

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

ATTENDANCE:

ANTHROPOLOGY:	A. Browne Ribeiro, J. Haws, S. Parkhurst, A. Storey, C. Tillquist
BIOLOGY:	C. Corbitt, L. Fuselier, M. Perlin
CHEMISTRY:	F. Luzzio, E. Mueller
CLASSICAL & MODERN LANG.:	W. Cunningham, M. Dalle, T. Edison, J. Gabbard, M. Groenewold, G. Hutcheson, A. Leidner, R. Luginbill, F. Nuessel, W. Pfeffer, C. Sullivan, L. Wagner, W. Yoder
COMMUNICATION:	M. Cunningham, M. D'Silva, J. Ferré, J. Hart, R. Merkel
COMPARATIVE HUMANITIES:	P. Beattie, S. Bertacco, M. Moazzen, N. Polzer, P. Pranke, T. Stewart
CRIMINAL JUSTICE:	D. Keeling
ENGLISH:	S. Biberman, K. Chandler, P. Griner, A. Olinger, S. Ryan, D. Tanner, A. Willey, E. Wise
FINE ARTS:	T. Calvert, M. Eckert, D. Lai, C. Reitz
GEOGRAPHY/GEOSCIENCES:	C. Day, A. Gaughan, C. Hanchette, W. Song, F. Stevens, M. Walker, H. Zhang
HISTORY:	B. Beattie, T. Keeley
MATHEMATICS:	D. Swanson
PAN-AFRICAN STUDIES:	P. McCutcheon, T. Rajack-Talley
PHILOSOPHY:	J. Gibson, A. Kolers, D. Owen, N. Potter
PHYSICS:	D. Brown, B. Freelon, S. Banerjee
POLITICAL SCIENCE:	A. Caldwell, J. Farrier, M. Merry, C. Ziegler
PSYCHOLOGY:	P. DeMarco, S. Meeks, E. Ross
SOCIOLOGY:	D. Austin, J. Beggan, P. Gagné, S. Hopf, J. Rieger, R. Schroeder
THEATRE ARTS:	R. Vandenbroucke
WOMEN'S & GENDER ST:	K. Christopher, C. Fosl, J. Griffin, D. Heinecken, S. Jarosi, N. Theriot

Dr. Karen Christopher, Chair, called the Faculty Assembly to order at 2:06 PM.

Dr. Christopher made the following announcements:

- The next regular meeting of the Faculty Assembly will be held on April 21, 2017, in SK 102. Proposed items of business for that meeting must be submitted to Dr. Christopher no later than 5 PM on April 14, 2017. The faculty will approve candidates for graduation and the Woodcock medalist at this meeting. Jim Begany, Vice Provost for Strategic Enrollment Management and Student Success, will be speaking to the Assembly about issues in enrollment management and projections for Fall 2017.
- The College's Celebration of Faculty and Staff Excellence will be held on April 25, 2017, in Bigelow Hall in MITC from 2 PM-4 PM. Additional awards, previously unannounced, will be awarded
- Faculty were encouraged to stand for election to College and University committees.

ADDITIONAL ANNOUNCEMENT:

- Dr. Avery Kolers added that Kentucky's Attorney General Andy Beshear would be speaking to the local AAUP at 4 PM in SK 102 and invited interested faculty members to attend.

Dr. Christopher recognized Dr. Simona Bertacco, who presented the Curriculum Committee's recommendation that the faculty approve a proposed BS in Neuroscience to be offered as a partnership between the Department of Psychological and Brain Sciences and the Department of Anatomical Sciences and Neurobiology. Dr. Michael Cunningham asked why Psychological and Brain Sciences was interested in adding capacity in Natural Sciences when the majority of its students opted to major in its Social Science track. Dr. Paul DeMarco and Dr. Suzanne Meeks responded, noting that this has been a long-time departmental goal that will make the department and its graduates more competitively nationally and that undergraduate students are increasingly expressing interest in neuroscience programs. Questions were also asked about how this new proposal would impact course demand in other departments, notably Biology, and resource allocations. Dr. William Guido, chair of the Department of Anatomical Sciences and Neurobiology, stated that the program was intended to operate from existing resources and Dr. DeMarco noted that the only new resources required would be for GTAs, one funded by A&S and one funded by the School of Medicine. Dr. Susan Ryan asked if the proposal had been reviewed by A&S' Planning and Budget Committee. When Dr. John Gibson responded that the committee had not seen the proposal, Dr. Wendy Pfeffer made a motion that approval be tabled and that the proposal be forwarded to Planning and Budget for its review and comment. This motion was approved with 5 abstentions. The BS in Neuroscience will be revisited by the Faculty Assembly at its April meeting.

Dr. Christopher next recognized Dr. Avery Kolers, who presented revised versions of the resolutions that he and Dr. Susan Jarosi presented for the Faculty Assembly's approval at its February 24, 2017, meeting. The revised documents, appended below, attempted to address expressed concerns about tone.

The first resolution, retitled “Resolution for shared governance in planning and budget,” called for the following:

Resolution:

The assembled faculty of the College of Arts & Sciences recommends that the following policies be adopted immediately to ensure that shared academic governance at the University of Louisville extends to budgetary matters.

- 1. Faculty should participate both in the preparation of the total institutional budget and in decisions relevant to the further apportioning of its specific fiscal divisions (salaries, academic programs, tuition, physical plant, etc.).*
- 2. The soundness of budget decisions should be enhanced if an elective representative committee of the faculty participates in deciding on the overall allocation of institutional resources and the proportion to be devoted directly to the academic program. Such a body will be of critical importance in representing faculty interests and interpreting the needs of the faculty to the board of trustees and president.*
- 3. Such a committee should be given access to all available information that it requires to perform its task effectively – including five years of audited financial statements, current and following-year budgets, and detailed cash-flow estimates for future years – and it should have the opportunity to confer periodically with the representatives of the administration and board of trustees.*
- 4. In making decisions on whether teaching and research programs are to be curtailed, financial considerations should not be allowed to obscure the fact that instruction and research constitute the essential reason for the existence of the university and thus should be prioritized above all other institutional functions.*

Dr. Greg Hutcheson initiated a conversation about the second item, noting that it, unlike the other items, does not recommend a particular action as much as it expands on points raised in the first point. Recommendations were made from the floor that the language be revised to call for the creation of “an elective representative committee.” During this discussion, Dr. Jasmine Farrier noted that the budgetary decision-making process is codified in *The Redbook* and gives specific University officers fiduciary responsibilities. Since the Chair of the Faculty Senate serves as the faculty’s representative on the Board of Trustees, she suggested, this call for greater engagement should be used to empower the Faculty Senate to be more meaningfully engaged in matters of substance. The faculty subsequently spent several minutes discussing the nature and limits of the Senate’s engagement in such matters before voting on the proposed resolution. It was approved with 1 no vote and 1 abstention with the proviso that the language in the second point is to be revised to reflect recommendations made during the Assembly’s discussions.

Dr. Kolers next presented the second resolution, retitled “Unity within the College regarding cuts to personnel, programs, and/or curriculum, and for rededication to the academic mission of the University.” The revised resolution called for solidarity within A&S in resisting cuts to academic programs as part of any cost-savings scenario:

The Faculty of the College of Arts & Sciences therefore resolves that it would be illegitimate to address the budget gap through methods that hinder the University’s progress toward academic excellence or equitable faculty salaries.

Furloughs, layoffs, or structural closures or mergers of academic programs shall not be pursued as a response to the budget crisis. Members of the Faculty, Standing or Ad hoc Committees of the College of Arts & Sciences, and Dean and Assistant or Associate Deans, should reject budgeting parameters or decisions that would purport to address the budget crisis in any of these ways.

However, nothing in this resolution shall be taken to limit the general right and responsibility of the Faculty of the College, its individual members, and the Dean's office to participate in budget and planning discussions according to principles of shared academic governance.

Discussion here focused on the appropriateness of the resolution's stance given the dire realities of the University's current fiscal situation. Several faculty members noted that A&S faculty and executive leadership need to be involved in any discussions about the budget lest the College and its interests not be considered in any adopted plans. Dr. Kolers maintained that the decision to cut academic programs would be a "political decision" when other sources of unrealized or under-realized revenue remained untapped and while faculty salaries remained significantly below those at benchmark institutions. Dr. Owen offered a friendly amendment that the resolution's language should include references to improving academic excellence and opportunity for students, which Dr. Kolers accepted. Dr. Cate Fosl asked whether the proposed resolution's reference to "academic programs" included non-degree programs. When Dr. Kolers responded that he had never considered that before, Dr. Fosl offered a friendly amendment that those programs be included as well. Dr. Kolers indicated that he did not accept that as a friendly amendment and instead would invite further debate, at which point Dr. Fosl withdrew her proposed amendment. The Faculty Assembly approved the resolution with 45 yes votes, 20 no votes, and 7 abstentions.

Dr. Christopher next recognized Drs. Jarosi, Thomas Stewart, and David Swanson of the Faculty Salary Committee to present the committee's first annual report. Dr. Pfeffer moved, and the Faculty Assembly endorsed, that the committee be commended for its work and the clarity of its final report. Given the lateness of the hour, the committee's presentation was cut short and will be continued at the April meeting. Faculty were encouraged to review the report and to offer any comments or feedback to the committee.

The meeting was adjourned at 3:16 PM.

**To: Greg Postel, Interim President
Dale Billingsley, Interim Provost
David Grissom, Chair, Board of Trustees
Kimberly Kempf-Leonard, Dean, College of Arts & Sciences
Enid Trucios-Haynes, Chair, Faculty Senate**

From: College of Arts & Sciences Faculty Assembly

Date: March 24, 2017

Re: Resolution for shared governance in planning and budget

Background:

Recent communications from the administration regarding the university's 2017-18 budget have simultaneously declared a \$48 million shortfall (4% of the overall budget) and instituted immediate salary and hiring freezes. The university's faculty and staff were not included in this consequential decision to institute salary and hiring freezes, and faculty participation in the planning and budget process for the 2017-18 academic year has been limited.

The faculty of the College of Arts & Sciences emphasizes that it is the responsibility of the administration to uphold longstanding principles of shared academic governance, which include the participation of the faculty in decisions as to the allocation of financial resources.

Specifically, in matters of budgetary planning and priorities, shared governance means that decisions should be made with meaningful participation of the faculty in the determination of short- and long-range spending priorities. Most important, budgetary decisions directly affecting areas in which the faculty has primary responsibility – including curriculum, instruction, research, and faculty status and salaries – should only be made in concert with the faculty.ⁱⁱ

Shared governance does not mean that the Faculty Assembly must be permitted to approve annual budgets, or that every individual faculty member must be permitted a vote on every dollar spent; the principles of shared governance make it clear that those responsibilities lie with the Board of Trustees and the President's Office. What is lacking, rather, is an institutionalized process whereby existing representative bodies of the faculty (i.e., Faculty Senate, elected unit committees) participate *from the outset* in the preparation of the budget, financial planning, and the determination of spending priorities. Past and current administrative practice has limited the faculty to passive consultation or, more commonly, relegated the faculty to the role of bystander. This resolution aims to address these shortcomings in shared academic governance as it pertains to decisions regarding the overall institutional budget.

Resolution:

The assembled faculty of the College of Arts & Sciences recommends that the following policies be adopted immediately to ensure that shared academic governance at the University of Louisville extends to budgetary matters.ⁱⁱ

Faculty should participate both in the preparation of the total institutional budget and in decisions relevant to the further apportioning of its specific fiscal divisions (salaries, academic programs, tuition, physical plant, etc.).

The soundness of budget decisions should be enhanced if an elective representative committee of the faculty participates in deciding on the overall allocation of institutional resources and the proportion to be devoted directly to the academic program. Such a body will be of critical importance in representing faculty interests and interpreting the needs of the faculty to the board of trustees and president.ⁱⁱⁱ

Such a committee should be given access to all available information that it requires to perform its task effectively – including five years of audited financial statements, current and following-year budgets, and detailed cash-flow estimates for future years – and it should have the opportunity to confer periodically with the representatives of the administration and board of trustees.

In making decisions on whether teaching and research programs are to be curtailed, financial considerations should not be allowed to obscure the fact that instruction and research constitute the essential reason for the existence of the university and thus should be prioritized above all other institutional functions.

¹ *Joint action* means that formal agreement by both the faculty and other components of the institution is required for affirmative decision or policy determination. Negative action can be accomplished by a veto by any component. The separate components need not act simultaneously but should act within a reasonable time interval.

² “The Role of the Faculty in Budgetary and Salary Matters,” a policy report of the American Association of University Professors. This statement was approved by the AAUP’s Committee on College and University Governance, adopted by the AAUP’s Council in May 1972, and endorsed by the 58th Annual Meeting.

³ Such an elective representative committee would need to be newly created, or the responsibilities and membership of the current Faculty Senate Planning & Budget Committee would need to be revised and expanded.

Memo to: Kimberly Kempf-Leonard, Dean, College of Arts & Sciences
Arts & Sciences Planning & Budget Committee
Members of the College of Arts & Sciences

From: Assembled Faculty of the College of Arts & Sciences

Date: March 24, 2017

Re: Unity within the College regarding cuts to personnel, programs, and/or curriculum, and for rededication to the academic mission of the University

In recent years the University of Louisville has suffered crises of leadership involving the President's Office, the Board of Trustees, the University of Louisville Foundation, and others. Combined with improvident budgeting practices, the crises of leadership have caused a budget shortfall requiring severe and immediate corrective action.

The University's academic units did not cause and are not responsible for the budget crisis. Indeed, during the years of irresponsible leadership, the academic units drove a major enhancement of the University's scholarly productivity, retention and graduation rate, academic quality, grants received, academic reputation, and community engagement. The academic units have tirelessly served the core mission.

The academic units achieved this major quality enhancement while receiving below-average compensation compared to colleagues at peer institutions and suffering unsustainable tuition increases. To reach their peer average as a share of total expenses, the University would have to dedicate an additional \$20,000,000 to Instructional and Research Salaries and Benefits.ⁱⁱⁱ

The current crisis comes just as the University was beginning a multi-year equity adjustment process. So far, only the first year of this process has been accomplished, leaving the average of faculty members' pay in A&S at 89% of benchmark;ⁱⁱⁱ if these initial equity and overall salary gains are to be maintained, salaries and benefits must at least rise with inflation, rather than be frozen.

The Faculty of the College of Arts & Sciences therefore resolves that it would be illegitimate to address the budget gap through methods that hinder the University's progress toward academic excellence or equitable faculty salaries. Furloughs, layoffs, or structural closures or mergers of academic programs shall not be pursued as a response to the budget crisis. Members of the Faculty, Standing or Ad hoc Committees of the College of Arts & Sciences, and Dean and Assistant or Associate Deans, should reject budgeting parameters or decisions that would purport to address the budget crisis in any of these ways.

However, nothing in this resolution shall be taken to limit the general right and responsibility of the Faculty of the College, its individual members, and the Dean's office to participate in budget and planning discussions according to principles of shared academic governance.

ⁱⁱⁱ Source: audited financial statements sent to the Department of Education and available from IPEDS (<https://nces.ed.gov/ipeds/datacenter/>). Data have been compiled by Prof. Howard Bunsis of Eastern Michigan University, chair of the AAUP-CBC. Data available upon request.

ⁱⁱⁱ The most current salary data available for the College of Arts and Sciences show 4 tenure-track/tenured faculty below 70% of median adjusted benchmark; 34 between 70-80%; and 182 between 80-90%; with a total of 211 tenure-track/tenured faculty (out of 330) below 89% of benchmark.