

# University of Louisville

Faculty Senate Meeting

February 3, 2016

The regular meeting of the Faculty Senate was held on February 3, 2016 at 3:00 p.m. in the Chao Auditorium, Ekstrom Library, Belknap Campus, Pamela Feldhoff presiding.

## **Senators Registering Attendance:**

**ARTS&SCIENCES:** Beth Bradley, Carrie Donald, Jasmine farrier, Karen Hadley, Greg Hutcheson, David Owen, David Schultz, Joe Steffen, Christopher Tillquist, Beth Willey **BUSINESS:** Rob Barker, Ben Foster, Bruce Kemelgor, Robert Myers **DENTISTRY:** Ricardo Caicedo, Don Demuth, Lee Mayer, Robert Staat **EDUCATION:** Monica Delano. Patrick Hardesty, Caroline Sheffield, Tom Simmons **KENT SCHOOL:** Martin Hall, Lesley Harris **LAW SCHOOL:** Kurt Metzmeier, Enid Trucios-Haynes **LIBRARIES:** Carrie Daniels, Terri Holtze **MEDICINE:** Yousef- Abu-Kwaik, Forest Arnold, Pamela Feldhoff, Kenneth Palmer, David Stirling, Michael Tseng, Jeffery Weihing **MUSIC SCHOOL:** Sidney King, Krista Wallace-Boaz **NURSING SCHOOL:** Valerie McCarthy, Karen Singleton **PART-TIME FACULTY:** Joseph Gutmann, Susan Peacock, John Ritz **PUBLIC HEALTH:** Scott LaJoie, Kristina Zierold **SPEED SCHOOL:** Roger Bradshaw, Kyung Kang, J.P. Mohsen

## **Also Attending:**

**University President:** Dr. James Ramsey

**University Provost (Interim):** Dr. Neville Pinto

**Staff Senate Representative:** Ginger Brown

**SGA Representative:** Alex Stewart

**ULARP:** Bob Stenger

**Guests:** Dale Billingsley, Marie Brown, John Karman, Phillip Lentsch

## **Senators Not Registering Attendance:**

**ARTS&SCIENCES:** David Simpson **KENT SCHOOL:** Seana Golder **LAW SCHOOL:** Justin Walker **LIBRARIES:** Margo Smith **MEDICINE:** Eric Burton, Luz Fernandez, Saeed Jortani, Brad Keller, Gerald Larson, Rainer Lenhardt, Chin Ng, Victor van Berkel **MUSIC SCHOOL:** Randi Bolding **NURSING SCHOOL:** Heather Owens **PART-TIME FACULTY:** Donna Gaus, Rose Mills, Michael Wade **SPEED SCHOOL:** Kevin Walsh

## **CALL TO ORDER**

### **ACTION ITEM: Meeting Minutes – Feldhoff**

The January 6, 2016 meeting minutes were unanimously approved as distributed.

### **REPORT: Staff Senate – Brown**

The Staff Senate does not meet in January. However, the Executive Committee met and discussed the definition of emergency personnel in inclement weather, how they are designated, and possible extra compensation. The Staff Senate meets on Monday, February 8<sup>th</sup> in Middleton Auditorium.

### **INFORMATION ITEM: First reading of School of Medicine document – Wallace-Boaz**

The School of Medicine's documents were posted online. Senator Wallace-Boaz gave a brief summary of the changes that included, in section 3 (Policy, Criteria and Process) a clarification of terms to tenure,

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community engagement and scholarship. As it was a first reading, no discussion is allowed. A red-lined version will be requested and posted to the Senate web site.

## **REPORT: University Provost – Pinto**

Provost Pinto had planned on updating the Senate on the 21<sup>st</sup> Century Initiatives, but in light of the governor's recent budget announcements, he felt a budget update was necessary.

- **Operating Budget:** The proposed immediate 4.5% funding reduction for higher education would mean a cut of \$6.3M for UofL. Then, in FY16/17 another 4.5% cut would mean a loss of \$12.5M (9% total) over the next 2 years. The Provost said that the proposed performance-based funding slated for implementation in FY17/18, is more worrisome. The proposal would put 1/3 of our appropriation into a post-secondary pool that will then be allotted based on performance metrics. The proposal includes moving all state funding into the performance pool by FY19/20. It is not clear who establishes the metrics or who allocates funding based on the metrics, though the governor has said he wants direct input on the metrics. It seems the governor will take the lead on this instead of the CPE, as is historic.
- **Exemptions:** Both Northern and Western Kentucky Universities are exempt from the immediate cuts due to funding disparity. They will be subject to cuts but will also be allocated funds to close the disparity.
- **Bucks for Brains/Capital Projects:** The governor's budget did not include funding for Bucks for Brains or capital projects, though permission was granted to pursue funding for capital projects.
- **Workforce Development:** Funding was granted for the Workforce Development Pool to be used for capital and workforce education. The Workforce Cabinet will administer the \$100M.
- **Shift in responsibility:** Provost Pinto believes there has been a shift from public responsibility to pay for education to a personal responsibility. This is a very different model. Increasing tuition is alright as it places the burden on the individual, instead of the state. He has not addressed need-based financial aid. How higher education should be run is now being decided by an unknown group. He does not know how it will play out, but feels it is not a problem for the next 2 years.
- **Questions:**
  - Is the \$4.5M cut immediate?
    - Yes. The governor told Dr. Ramsey that this year's cut is final, no debate. We have 30 months to figure out how to manage the future cuts. It is not clear that the governor has the authority to move funds from one fiscal year to another biennium. And this is a proposal that has to be passed by the legislature, but based on what we know, about 97% of the Governor's budget will pass. We will wait to see what happens before we act.
  - One third of base funding – are we guaranteed to get it back?
    - Two thirds are guaranteed. In FY17/18, the one third is based on metrics. If we get more money, it comes from another school's funding decrease. If we get less, it goes to another school.
  - What about the engineering, not literature statement?

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- This is what is important to the governor. We will know more when the metrics are developed. He prefers degrees that help the workforce in Kentucky. It is not the number of degrees, but the kind. The governor did not like our metrics:
  - Number of degrees granted
  - Retention
  - Six year graduation rate
  - Progression – number of credits in the junior and senior years
- Will there be a backlash against his STEM push and his dismissal of Liberal Arts?
  - At this point, he has not stated how we spend our funds.
- Is there any effort to speak out in defense of higher education?
  - We have discussed this. It is about strategy and how that could help or hurt us. We will not give up our values on this. We are not just sitting on our hands. A public approach has to be strategic. What works in private institutions does not work the same in public institutions. At the state institutions provost's meeting last week, there was some anger expressed on this subject. It is a totally new approach to disregard the student who cannot attend college without state assistance.
- It feels fundamentally wrong that he is picking and choosing who gets the 4.5% cut. Is UofL or any other schools pushing back on that?
  - Any push back has to be strategic. The power is in the legislature, and they are behind us. A public outcry will bring it to light. Our strategy is with the legislators.
    - Senator Staat noted that Tennessee has performance-based funding, but will not cut or increase funding by more than 2%
- Engineering versus French Literature sounds like a 21<sup>st</sup> Century funding proposal.
  - Not similar at all. We want to advance our University mission. By saying that the governor is reacting to the lack of a trained workforce for industries coming into the state. He is looking for skilled labor. We are not looking for the same level of education. He seems to be addressing the education of skilled labor. This is his opinion. He should understand that more citizens need higher education. He is thinking in the near range. We have a long range vision.
- **Process:** How does this budget impact us practically? He has met with all the units and all have good plans. All the deans said that the Graduate School has been underfunded since 2008 and there is not enough diversity. We have to drive our values, but not as an accountant and not idealistically. We need to be more aggressive. It is up to the deans to develop ideas – rooted in the reality of funding. They will need to defend their recommendations to fund certain programs – engineering or French Literature. We all must be financially realistic.
- **Strategic Enrollment Management:** Enrollment is the lifeblood of the University. The loss of students in 2015 cost us millions of dollars. The Enrollment Steering Committee will play a key role in engaging the deans on retention, transfers and first-year freshmen. We will continue our efforts, by factoring in our plan.
- **Announcements:**

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- Leadership Academy for New Faculty – meets Tuesday, February 9<sup>th</sup> in MITC 201.
- The Celebration of Teaching & Learning – this is a wonderful event well worth attending.
- **Questions:**
  - Have you explored the idea of differential tuition?
    - It is to be considered.
  - What is UofL's connection to 55K Degrees in Louisville?
    - It is a great project. We are very engaged. He is on the committee.
  - Can we track people with college credits?
    - Dr. Dale Billingsley answered that in Jefferson County alone, there are 90K who have been identified with 90 credits, or more. Many had defaulted on their student loans and there is nothing we can do about that. We are doing what we can.
    - Provost Pinto said that the quickest impact is with our own students. Dale's team is working with students who do not return because of various reasons – financial, family, etc. The team is reaching out to them to help in any way they can and giving information on possible resources. That is where we can impact those students. We help 55K when we improve ourselves.
- **Dean Searches:**
  - **Kent School** – this search is underway. Four of the five candidates have been seen. Today, the committee met the fifth candidate.
  - **Business** – This search is underway. The first candidate has been seen by the committee. There are three more to come.
  - **Dental School** – candidates are being identified this month.

### **INFORMATION ITEM: 2016 Celebration of Teaching & Learning – Brown**

This is the eleventh year for this event, and it continues to grow. It will be held on ShelbyHurst Campus. There are many interesting session and a full house is expected. Here is the [link to the flyer](#).

### **REPORT: Student Government Association – Stewart**

SGA representatives, Alex Stewart and Kaylee Brandt gave a presentation today on the capital construction on Belknap Campus – the new academic classroom building and the SAC renovations. They showed how these buildings connect with the 21<sup>st</sup> Century Initiatives of ***Empowerment for Undergraduate Learning*** and ***Transforming the Student Experience***. Here is the [link to their presentation](#).

### **REPORT: University President – Ramsey**

President Ramsey said that after the last Faculty Senate meeting he was told the Senate was shocked that the provost search would be internal. After Dr. Willihnganz retired in May 2015, he met with everyone and the Board of Trustees approved the internal search in October. He thought the Board of

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Trustees information had been communicated, but it had not. The Executive Committee sent him a letter. Sometimes we will disagree.

- **Questions:**

- Bringing an outsider would provide an opportunity for national reputation building.
  - Dr. Ramsey said he did not disagree. Currently, our administrators are about half and half. The former Board of Trustees want a mix to not stifle new thinking. A very big concern for the Staff Senate was not giving our own people a chance. This process is the same as when Dr. Willihnganz was hired. At that time, a group led by Dr. Bill Pierce, defined the characteristics of an A+ Provost. We have 3-4 candidates who are going through the screening process. If we don't find the right person, we will redo the search. He said he deeply respects the Faculty Senate, but there will be times of disagreement.
- We feel we were not included in the discussion of how this was to take place.
  - Dr. Ramsey said he asked the Staff Senate and the SGA if he should speak about this. He may not have asked the Faculty Senate. With the University facing the 9% cuts, an illegal Board of Trustees and ongoing litigations, the president said he would be surprised if an external person would apply.
- There seems to be a deeper issue, in that, there is a feeling that there is a lot going on that we don't know about and nobody is communicating to us.
  - Dr. Ramsey agreed that, facing those dire facts, some current employees may not want to stay. He thought it would be difficult to get an external person with all the budget issues.
- Some may have felt left out due to the Leadership Team's restructure. With that change, what information we used to get from the provost, is no longer part of that office, so we miss a lot. Why doesn't Harlan Sands come to our monthly meetings?
  - Senate Chair Feldhoff said he is invited quarterly. President Ramsey said in 2003, Provost Willihnganz had 34 people reporting to her. The Strothman Report recommended a change in operational activities. Harlan Sands had experience at UAB in the provost's office and it was thought he understood the academic perspective. He believes in shared governance and wants this search to work itself out.
- Regarding the budget, do we have friends in Frankfort?
  - We do have a lot of friends there. But, there is much work to do. He hosted a basketball game and invited legislators. Many have taken note of our progress. The state's past leaders ignored the budget problems, so the state is now facing them. This governor says he is going to fix the budget. We get a lot of gifts and endowments, which usually have restrictions on where they can go. A state dollar is better than a tuition dollar because it gets reinvested in the students. We will have to work together to figure out how we are going to handle this. We are not ready for a performance-based funding model. The governor wants to work with the universities after the legislative session to work on performance funding budget. The governor eventually wants a totally performance funded

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budget, which theoretically means that each year we would have to earn our base funding.

- Do you think Northern and Western will get their deals?
  - All the institutions agreed to their own performance metrics. Then CPE designated UofL and UK as research institutions. Only the comprehensives agrees that the 2 schools were underfunded. NKU has fewer Kentucky students than any of the others. He spoke out that both NKU and WKU receive out of state tuition and want equity funding, which would subsidize out of state students while cutting us and others.
- Will performance metrics discount liberal arts?
  - He spoke with the governor about this and he said funding should not be the same for degrees that can get a job upon graduation. Previously, we had weighted degrees in performance metrics. This has been removed from UofL and UK's metrics, but stays with the comprehensives. There is a current shortage in certain technical areas- not engineers. There is a sentiment to fund machine programs.

President Ramsey said he will be testifying before the legislature in 2 weeks. He encouraged senators to hang on – we are a great university, the economy is growing and there is a \$230M surplus.

### **REPORT: Standing Committees**

- **Academic Programs Committee (APC) – Demuth**
  - This committee did not meet.
- **Committee on Committees & Credentials (CCC) – Foster**
  - Election information will be posted to the web site soon.
- **Part-time Faculty Committee (PTF) – Peacock**
  - This report was online.
- **Planning & Budget Committee (P&B) – Hadley**
  - This committee did not meet.
- **REDBOOK Committee (RB) – Wallace-Boaz**
  - The College of Education's unit document and the revised Sabbatical Leave Policy will have their first reading in March.
- **Executive Committee (XC) – Trucios-Haynes**
  - This report was online.

### **REPORT: Faculty Senate Chair – Feldhoff**

Chair Feldhoff reported on several topics:

- The Undergraduate Council's changes are on the web site, with the Provost's letter of approval.

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- The Design Committee – anyone interested in serving on the committee for the new buildings on Belknap, please contact Dale Billingsley by this Friday.
- Title IX/ADA candidates are coming to campus later this month.
- HR Search Committee – the first meeting was held in September. The next one is scheduled for February 17<sup>th</sup>. Skype interviews are set for March 8 &9 and campus visits will follow later in March.
- The Diversity Steering Committee meets for the first time this Friday.
- Faculty Senate election information will be posted to the web site.
- **Questions:**
  - Is it possible to schedule Senate business at a different time? Rushing through a discussion of the sabbatical leave is not a good idea.
  - Are the Diversity Committee meetings open?
    - All meetings are open.
  - It is difficult to meet with the Administration here.

### **New Business**

None

### **Old Business**

Regarding the internal search for provost position – Vice Chair Trucios-Haynes said that at a meeting with the president in September, he said he was thinking about an internal search. We did not think that would be our only opportunity to weigh in. The Board of Trustees took it up, but we did not hear until December. We meet regularly with President Ramsey about issues on behalf of the Faculty Senate and Executive Committee. In the past more formal requests for our input have been made and that did not happen this time. Chair Feldhoff said they were not formally asked.

### **Announcements**

None

### **Adjournment**

The meeting was adjourned at 5:05 p.m.

Respectfully submitted,  
Gretchen Henry  
Faculty Senate Coordinator