

College of Arts and Sciences  
Meeting of Faculty Assembly  
SK 102  
February 24, 2017  
2:00-3:15 PM

**ATTENDANCE:**

ANTHROPOLOGY:	A. Beyin, F. Crespo, J. Haws, S. Parkhurst, J. Peteet, C. Tillquist, A. Zhao
BIOLOGY:	R. Fell, D. Schultz
CHEMISTRY:	F. Luzzio
CLASSICAL & MODERN LANG.:	L. Baixauli-Olmos, R. Buchanan, M. Dalle, T. Dumstorf, T. Edison, A. Leidner, A. Mastri, F. Nuessel, W. Pfeffer, C. Sullivan, L. Wagner, M. Wu, W. Yoder
COMMUNICATION:	M. Cunningham, M. D'Silva, L. Della, S. Esrock, A. Futrell, R. Merkel, K. Walker
COMPARATIVE HUMANITIES:	P. Beattie, S. Bertacco, M. Moazzen, P. Pranke, K. Swinehart, E. Wise
CRIMINAL JUSTICE:	D. Keeling
ENGLISH:	D. Billingsley, K. Hadley, F. Kelderman, K. Kopelson, A. Olinger, K. Petrosino, I. Stansel, D. Tanner, A. Willey
FINE ARTS:	Y. Chan, S. Massey, C. Reitz, R. Singel
GEOGRAPHY/GEOSCIENCES:	C. Day, C. Hanchette, D. Howarth, K. Mountain
HISTORY:	K. Massoth, D. Vivian
MATHEMATICS:	C. Biro, L. Larson, T. Riedel, D. Swanson
PAN-AFRICAN STUDIES:	J. Carew, T. Rajack-Talley
PHILOSOPHY:	A. Elpidorou, J. Gibson, D. Owen
PHYSICS:	B. Freelon
POLITICAL SCIENCE:	T. Gray, M. Merry
PSYCHOLOGY:	E. Ross
SOCIOLOGY:	P. Gagné, D. Roelfs, R. Schroeder
THEATRE ARTS:	N. Burton
URBAN & PUBLIC AFFAIRS:	D. Simpson
WOMEN'S & GENDER ST:	K. Christopher, D. Heinecken, S. Jarosi, K. Story, N. Theriot

Dr. Karen Christopher, Chair, called the Faculty Assembly to order at 2:03 PM.

Dr. Christopher made the following announcement:

- The next regular meeting of the Faculty Assembly will be held on March 24, 2017, in SK 102. Proposed items of business for that meeting must be submitted to Dr. Christopher no later than 5 PM on March 17, 2017.

Dr. Christopher recognized Dr. Beth Willey and Dr. Riaan van Zyl to offer an update on the QEP, the implementation deadline for which has not been changed or delayed due to the University's SACS probation. Drs. Willey and van Zyl traced the QEP's development from its origins in 2015 to its current status. "Find Your Fit" will be a three-credit, inquiry-guided learning seminar targeting exploratory/undecided and pre-unit second-year students. "Find Your Fit" will help interested students create academic and personal plans and learn more about the University and its resources. This seminar will be based on ECPY and the first sections of the course are slated to be offered in Spring 2018. A&S faculty interested in teaching a "Find Your Fit" seminar should contact Dr. Willey. The original QEP proposal suggested that faculty offering these courses would do so for x-pay, but it was suggested during the Q&A that it might be possible for faculty to offer one of the seminars as part of her/his regular load. The QEP has its own line in the University budget and the pilot should be paid for out of those funds. These logistical details have not been completely established.

Dr. Christopher next recognized Dr. Susan Jarosi, who presented two resolutions that she and Dr. Avery Kolers drafted concerning the 2017-18 budget for the Assembly's review and approval. The proposed resolutions "aim to underscore the importance of shared academic governance and faculty participation in significant decisions that affect the core mission of the university."

The first resolution, "Resolution for openness and transparency in planning and budget," called for the following:

- "The assembled faculty of the College of Arts and Sciences therefore insists that any declarations from the University administration regarding structural deficits and strategies for meeting such deficits must be accompanied by documentation such as audited financial statements[.]"
- "The faculty also insists that budget decisions be made with meaningful participation of all University constituencies; and [s]pecifically, each component of the university, including faculty, must have a voice in the determination of short- and long-range spending priorities. Moreover, budgetary decisions directly affecting areas in which the faculty has primary responsibility – particularly instruction, research, and faculty status and salaries – may only be made in concert with the faculty."
- "[T]he faculty of the College of Arts & Sciences requests access, either for the Assembly as a whole or for one or more of its Standing Committees, to documentation and analysis of the university's finances, including but not limited to: five years of audited financial statements, current and following year budgets, and detailed cash-flow estimates for future years."
- "The Assembly also requests that a public forum be scheduled promptly in which faculty may participate in a meaningful discussion with leadership and collaboratively arrive at decisions about the University's financial planning and priorities."

Dr. Dale Billingsley, Acting Executive Vice President and University Provost, offered some insight into President Postel's announcement, admitting that the budgetary decisions were made without desirable consultation and transparency. Given the tumultuous year that the University has endured with turnovers in its executive, financial and board leadership and constitution, the gravity of the University's financial shortfall was unclear. When its enormity was realized, the University moved to institute a solution before SACS also questioned UofL's fiscal stability. Faced with that threat and a Board mandate, the University took action. Dr. Postel has committed to greater transparency going forward. Dr. Billingsley also noted that many of items requested by the faculty are available in the Board's minutes, though several persons, including members of the Faculty Senate, noted that the financial information and models presented to the Faculty Senate's executive committee for its consideration are usually based on old data and are not accurate reflections of the University's budgetary realities at that moment.

During discussion, several faculty members voiced support for the resolution, while some argued that its tone was too strident and that the Assembly should ask for the type of consultation requested beginning with the next budget cycle. A motion was advanced that the document be returned to Drs. Jarosi and Kolers for the revision and that it would then be sent forward without being brought back to the Assembly. This motion was defeated 22 to 50. The faculty then voted to table the matter pending a revision of the resolution. It will be revisited at the March 24, 2017, meeting.

The second resolution, "Resolution for unity among members of the faculty against unjustified cuts to personnel, programs, and/or curriculum," was highlighted by the following:

- "[T]he proportion of total expenses dedicated to instructional salaries and benefits should be no less than 35%; and the proportion of total salaries and benefits dedicated to instructional salaries and benefits should be no less than 50%"
- "Until such time as these thresholds are reached, the Faculty of the College of Arts & Sciences categorically rejects faculty hiring freezes, faculty pay freezes, furloughs, or layoffs; and [n]or should administrators representing the College of Arts & Sciences accede to any plan that does or entails any of these things or that eliminates graduate or undergraduate programs, or that reneges on commitments to program growth or maintenance."
- "Be it further resolved that it is precisely during straitened budget times that the core mission must be most jealously protected, rather than sacrificed. As long as the 35%/50% threshold is not met, any decision to cannibalize faculty lines, educational programs, or instructional salaries and benefits would be a failure of values and of will, rather than a rational response to hard times."

After a brief discussion of the resolution's tone and demands, the Faculty Assembly voted to table it as well and to review a revised document at its March 24, 2017, meeting.

The meeting was adjourned at 3:15 PM.