

**University of Louisville**  
Faculty Senate Meeting  
March 2, 2016

The regular meeting of the Faculty Senate was held on March 2, 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, Christopher Tillquist, Beth Willey **BUSINESS:** Robert Barker, Ben Foster, Bruce Kemelgor, Robert Myers **DENTISTRY:** Ricardo Caicedo, Don Demuth, Lee Mayer, Robert Staat **EDUCATION:** Patrick Hardesty, Caroline Sheffield, Tom Simmons **KENT:** Seana Golder, Martin Hall **LAW:** Kurt Metzmeier, Justin Walker, Enid Trucios-Haynes **LIBRARIES:** Carrie Daniels, Terri Holtze, Margo Smith **MEDICINE:** Yousef Abu-Kwaik, Forest Arnold, Eric Burton, Pamela Feldhoff, Saeed Jortani, Brad Keller, Kenneth Palmer, David Stirling, Michael Tseng, Jeffery WeiHING **MUSIC:** Krista Wallace-Boaz **NURSING:** Valerie McCarthy **PART-TIME FACULTY:** Donna Gaus, Joseph Gutmann, Rose Mills, John Ritz **PUBLIC HEALTH:** Scott LaJoie **SPEED:** Roger Bradshaw, Kyung Kang, J.P. Mohsen, Kevin Walsh

**Also Attending:**

**UNIVERSITY PROVOST:** Dr. Neville Pinto  
**COO/CFO:** Harlan Sands  
**AVP Performance Improvements & Business Analytics:** Lee Smith  
**FACULTY ATHLETIC REP:** Elaine Wise  
**STAFF SENATE:** Ginger Brown  
**SGA:**  
**UOFL Today:** Janet Cappiello, Alicia Kelso  
**GUESTS:** Bob Stenger (ULARP), John Karman, Phillip Lentsch  
**RECORDING SECRETARY:** Gretchen Henry

**Senators Not Registering Attendance:**

**ARTS&SCIENCES:** David Simpson, Joe Steffen **EDUCATION:** Monica Delano **KENT:** Lesley Harris **MEDICINE:** Luz Fernandez, Gerald Larson, Rainer Lenhardt, Chin Ng, Victor Van Berkel **MUSIC:** Randi Bolding, Sidney King **NURSING:** Heather Owens, Karen Singleton **PART-TIME FACULTY:** Susan Peacock, Michael Wade **PUBLIC HEALTH:** Kristina Zierold

**CALL TO ORDER**

**ACTION ITEM: Meeting Minutes**

The [February meeting minutes](#) were approved unanimously as amended.

**REPORT: Student Government Association – Stewart**

Alex Stewart sent his report to Chair Feldhoff. The SGA elections are not yet final. The SGA fundraiser, RaisingRED, a marathon dance event, was a success and raised \$322,000.00 for the Pediatric Oncology Department.

**REPORT: Staff Senate – Brown**

The Staff Senate met on February 8<sup>th</sup>, in Middleton Auditorium in Strickler Hall. The SGA gave a presentation on the SAC renovations and Lee Smith updated the Senate on the progress he has made with improvements to many of our business processes. This year's Community Day of Service is April 8<sup>th</sup>. Performance reviews are due in April. The Services & Facilities Committee is looking into the afternoon traffic flow at the Chestnut Street Garage. The Staff Morale & Community Outreach Committee is analyzing the Staff Morale Survey and the next Staff Senate meeting is March 14<sup>th</sup> in the Chao.

**ACTION ITEM: REDBOOK Committee – Wallace-Boaz**

- **Second Reading – School of Medicine Revised Personnel Documents/Addenda**
  - As this is the second reading of the revised document, discussion is allowed. There were no questions. The motion to approve comes from the committee and the Senate passed it unanimously.
- **First Reading – College of Education Revised Personnel Documents**
  - As this was the first reading, no discussion was allowed. Senator Hardesty spoke before the body, stating his concerns with the current document and its impact of the faculty welfare in the College of Education. The Senate will vote on the revisions at the April meeting.
- **First Reading – Sabbatical Leave Policy**
  - As this was the first reading, no discussion was allowed. Senator Wallace-Boaz stated that the Executive Committee had reviewed the policy for clarification. Changes are in italics. The clarification is only in the application time, so that it is uniformly applied across the University.

**DISCUSSION ITEM: Matters of Interest to the Faculty Senate - Feldhoff**

Starting the discussion, Chair Feldhoff brought up the Board of Trustees announcement that it would hold a vote of no-confidence in President Ramsey at its April 20<sup>th</sup> meeting. She feels it is important that the Faculty Senate be a leader in the search for a new president, should Dr. Ramsey step down before his contract ends in 2020. She said she would like the Faculty Senate to start defining the qualities of an A+ President, before it is defined by other special interest groups. A brief discussion on external and internal searches took place. Regarding the definition of an A+ President, it was suggested that being pro-active is a good idea and that discussions should begin immediately. Chair Feldhoff said the Executive Committee will lead the way and an ad hoc committee may come later. The Chair just received the list of qualities used in 2002 and Vice Chair Trucios-Haynes is researching presidential employment ads in the *Chronicle of Higher*

*Education.* There was support for immediately convening an ad hoc committee. It was then suggested to set aside time at the next meeting to discuss our confidence in the President, not for a no-confidence vote, though that should be allowed, if desired. Chair Feldhoff said she will survey the Senate to get a sense of its will. Asked how she will survey the Senate, a discussion of the survey began. The phrasing of the questions and how constituents are asked was an important point to the senators. The point was made that the senators are only gathering feedback from their colleagues to help inform the Chair's vote at the Board of Trustees meeting, should a vote be taken. It was restated that colleagues should be asked "To assist the Faculty Senate Chair, in making her vote as a Board of Trustees member, do you support a vote of no-confidence in President Ramsey?".

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

Interim Provost Pinto updated the Senate on several points. Here is a [link to the full presentation](#).

#### **Administrative Searches**

- KENT SCHOOL – 2 finalists have been chosen.
- BUSINESS – 4 semi-finalists have made a campus visit. A recommendation will be made next week.
- DENTISTRY – After 9 airport visits, 5 semi-finalists will visit campus in March.
- TITLE IX/ADA – 3 semi-finalists were on campus in February.

#### **State Budget**

The governor's budget calls for some very serious cuts in the coming year - for a 4.5% cut (\$6M) in FY 2016, and a 9% cut (\$12M) in FY17-18. Initially calling for funding of new appropriations to be based on performance, the governor is now saying he wants all funding to be performance-based, which would take place here in three years. It would challenge accreditation – for example, the School of Medicine has to have funds in place to meet accreditations requirements. There is no clear definition of performance-funding and it is not workable for a university.

Dr. Pinto then spoke about the University's *Underlying Principles*: The University of Louisville is first, and foremost, an academic institution. In our student-centered philosophy, we must consider current and future students.

The University's *Guiding Principles* are: All revenue must be considered for reallocation; and, elevated communication before decisions are made, which includes the current process, in addition to units visits for feedback.

Plans are underway to manage the 4.5% cuts for this FY15-16. A strategic planning and implementation process of priorities will assist us in continuing as planned, but at a slower pace. We will be advocating for academic priorities.

#### **Academic & Research Priorities (21<sup>st</sup> Century Initiatives Implementation)**

Environment for Student Success – the RFP was sent out for proposals that would develop areas of collaboration across the University. Sixteen proposals were received.

They will be reviewed and decisions made by July 1, 2016. He hopes that 3 are funded under the plan - \$250K a year for 3 years.

### **Faculty Salary Equity**

The cost of this is between \$6M and \$11M, depending on implementation strategy. This is still a priority, but may take place over some years. A committee is working on the process of allocation, as we want to implement it fairly.

### **Environment of Student Success**

He gave this presentation to the Board of trustees in January. It includes the following points:

- **Advising** – enhancing academic advising; improve advising technology; and, professionalize advising culture.
- **Advising Software** – FLIGHT PLAN is our current advising software and it is now outdated. We will add on SMART PLAN, which is a very dynamic system that gives students more responsibility for their courses. It is being piloted in the Speed School. We hope to have it for all students in fall 2017.
- **Living/Learning Communities** – Students living and learning in the same place with like-minded people. This is ramping up. A&S is beginning in fall 2016 and the School of Nursing is considering it.

### **Strategic Enrollment Management (SEM)**

A national search is underway for a new position: Vice Provost for Enrollment Management and Student Success. This is a very high priority and will oversee 3 key areas: enrollment services/academic progress/persistence to graduate.

We will use the analytic services in advising of EAB (Education Advisory Board) to add to our tools for student success. EAB has a rich database and a successfully-tested model used by other institutions. Training sessions will begin in April and be in place by spring 2017.

### **Questions**

- Regarding the budget: What do you mean by all funds?
  - In the past, UofL budget scenarios (A, B, C, etc.) have only covered General Funds. Now, any and all funds will be reviewed.
- In the new vice provost position, there is a lot of overlap with Admissions and Undergraduate Affairs. We say we will cut, but we spend a lot on overlap.
  - As Interim, Dr. Pinto said he feels it would be irresponsible of him not to hire this person. It will be up to them to decide how to configure the team. Dale Billingsley may retire as an administrator and return to teaching. We lost a lot of money last year because we had no mechanism for oversight of these aspects.
- Online schools have 24/7 advising, and are successful with it. Will you consider doing this?

- Dr. Pinto said he had not thought of it, but thinks it is a good idea. Ideas to improve career advising are also being developed.

### **PRESENTATION: Model for Belknap Shared Services – Lee Smith**

Mr. Sands introduced Mr. Lee Smith, the AVP for Performance Improvements & Business Analytics, who presented the some business practice changes that are intended to streamline operations on Belknap. He gave an overview of the current state of business operations and what the plans are for the future. Here is a [link to the full presentation](#).

- The existing state of business transactions
  - A common theme in the feedback he has received is that the current system does not align with needs; the processes are fragmented; non-integrated systems; customizations are expensive; it should be easier to accomplish tasks; and, the reporting lines are confusing.
- The future state of transactions
  - The business operation center will be customer-services oriented; operationally-excellent; innovative and efficient; and, analyzed for improvements.
  - He used **CARDS** to explain: **C**entralized operations **A**utomated **R**esponsive **D**ata-driven **S**tandardized and simplified
- Phase I
  - From April through December 2016
  - 500K transactions per year
    - Includes: onboarding. Position management; job changes; additional payments; time reporting; expense transfers
  - Phase I Timeline:
    - March 2016 - Staff Training
    - May 2016 - Launch onboarding
    - June 2016 - Launch job, position and additional pay
    - October 2016 - Launch time reporting
    - December 2016 - Launch expense transfers
- Phase II
  - Anticipated for 2017
  - 100K transactions per year
    - Includes: pro card reconciliation; program/account reconciliations; travel and expense reimbursements; and, leave management.
  - Phase II Timeline:
    - February 2017 - Launch leave management
    - March 2017 - Launch travel and expense modules
    - June 2017 - Launch pro card reconciliation
    - September 2017 - Launch program reconciliations

- Future processes to be considered
  - Includes: billing; budget; contracts; grants; HR; and. procurement.
- What stays in units:
  - Budget authority; initiation/approval of transactions; and, strategic planning.
- Staffing Model
  - Customer Service Reps/Generalists
  - Functional Specialists/Experienced
  - Leadership Team
  - Existing staff in Harlan Sands areas will be used
  - Mr. Smith announced that Melissa Shuter has been named the Executive Director for Business Operations and will oversee the “One-Stop” Customer Service Team and the HR and Finance Functional Teams
- Communication Plan - February through December 2016: sharing information and presentation with Faculty Senate, deans, LFOs, focus groups, work groups and general university community.
- Questions
  - What is ERP?
    - Enterprise Resource Program
  - Will it include advising?
    - Some pieces will include students, but initially, it will be HR and Finance.
  - Will employees be pulled from HR and Finance?
    - Yes, initially.
  - It is very difficult to retire from UofL. Can you make that easier?
    - We will be able to help with the forms.
  - Are any positions outsourced, or are they UofL employees?
    - This is existing personnel.
  - Will this require a software purchase or lease?
    - We already own PeopleSoft and lease some from ON BASE (scans documents). SERVICE NOW – Is another we will use from IT.

**REPORT: Faculty Senate Chair – Feldhoff**

The Diversity Steering committee held its second meeting. It is brokedown the recommendations to assigned to the 4 subcommittees.

**REPORT: Standing Committees**

- **Academic Programs Committee (APC) – Demuth**
  - This committee did not meet.
- **Committee on Committees & Credentials (CCC) – Foster**

- This committee is preparing for the Senate election meeting in May. The ballot, with vacancies, is online.
- **Part-time Faculty Committee (PTF) – Peacock**
  - This committee made no report.
- **Planning & Budget Committee (P&B) – Hadley**
  - This committee did not meet.
- **REDBOOK Committee (RB) – Wallace-Boaz**
  - This report was online.
- **Executive Committee (XC) – Trucios-Haynes**
  - This report was online.

**OTHER REPORTS: University-Wide Committees**

- **Faculty Athletics Rep (FAR) – Wise**
  - This report was online.

**New Business**

None

**Old Business**

None

**Announcements**

None

**Adjournment**

5:00 p.m.

Respectfully submitted,  
Gretchen Henry  
Faculty Senate Coordinator