

University of Louisville

Faculty Senate Meeting

The regular meeting of the Faculty Senate was held on March 6, 2019 at 3:00 p.m. in the Chao Auditorium, Ekstrom Library, Belknap Campus, Krista Wallace-Boaz presiding.

SENATORS REGISTERING ATTENDANCE:

A&S: DAVID BROWN, JOHN FERRE, AVERY KOLERS, DAVID OWEN, EUGENE MUELLER, RYAN SCHROEDER, DAVID SCHULTZ, DAVID SIMPSON, CLARE SULLIVAN, ELAINE WISE **BUSINESS:** ROB BARKER, REG BRUCE, BEN FOSTER, ROBERT MYERS **DENTISTRY:** BRUNO AZEVEDO, BARBARA STRATTON, BREACYA WASHINGTON **EDUCATION:** SHERRI BROWN, JUSTIN COOPER, MEG HANCOCK **KENT:** BIBHUTI SAR **LAW:** ENID TRUCIOS-HAYNES, JUSTIN WALKER **LIBRARIES:** DWAYNE BUTTLER, ROBERT DETMERING, TERRI HOLTZE **MEDICINE:** PATRICK HARRIS, RHONDA MATTINGLY, CHIN NG, BEN SCHOENBACHLER, DAVID STIRLING **MUSIC:** REBECCA JEMAIN, KRISTA WALLACE-BOAZ **NURSING:** SARAH CARTER, DIANE CHLEBOWY **PART-TIME FACULTY:** ROY FULLER, JOSEPH GUTMANN, TINA JOHNSON, ROSE MILLS **PUBLIC HEALTH:** DAVID JOHNSON **SPEED:** ROGER BRADSHAW, J.P. MOHSEN, OLFA NASRAOUI

ALSO ATTENDING

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI

UNIVERSITY PROVOST: DR. BETH BOEHM

STAFF SENATE REPRESENTATIVE: MS. GINGER BROWN

SGA REPRESENTATIVE: MR. LAZARO MUNOZ

PROVOST OFFICE DESIGNEE: DR. TRACY EELLS

ULARP REPRESENTATIVE: MR. ROBERT STENGER

UofL TODAY REPRESENTATIVE: MS. ALICIA KELSO

OTHERS REGISTERING ATTENDANCE

DR. LYNN BOYD, DR. KRISTEN LUCAS

SENATORS NOT REGISTERING ATTENDANCE

A&S: CHRISTOPHER TILLQUIST **DENTISTRY:** RICARDO CAICEDO **EDUCATION:** MONICA DELANO **KENT:** SEANA GOLDER, JENNIFER MIDDLETON **LAW:** LUKE MILLIGAN **MEDICINE:** YOUSEF ABU-KWAIK, MURALI ANKEM, FOREST ARNOLD, KIMBERLY BOLAND, ERIC BURTON, MATTHEW FOX, SAEED JORTANI, CHRISTOPHER JONES, JEFF KING, RAINER LENHARDT, MICHAEL TSENG **MUSIC:** CHAD SLOAN **NURSING:** KAREN TURNER **PART-TIME FACULTY:** MAX MAXWELL, MICHAEL WADE **PUBLIC HEALTH:** RACHEL NEAL **SPEED:** JACEK ZURADA

CALL TO ORDER

ACTION ITEM: Approval of the February Meeting Minutes

Wallace-Boaz

The meeting minutes of [February 6, 2019](#) were unanimously approved.

ACTION ITEM: Proposal for Certificate in Distilled Spirits Business

Ng

From the College of Business, Dr. Lynn Boyd and Dr. Kristen Lucas, proposers for the Certificate were in attendance to explain the rationale for the certificate and to answer questions. Because of the increasing rise in bourbon's popularity, new distilleries are popping up locally and nationally. This has

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created a need for people to have knowledge and skills in the business side of the industry. The courses developed for the certificate program came from information gathered from industry insiders. The program can be stand-alone or can apply to the MBA.

- Question: Is this offered anywhere else?
 - Response: UK has an undergraduate certificate in brewing wine and distribution that focuses on the science and chemistry of winemaking. Ours is business-focused.
- Question: Are internships available with any distilleries?
 - Response: The certificate does not include internships. Many distilleries have expressed an interest in hiring our students. Maker's Mark liked the idea and thought it will be a great way for professional development for their employees.
- Question: Is this a feeder to the MBA?
 - Response: It can be, but it is good with the existing undergraduate curriculum.
- Question: Is there any financial support from the industry?
 - Response: No.
- Question: Are there any plans to get support for tuition?
 - Response: That is possible.
- Question: Are there any regulations beyond the state?
 - Response: The course is called Industry Overview and Regulations. It includes Industry History, Economic Overview and Regulations. It will also cover formulary and advertising. Many regulations are national. Students will be familiar with the state regulations.
- Question: What is the expected enrollment and capacity?
 - Response: The estimate for the first year is 25 students, with a future capacity of about 50.
- Question: Will there be career counseling?
 - Response: There is career counseling within the College of Business, but nothing specifically geared toward distilled spirits.
- Question: Is this the standard 70/30 tuition split?
 - Response: No. 30% goes to central. From the remaining 70%, 20% goes to the Delphi Center.
 - Provost Boehm added that she is trying to create a standard split.

The vote was called and the proposal for a Certificate in Distilled Spirits passed unanimously.

ACTION ITEM: University Values and Principles Statement

Wallace-Boaz

This document was developed by the Budget Advisory Committee (BAC) that ended last year. It does not replace any document in the strategic planning process. The reason this document was developed by the committee was to ensure that budget crises were not used to drive budget decisions, but to let who we are as an institution drive those decisions. After a brief discussion, the Senate unanimously voted to endorse the statement.

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REPORT: Student Government Association

Munoz

Mr. Munoz reported on several topics, including:

- Safety – The number of officers on campus has been increased; more strategic rounds are being made; checks on residence halls have been increased.
- L Trail on HSC - \$30K has been allotted for campus safety on HSC.
- Student Food Pantry – The donation-based food pantry has opened in the SAC.
- SGA Election – The elections are underway.

REPORT: Staff Senate

Brown

Ms. Brown reported on the following:

- February Meeting – The Staff Senate received presentations from Dan Durbin and Bob Knaster.
- Value Statement – The Staff Senate will vote on the same Value Statement as above at its March meeting.
- Trailer – The trailer that is parked in front of the Ville Grille is a leasing office for a new housing project of the city. The administration is trying to get it moved.
- The Staff Senate meets again on March 11th.

REPORT: Faculty Senate Chair

Wallace-Boaz

[The Chair's report is online.](#)

REPORT: University Provost

Boehm

Dr. Boehm reported on the following topics:

- Retention & Recruitment proposals –
- Chief Information Officer (CIO) – Rehan Khan is now on campus. He will revive unit technology groups.
- Searches
 - Executive Vice President for Research & Innovation (EVPRI) – This search committee had its first meeting last week. The search firm will be on campus March 19 and 20th to interview faculty. There will be opportunities to participate.
 - Executive Vice President for Health Affairs (EVPHA) – This search is still on hold until the issues on HSC are fully addressed.
- Deans' Five-Year Reviews
 - Schools of Medicine and Public Health – both were good and recommended to be renewed.
 - School of Music – This search is close to a conclusion. The provost hopes to make an announcement next week.
- Faculty Diversity Study – The Board of Trustees requested this information. Dr. Boehm went over the numbers by department. She said, though we are the second highest school in the state regarding diversity in faculty (behind Kentucky State University), as a metropolitan research university, our numbers are too low. There was a large exodus of African-American faculty in the College of Education. She requested an exit interview and had a 70% participation rate. The response rate is usually 20%. Some faculty left because they saw no opportunity for

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advancement here. Some left for larger salary, or to be a dean. For some, opportunities were better elsewhere and some spoke about the campus climate regarding race.

- Comment: In the COSW salary study that was conducted last year, there was a significant pay gap for African-American men and women.
 - Response: The provost is aware of that and asked that the information be included in the strategic planning process. The majority of African American staff are in the Physical Plant. The provost would like to develop training for them to be able to move up, as well as helping their children understand what it takes to be admitted to UofL with tuition remission.
- Question: Are there any statistics of African Americans in particular professions?
 - Response: We need to grow the number of diverse PhDs and to encourage them to take jobs in academia and not industry. That is very difficult. The provost lost a first rate PhD to another school for double the salary. Professional associations and societies track that information.
- Question: Do we have any targets for a good mix?
 - Response: We do not have any targets. We know our benchmarks, and some are better and some are worse. Bob Goldstein has that information.
- Comment: Implicit bias training should be mandatory for search committees.
 - Response: It is required.
- Comment: It is commendable that we can keep faculty of color with the budget cuts. Since 2002, 50-70% of custodial workers are minorities. It is usually 20%. This seems to be discrimination against other races.
 - Response: We pay less than many other institutions. For 50 openings, we had seven applications. We take who we can get.

[The full report is online.](#)

REPORT: University President

Bendapudi

Dr. Bendapudi thanked senators for being sensitive to the need for more diverse PhDs. It is difficult for up to compete and she hopes to be able to create opportunities to attract the best people. Other topics the president covered included:

- Strategic Planning – We were only able to seat 90 of the 1400 people who expressed interest in serving on one of the strategic planning committees. Because we want all to be engaged, the remaining will be able have first dibs for input via the town halls. The leadership of the faculty and staff senates, as well as the SGA, were included to ensure transparency.
- Fund-raising – We are making progress. The Gheens Foundation gave us \$2M in unrestricted funds. They trust us to use it wisely.
- Healthcare – Working on the hospital issues take much of her time, but a resolution is expected in a couple of months. The RFP for the hospital partnership closes on March 8th.
- CPE – The CPE met today in Frankfort and discussed state pensions.
 - Question: Are all the properties included in the RFP?
 - Response: All properties are included.
 - Question: Who decides on the RFP?
 - Response: The Board of Trustees.

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- Question: Are there any outside entities that make these decisions?
 - Response: No, but we have outside experts that negotiate on our behalf. We want to be sure to protect ourselves.
- Question: Confused with the collapse of Passport and the sale of the hospital...
 - Response: Passport is not connected to us. The first deal with Catholic Health Initiatives (CHI) did not work. When we took back control of UL Hospital, from CHI, they gave us a lot of money, but it is all gone. We are working hard to get all the numbers in alignment.
- Question: Could this impact indigent care?
 - Response: It could. We are an academic institution and get government subsidies. We have very good lawyers and our board is very savvy. We cannot be naïve and must protect the University.
- Question: Regarding budgets, how much longer will it be austere for Belknap programs?
 - Response: Maybe one more year. Not saying it will be easy, but there should not be any across the board cuts.
- Question: How much of HSC clinics and programs contributed to the crisis?
 - Response: Both.
- Comment: Was told to look for a 10% cut in my unit. You may not be aware of unit cuts.
 - Response: I do not know about unit cuts.

President Bendapudi said, regarding the RFP, that any deal we enter into we will not be adding any money to the deal. She said that no matter what happens, we will never put UofL at risk and we will to lose UofL Hospital.

- CACHE – The Center for Archaeology and Cultural Heritage in Portland will be an asset for the neighborhood, Louisville and the University. Kudos to Dean Kempf-Leonard and Gil Holland.

Dr. Bendapudi asked for feedback and advice if she is overlooking anything and to please let he know.

REPORT: Campus Bookstore - Herrera

Ms. Herrera thanked the Senate for inviting her to speak today. Topics covered included:

- Adoption Campaigns – Beginning March 18th, book orders for summer and fall will be taken. We are about four months ahead of our usual schedule. This earlier time allows students who register for a course to know the cost of books. Also, when the bookstore knows what books will be used, it can buy them back during finals. Orders have increased slightly from last year.
- Follett Discover – Used through the Blackboard platform, books can be ordered in 2-3 minutes and all the information is correct. If you send an email, the information may contain errors and takes longer to correct. For example, take 4000 courses, with about 1100 having no textbook. We would get 3000 emails that may contain errors. This is very time consuming to adjust.
 - Question: Does Follett Discover show when a book sunsets?
 - Response: No, but the network of stores can usually provide enough copies. Books that are older than two years are harder to find. When an older edition is phasing out, it is harder to order.
 - Question: What did you do to improve from the problems of the fall semester?
 - Response: In the fall, there were not enough books. A lot of that was due to late adoptions (August); not knowing the number we had on hand; not planning well

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for Gray's bookstore closing; and, not keeping our inventory. As a result we over ordered this spring. But, now we know how to plan for fall.

REPORT: Standing Committees

- Academic Programs Committee (APC) – Ng
 - [This report is online.](#)
- Committee on Committees & Credentials (CCC) – Foster
 - Elections will be held at the May 1st meeting. Notices will be sent out beforehand.
- Part-time Faculty Committee (PTF) – Fuller
 - [This report is online.](#)
- Planning & Budget Committee (P&B) – Bruce
 - [This report is online.](#)
- REDBOOK Committee (RB) – Ferré
 - [This report is online.](#)
- Executive Committee (XC) – Owen
 - [This report is online.](#)

OTHER REPORTS: University-Wide Committees

- Faculty Athletic Representative (FAR) – Wise
 - [This report is online.](#)
- Human Resources Advisory Committee (HRAC) –Enid Trucios-Haynes
 - This committee met and discussed
 - ACA guidelines on leave
 - Staff Mentoring Program
 - RIF Policy
 - COSW's staff salary study
 - Retirement Advisory Committee – suggested by HR

ANNOUNCEMENTS

- **Search committee** – The search firm for the Executive Vice President for research and Innovation will be here in Mid-March. If you are interested in serving on the committee, please contact Senator Mohsen or Chair Wallace-Boaz.
- **Great Place to Invest** - Handout for discussion next month.

ADJOURNMENT

The meeting adjourned at 5:02 p.m.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator