](#).

Advancing the 21st Century Initiatives

- Overarching Goals
 - Finalize the configuration of the Office of SVP for Finance & Business Administration
 - Enhance financial controls
 - Improve administrative functions, processes and services create revenue opportunities and improve business practices
 - Enhance facilities

Achievements from June through December 2015 included:

- Enhanced financial controls – introduction of unit LFOs; bond rating AA-/stable
- Improved administrative functionality/process/services – HSC and Belknap Shared Service Centers
- Identified under-invested “reserve” accounts – \$1.85M in state-held bonds
- Broadened partnerships – Increase in international study program; campus dining and bookstore; and, new credit union partner.

Early Wins:

- Performance Review process and training for supervisors
- Self-serve Benefits
- Travel and Expense online module
- Automation of A/P, ACH file (vendor pay)
- IT enhancements

Regarding searches, Mr. Sands reported that the following positions should be filled by each target date, as listed.

- Associate Vice President for Business Services – Interview the week of February 1, 2016
- Associate Vice President for Facilities Management - April 1, 2016
- Associate Vice President for Audit/Compliance - May 1, 2016 (Dave Barber is retiring.)
- Associate Vice President for Human Resources - June 1, 2016

Active Shooter Training – Current national standard is “RUN, HIDE, FIGHT”.

- The 2 hour training is available online and on-site
- Later in the semester, drills will be run.

Questions:

- Asked about concealed carry, Mr. Sands replied that this is a very serious issue everywhere. Our policy has not changed – only on-duty officers are allowed to carry a weapon.
- Asked about the state of the state auditor’s report, he said he has no information.

REPORT: UNIVERSITY PRESIDENT – Dr. James Ramsey

President Ramsey started his report stating three issues he is focused on. They are:

- Diversity Incentives- Since the campus discussion on diversity held on November 20th, he has been looking at diversity initiatives and ways to fix and fill the gaps. He is waiting to

hear from various groups. A work plan, schedule and budget are needed to get these initiatives done.

- Medical Partnerships – An agreement was reached in mediation with Norton for UofL Pediatric Department and Kosair Children’s Hospital. It is not a perfect arrangement, but he is pleased with the 8 year agreement, as that allows time to work out existing issues. With the integrated network of KYOne and ULP, the \$135M revenue has started to coming in.
- The NCAA Investigation – This is a very slow and frustrating process. Our investigation is complicated by NCAA rulings of “impermissible benefits” – which means, if a benefit is available to all students, there is no NCAA infraction. But we don’t know how they rule on these findings. The UofL Faculty Athletic representative, Professor Elaine Wise, stated that there are 2 ways for infractions to be determined: by the investigation committee or by the infraction committee. Dr. Ramsey pointed out that on top of all that, there is the criminal investigation, in which UofL is not involved.

Dr. Ramsey also spoke about Dr. David Dunn’s leave of absence. The Board of Trustees are in charge of the investigation. Asked about the timeline for this, he said it was the same as the NCAA, and it is up to the investigators.

The Board of Trustees meets next week and the main event will be Dr. Pinto’s presentation on student success and CPE funding. At the Board of Trustees’ Finance Committee meeting, Mr. Sands will update them on the Strothman Audit. There has been talk of a divorce between the UofL Foundation and the University of Louisville.

Questions:

- Asked about the status of NUCLEUS, President Ramsey said that the HSC and ShelbyHurst businesses are being reviewed for possible union. No decisions have been made.
- Regarding inclusiveness, a senator said that he was offended by a recent job posting that explicitly excluded certain races/ethnicities and asked why the law was not followed when hiring. Dr. Ramsey said that human error occurs and that the matter was reviewed. The advertisement was overlooked by reviewers in the unit and hiring should be handled through Human Resources.
- Asked about ULP and KYOne and a possible ULP take over, Dr. Ramsey replied that he told Catholic Healthcare that it could not take over and that UofL is bigger and will lead. We will protect our faculty.

REPORT: INTERIM UNIVERSITY PROVOST – Dr. Neville Pinto

Dr. Pinto said the major issue now is CPE funding. The CPE has proposed \$87M over 2 years to restore past cuts to higher education. The metrics to receive the funding were finalized in December. The expected metrics include both common and institution-specific goals:

- The Number of Baccalaureate Degrees
- First Year Retention Rate
- Progression – improve the 6 year graduation rate by measuring the number of credits students take each year
- Research Expenditure – based on a combination of home funding and NSF grants
- Institutional Choice – We have chosen clinical trial revenue.

Each metric is weighted and based on a points system. Full funding for UofL would mean \$14M in each of the next 2 biennia. We will have our goals finalized by January 25th.

Questions:

- Asked if funding would be \$14M in each year, Dr. Pinto clarified that was in each biennium.
- Asked about institutional goals, Dr. Pinto said that the comprehensive institutions shared a set of goals and the research institutions (UofL and UK) had a shared set of 3 goals, plus a research goal and a goal of choice.
- Asked if each goal was equally weighted, he said not all were equal, some had sub-goals.
- Asked about cultural competency, Provost Pinto replied that the goal of the University is to educate. When people are passionate about issues, mistakes can be made. But, with checks and balances, they can be worked out.

Dr. Pinto went on to say that decisions are starting to be made as to how we will achieve our academic mission. Discussions with deans down to department chairs on a new budgeting culture, where units have more control over their academic goals. Evaluations of unit priorities will be factored into next year's budget. This will allow local investments on a unit basis. It will take a few years to implement. Asked how University Libraries and the graduate school fit in to this budget model, as they do not generate revenue, Dr. Pinto said that has been part of the discussions, but a university cannot be great without a library. Mr. Sands added that those costs can be pegged to revenue, with increases/decreases sent to the non-revenue units.

DEAN SEARCHES:

- KENT SCHOOL: There is a strong pool of 5 candidates.
- BUSINESS: There was a lot of interest in this position with 9 semi-finalists.
- DENTAL SCHOOL: The search committee will review candidates by the end of January.

OTHER POSITIONS:

- ADA Coordinator/Title IX/Campus Safety – The 120 applications have been narrowed to 5-6 candidates for Skype interviews.

ACADEMIC LEADERSHIP:

On January 15th, a workshop will be held Legal Issues Department Chairs Need to Know. This is focused on how to word a job placement ad.

REPORT: Standing Committees of the Faculty Senate

- **Academic Programs Committee (APC)** – Demuth
 - This committee did not meet.
- **Committee on Committees and Credentials (CCC)** – Sahoo
 - This committee did not meet.
- **Part-time Faculty Committee (PTFC)** – Peacock
 - This report was online.
- **Planning & Budget Committee (P&B)** – Austin
 - This committee did not meet.
- **Redbook & Bylaws Committee (RB)** – Wallace-Boaz
 - This report was online.
- **Executive Committee (XC)** – Trucios-Haynes
 - This committee met in December and had a budget presentation from Susan Howarth.

After the committee reports were completed, the question was asked: How did the announcement for the Provost search come out right before the holiday break, and why is it an internal search? A discussion followed. The Senate Chair said that the Board of Trustees voted in October to hold an internal search and she was not sure why it was announced on December 23rd. It was noted as odd that such a high level position did not warrant a national search. An internal search was held when Dr. Willihnganz became Provost, as well. Dr. Eells pointed out that President Ramsey had consulted with various groups on campus on the internal/external search question. Asked if the Faculty Senate's role had changed, Chair Feldhoff said it had not. Former Faculty Senate Chair, Bob Stenger, said that when President Shumaker left the University, an internal candidate was hired and after announcing an external search, Shirley Willihnganz was hired. Asked if it was possible to have time for Senate-only discussions, Chair Feldhoff felt inviting the administration to the meetings was the best way to be included in University governance. As it was late in the meeting, it was uncertain that a quorum existed. Nonetheless, a vote was taken on the preference for an internal or external search, with the following results: for an internal search – 5; for an external search – 10; abstained – 2. Points made were: and internal search will balance the recent influx of external hires; it looks bad when we conduct an external search and then hire from within; we don't oppose internal or external, but we were not consulted; there is a strong presumption of an external search at this level; a failed national search is mud on our face and we currently have a lot of mud on our face; the dean search for Business was external; a national search would give confidence to whoever is hired. As the hour had arrived, Chair Feldhoff said the discussion was healthy and that the Executive Committee would discuss the matter further.

REPORT: Faculty Senate Chair – Feldhoff

This report will be sent out later.

New Business

None

Old Business

None

Announcements

The next meeting is February 3rd, 2016 in the Chao Auditorium.

Adjournment

The meeting was adjourned at 5:00 P.M.

Respectfully submitted,
Gretchen Stein Henry
Faculty Senate Secretary

