

University of Louisville

Faculty Senate Meeting

The regular meeting of the Faculty Senate was held on June 5, 2019 at 3:00 p.m. in the Clinical Translational Research Building, Room 101, Health Sciences Campus, David Owen presiding.

SENATORS REGISTERING ATTENDANCE

A&S: DAVID BROWN, JOHN FERRE, DAVID OWEN, EUGENE MUELLER, DAVID SCHULTZ, CLARE SULLIVAN
BUSINESS: BEN FOSTER **DENTISTRY:** RICARDO CAICEDO, BARBARA STRATTON **LAW:** ENID TRUCIOS-HAYNES **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE **MEDICINE:** YOUSEF ABU-KWAIK, MURALI ANKEM, SAEED JORTANI, BEN SCHOENBACHLER, DAVID STIRLING **MUSIC:** REBECCA JEMIAN **NURSING:** SARAH CARTER, KAREN TURNER **PART-TIME FACULTY:** ROY FULLER, TINA JOHNSON **PUBLIC HEALTH:** DAVID JOHNSON, RACHEL NEAL **SPEED:** ROGER BRADSHAW, J.P. MOHSEN

GUESTS ATTENDING

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI
UNIVERSITY PROVOST: DR. BETH BOEHM
CHIEF FINANCIAL OFFICER: MR. DAN DURBIN
UofL FOUNDATION DIRECTOR: MR. KEITH SHERMAN
SGA REPRESENTATIVE: MS. SABRINA COLLINS
UL ASSOCIATION OF RETIRED PERSONNEL (ULARP): MR. BOB STENGER
UofL TODAY: MS. ALICIA KELSO

OTHERS ATTENDING

MICHELE FOSTER, LISA GUNTERMAN, TIM ROBERTS

SENATORS NOT REGISTERING ATTENDANCE

A&S: AVERY KOLERS, DAVID SIMPSON, CHRISTOPHER TILLQUIST, ELAINE WISE **BUSINESS:** ROB BARKER, REG BRUCE **DENTISTRY:** BRUNO AZEVEDO, BREACYA WASHINGTON **EDUCATION:** SHERRI BROWN, JUSTIN COOPER, MONICA DELANO, MEG HANCOCK **KENT:** SEANA GOLDER, JENNIFER MIDDLETON, BIBHUTI SAR **LAW:** LUKE MILLIGAN, JUSTIN WALKER **LIBRARIES:** DWAYNE BUTTLER **MEDICINE:** FOREST ARNOLD, KIMBERLY BOLAND, ERIC BURTON, MATTHEW FOX, CHRISTOPHER JONES, JEFF KING, PATRICK HARRIS, RAINER LENHARDT, RHONDA MATTINGLY, CHIN NG **MUSIC:** CHAD SLOAN, KRISTA WALLACE-BOAZ **NURSING:** DIANE CHLEBOWY **PART-TIME FACULTY:** JOSEPH GUTMANN, MAX MAXWELL, ROSE MILLS, MICHAEL WADE **SPEED:** OLFA NASRAOUI, JACEK ZURADA

CALL TO ORDER

ACTION ITEM: MEETING MINUTES - OWEN

The minutes of the [May 1, 2019](#) meeting were unanimously approved as distributed.

REPORT: STUDENT GOVERNMENT ASSOCIATION - COLLINS

[This report is online.](#)

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REPORT: STAFF SENATE - BROWN

The Staff Senate will hold officer elections at its meeting on June 10th in the Thorntons Center in Cardinal Stadium.

REPORT: FACULTY SENATE CHAIR – WALLACE-BOAZ

Chair Wallace-Boaz was out of town for this meeting but her report is online. [This report is available online.](#)

UPDATE: BUDGET FY 2020 – DURBIN

Mr. Dan Durbin, UofL's Chief Financial Officer, presented the proposed budget for FY2020. This budget was used to familiarize Board of Trustees with the university's priorities. With very few changes, it is basically holding the status quo until the strategic plan is implemented in the fall. The budget includes a 2% salary increase in its \$23.8M costs. In developing the budget, it was found that \$20M of one-time funds had been allotted for recurring costs, which is unsustainable. The budget is based on several assumptions – the main one being stable enrollment. The tuition and fees for both online and classroom courses have been increased. Mr. Durbin said they were very thoughtful in deciding on the increases so as to not price UofL out of the market. He said every line of the budget was reviewed and, though there will still be some financial pain this year, in the long run, we will be good. With a stable enrollment and the tuition and fee increases, we have a balanced budget. [The full presentation is available online.](#)

REPORT: UNIVERSITY PRESIDENT - BENDAPUDI

Dr. Bendapudi reported on the following topics:

- **Budget** – It is better now than three months ago. The \$20M deficit was discussed and the budget was reviewed line by line, and she feels more confident now. The president wants the budget posted online so every employee can see it.
- **Frankfort** – Dr. Bendapudi and UK's President Eli Capilouto met with legislators. State appropriations to UK are much higher than to UofL. It is very important to stay in contact with legislators.
- **Performance-Funding Model** – Out of 11 metrics, UK achieved ten and we achieved four. So, we changed from having a financial person in charge to the provost. We are much more diverse than UK, with 40% of students on Pell grants, compared to their 28%. The problem with that is it takes more resources to help these students. This information will be online, as well.
- **Opportunities for Students** – We are working hard on this part of the performance metrics.
 - **Internships** – We are the first university in the state to have paid internships in government. This year we have 35 paid student interns and next year that number will double. She hopes that in four years, each UofL graduate will have a similar experiential experience.
- **Passport** – One month ago we were in a very dire situation. The challenge was Passport did not have the financial reserves necessary for operations, and UofL was responsible for 55% of it., UofL was able to sell 70% of its share for about \$45M, which still does not get us completely out of the woods. ULP owns about 60% of our share, which put it almost at the debt ceiling but we were able to pay off the debt. We will hold on to the funds to determine their best use. She is

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still very conscious of West Louisville, but does not want to promise something that cannot be delivered.

- **HSC**
 - **HSC Budget** - We are working hard to address the ten years of eight-digit deficits that have taken place on HSC. This past year has been unlike anything she has seen before. It is difficult to understand how this even happened.
 - **Jewish Hospital/Catholic Health Initiatives (CHI)** – Since this is ongoing, there is not a lot of information that can be shared. Whatever we do must take care of UofL first.
- **Get Healthy Now** – This was a strange thing. What happened and how did it happen? How it was handled was a failure. We blew it and we own it. In closing the Humana Gym, we approached Planet Fitness. There is only one Humana Gym and it is 1.2 miles from the UofL Oval. Planet Fitness has gyms across the country and the closest one is 1 mile from the Oval. The cost for both is \$15 per month, but you may bring a friend for free to Planet Fitness. No GHN programs were cut and there were no RIFs. One employee retired. Though it may have been painful to some, it was the right decision for all. The communication was not done properly and will not happen again.

Comments, Questions & Responses

- Comment: Agree that you blew it on communication regarding the gym, but the Passport announcement was great. It came out before anyone else. That is appreciated.
 - Response: We are learning.
- Question: A 1% raise will cost \$1M a year?
 - Response: Yes, \$1M a year.
- Question: Where did the Wellness & Disease Management programs go?
 - Response: Wellness programs moved to HR and classes will be held in the SAC.
- Question: Does the Foundation own the Humana Gym?
 - Response: Yes, Keith Sherman worked with us every step of the way.
- Question: Because the constituent groups were not involved, it hurts morale. How do you plan to recoup the \$1.3M in the gym's renovation costs?
 - Response: We are looking at selling it.
- Question: What will be done going forward, so this doesn't happen again?
 - Response: This summer, a group will be convened to begin the codification of shared governance.
- Question: Had you considered any other options?
 - Response (Keith Sherman): When we looked at how the business was set up, the fees were not correct and operations were well underwater. At the same time, the \$20M deficit was discovered. There was no easy fix. The financials made the decisions easy.
- Comment: This is the first time I am seeing a president so open and taking the heat.
 - Response: We blew it with communication, but don't hold it against the people who did it.

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REPORT: UNIVERSITY PROVOST - BOEHM

Provost Boehm reported on the following;

- Cardinal Academy – Over this summer, about 20 students will take 3 classes (nine hours each) and start the fall semester with about thirty hours.
- Retiring - Mordean Taylor-Archer is retiring at the end of June. She did not want any announcement or party, but we will do something anyway. That department will be split – Diversity will move to the President’s Office and International Studies will fall under the Provost’s Office. Michael Mardis will be the interim Director for International Studies and an open call will be made for an interim Director of Diversity. Provost Boehm met with all the diversity directors and encouraged them to apply for the position. Faculty and staff are also encouraged to apply.
- Performance-funding – We are doing better, but we are still flat. One way to improve is if faculty would turn in only incomplete grades by the end of August, instead of December. She will ask the Faculty Senate how to change this policy because we are leaving money on the table.
 - Question: Have you ever thought of raising summer teaching salary?
 - Response: That is a unit decision. Also, some students take summer classes at other schools because the course is easier there. Also, our schedule is not published early enough for students to register.
 - Question: What about streamlining late start classes?
 - Response: We are working on it.
 - Comment: There are various issues for reporting incomplete grades from May-August in the policy.
 - Response: You can fill out a variance.
 - Question: What is being done about the loss of faculty of color? In my unit we have lost five faculty of color.
 - Response: It is an issue. We just cannot compete with larger salaries. We will lose black and white faculty this year because of salaries.

REPORT: STANDING COMMITTEES

- **ACADEMIC PROGRAMS COMMITTEE (APC) – NG**
 - [This report is available online.](#)
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – FOSTER**
 - Committee vacancies will be filled at the September meeting.
- **PART-TIME FACULTY COMMITTEE (PTF) – FULLER**
 - No report was made.
- **PLANNING & BUDGET COMMITTEE (P&B) – BRUCE**
 - No report was made.
- **REDBOOK COMMITTEE (RB) – FERRE**
 - [This report is available online.](#)
- **EXECUTIVE COMMITTEE (XC) – OWEN**
 - No report was made.

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OTHER REPORTS: UNIVERSITY-WIDE COMMITTEES

- **COMMISSION ON DIVERSITY & RACIAL EQUALITY (CODRE) – MOHSEN**
 - [This report is available online.](#)
- **HUMAN RESOURCES ADVISORY COMMITTEE (HRAC) – TRUCIOS-HAYNES**
 - This committee met earlier this week and discussed the Get Healthy Now programs and classes moving to HR, the transgender bathroom policy, and the RIF data.

NEW BUSINESS

None

OLD BUSINESS

None

ANNOUNCEMENTS

- EVP-RI Search – An advertisement for the position will be placed soon.
- Pride Parade – Friday, June 14 at 7p.m.
- UofL Baseball – The Cards made it to the regionals.

ADJOURNMENT

The meeting adjourned at 4:55 p.m.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator