

College of Arts and Sciences  
Meeting of Faculty Assembly  
SK 102

February 23, 2018  
2:00-3:15 PM

**ATTENDANCE:**

ANTHROPOLOGY:	F. Crespo, J. Haws, S. Parkhurst, A. Storey, C. Tillquist, J. Zhao
BIOLOGY:	D. Schultz
CHEMISTRY:	R. Buchanan, C. Grapperhaus, L. Hoyt, F. Luzzio, A. Powe
CLASSICAL & MODERN LANG.:	R. Buchanan, M. Dalle, L. Dray, T. Dumstorf, J. Greene, M. Groenewold, A. Leidner, J. Minges, F. Nuessel, S. Owolabi, L. Wagner, M. Wu
COMMUNICATION:	M. Cunningham, A. Futrell
COMPARATIVE HUMANITIES:	N. Polzer, T. Stewart, Jr., E. Wise
CRIMINAL JUSTICE:	D. Keeling
ENGLISH:	K. Kopelson, S. Ryan, A. Willey
FINE ARTS:	Y. Chan, R. Singel
GEOGRAPHY/GEOSCIENCES:	C. Day, A. Gaughan, W. Song, F. Stevens, M. Walker
HISTORY:	B. Beattie, J. Westerfeld
MATHEMATICS:	D. Swanson
PAN-AFRICAN STUDIES:	J. Carew, T. Rajack-Talley
PHILOSOPHY:	J. Gibson, D. Owen
PHYSICS:	R. Chastain
POLITICAL SCIENCE:	D. Buckley, D. Clayton, A. Enders, J., T. Gray, L. Moyer, S. Wallace
PSYCHOLOGY:	L. Haynes, J. Woodruff-Borden
SOCIOLOGY:	J. Beggan, K. Christopher, D. Roelfs, R. Schroeder
THEATRE ARTS:	K. Gawley, R. Vandenbroucke
WOMEN'S & GENDER ST:	J. Griffin, D. Heinecken, S. Jarosi, D. Pecknold, K. Story

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

During the announcements, 2 SGA representatives reminded the Faculty Assembly of the SGA's resolution concerning student midterm grades. According to student feedback reported to SGA, students are interested in receiving more grades/substantive feedback prior to midterm so that they might know where they stand in their courses prior to the last day to withdraw in a given

semester. Faculty are encouraged to provide students with some sort of midterm assessment before March 7, the deadline for course withdrawals this semester.

The next item of business was a presentation by Mr. Keith Sherman, Interim Executive Director/COO of the UofL Foundation. Mr. Sherman discussed the foundation's mission and work with the Faculty Assembly, underscoring that its mission is maintaining the principal of all gifts and endowments in perpetuity, using its investment strategies to generate returns adequate to support reasonable spending. He reported that the foundation has now implemented 26 of 27 recommendations resulting from the recent audits and that it has corrected its course. The total value of the endowment at last report was \$636 million. Updates on endowment fund spending policies for 2018-19 should be available in March. Persons with questions about the foundation or who would like for Mr. Sherman to meet with anxious potential donors are encouraged to contact Mr. Sherman directly.

Dr. Christopher next recognized Dr. David Roelfs to present the proposed faculty salary equity resolution developed by the Faculty Salary and Personnel Committees. After a brief discussion and a round of suggested editorial comments, the Faculty Assembly unanimously approved the following resolution to be sent to the Board of Trustees, President Postel, Provost Billingsley, and Dean Leonard:

Memo to: Board of Trustees; President Postel; Provost Billingsley; Dean Leonard  
From: Faculty of the College of Arts & Sciences  
Re: Equity adjustments  
Date: 2/23/18

According to the *Redbook*, Sec. 4.2.1.A, "Administrative officers and appropriate faculty bodies shall protect faculty members from inequities in salary." These protections should also extend to staff.

Salary inequities take two forms. External inequity occurs when faculty salaries decline relative to comparable market rates by rank and discipline at benchmark institutions. Internal inequity occurs due to extreme stratification within ranks as well as compression and inversion between ranks.

In 2016-17, the University embarked on a multi-stage process of salary equity adjustments for faculty and staff. Such adjustments aimed to reduce both internal and external inequities.

Only the first stage of this process was implemented, and funding for that was sufficient to reach only a fraction of the faculty, and was in any case insufficient to bring anyone up to (or even particularly close to) benchmark. Nor were merit raises available for 2017-18.

Consequently, the majority of faculty salaries remain significantly below benchmark, and continue to be eroded relative to cost of living, even as faculty are expected to become continuously more productive in research and creative activity and in teaching.

We recognize that budget conditions are unfavorable and the University is struggling to reconcile its balance sheet despite continued cuts to state appropriation. Nonetheless, we wish to underscore the importance of implementing the promised series of equity adjustments.

Equity adjustments are not pure expenditure; they constitute investments in productivity and contentment, in reduced turnover, and in collegiality more generally. Such adjustments are in any case required by the *Redbook*.

We therefore call on you to prioritize keeping the promise of a multi-stage equity adjustment in the near term and, going forward, to rededicate the University to its *Redbook*-required obligation to protect faculty – and staff – members from inequities in salary.

Dr. Christopher next recognized Dr. Beth Willey, who discussed the QEP “Find Your Fit” course and encouraged A&S faculty to consider offering the course either on load or as an overload. There are two pilot courses this term and the University would like to offer six in 2018-19 (2 in the fall and 4 in the spring). Information about the “Find Your Fit” course may be found here: <http://louisville.edu/findyourfit>.

Dr. Christopher next recognized Dr. Owen, who offered to answer questions about recent actions/discussions of the Faculty Senate. Dr. Jarosi asked if the Executive Committee had made any statements concerning the presence of guns on campus. No actions have been taken.

The meeting was adjourned at 3:12 PM.

## APPENDIX 1:

### **Salary Data for the College of Arts & Sciences Provided by the A&S Faculty Salary Committee February 16, 2018**

Phase 1 of the university-wide faculty and staff equity raises, implemented in spring of 2017, resulted in demonstrable improvements to salaries in the College. A&S received \$454,620 in funds from central administration for equity adjustments. Of this amount, \$436,931 went to tenured and tenure-track faculty, and \$17,689 went to term faculty.

As a result of the equity adjustment, the median salary in the College increased from \$72,938 to \$73,961. Post-adjustment, tenured and tenure-track faculty earned, on average, 87.6% of their benchmark salary. For term faculty this number was 65.3%.

In 2016-2017:

- 288 total faculty members (75%) earned salaries below 90% of benchmark.
- Of these 288, 126 faculty members (32.8%) earned salaries below 80% of benchmark.
- Of these 126, 43 faculty members (11.2%) earned salaries below 70% of benchmark.

Merit raises were not available for 2017-18, leaving salaries in the College largely unchanged. The median salary in the College in 2017-18 is \$73,969.

For the current year, tenured and tenure-track faculty earn, on average, 85.44% of their benchmark salary. For term faculty, this number is 63.5%.

In 2017-18:

- 290 total faculty members (78%) continue to earn salaries below 90% of benchmark.
- Of these 290, 136 faculty members (36.5%) continue to earn salaries below 80% of benchmark.
- Of these 136, 46 faculty members (12.3%) continue to earn salaries below 70% of benchmark.

These data clearly support the need for committed and consistent attention to salary equity.

## APPENDIX 2:



[www.louisville.edu/findyourfit](http://www.louisville.edu/findyourfit)

### Call for Instructors

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- **Expand your teaching horizons**
- **Experiment with innovative teaching methods & assessments**
- **Excite students' intellectual curiosity on a topic you're passionate about**
- **Teach outside the confines of traditional curriculum structures**
- **Go deep on focused teaching and mentoring with second-year students**
- **Lead an instructional team in support of a high-profile university project.**

*Full and part-time faculty are invited to teach for the new program, **Find Your Fit**, our new Quality Enhancement Plan (QEP). The heart of the program is a 3-credit hour seminar called *Personal and Academic Inquiry*. This new course, designed with the academic and developmental needs of second year students in mind, features: small seminar format (20 students), merging of academic and personal inquiry topics, and a compelling seminar theme proposed by the faculty instructor of the course.*

### **Who should teach this new seminar?**

Ideal candidates are tenure-track faculty who want to engage in innovative pedagogies; who are interested in working on a new UofL course for second-year students focused on inquiry, decision-making and reflection; who welcome the opportunity to collaborate with other instructors and staff members.

### **Other information:**

- Faculty members will lead an instructional team that includes an integrative advisor and instruction librarian, all of whom share content delivery and assessment responsibilities.
- The course, ECPY 302, is housed in the College of Education and Human Development and integrates concepts and theories on student development.
- Members of the QEP staff team provide administrative support and instructional guidance for the development, implementation, and assessment of the seminar and its outcomes and assignments.
- Remuneration is offered to instructors to recognize their work during the course development phase and their teaching semester.

2-4 faculty members needed for 2018-2019 AY

14 faculty members needed for 2019-2020 AY

For more information, please contact:

Dr. Nisha Gupta, QEP Specialist for Faculty Development,  
[nisha.gupta@louisville.edu](mailto:nisha.gupta@louisville.edu)