

College of Arts and Sciences
Meeting of Faculty Assembly
SK 102

January 31, 2020

2:00-3:15 PM

ATTENDANCE:

AEROSPACE STUDIES:	P. Day
ANTHROPOLOGY:	A. Browne Ribeiro, J. Haws, J. Zhao
BIOLOGY:	C. Corbitt, D. Schultz
CHEMISTRY:	C. Grapperhaus, E. Mueller
CLASSICAL & MODERN LANG.:	L. Baixauli-Olmos, M. Dalle, T. Edison, B. Fonseca-Gruber, J. Gabbard, M. Groenewold, M. Hencker, G. Hutcheson, A. Leidner, R. Luginbill, M. Makris, J. Minges, F. Nuessel, S. Olowabi, R. Roebuck, C. Sullivan, L. Wagner, W. Yoder
COMMUNICATION:	M. Cunningham, M. D'Silva, L. Della, S. Esrock, J. Hart, K. Walker
COMPARATIVE HUMANITIES: ENGLISH:	P. Beattie, S. Bertacco, N. Polzer, E. Wise D. Anderson, M. Biberman, K. Chandler, F. Kelderman, K. Kopelson, A. Olinger, G. Ridley, S. Ryan
FINE ARTS:	M. Carothers, B. Hanger, D. Lai, R. Singel
GEOGRAPHY/GEOSCIENCES:	F. Stevens
HISTORY:	B. Beattie, T. Keeley
MATHEMATICS:	C. Biro, R. Gill, D. Han, J. Wildstrom
MILITARY SCIENCE:	M. Dargavell
PAN-AFRICAN STUDIES:	J. Carew, K. Logan, K. Ojeh
PHILOSOPHY:	A. Kolers, D. Owen
PHYSICS:	S. Banerjee, D. Brown, M. Yu
POLITICAL SCIENCE:	A. Enders, J. Farrier, M. Merry, S. Wallace, C. Ziegler
PSYCHOLOGY:	B. Mast, S. Meeks
SOCIOLOGY:	B. Carini, G. Marshall, D. Roelfs
THEATRE ARTS:	R. Vandenbroucke
URBAN AND PUBLIC AFFAIRS:	L. Evans, A. Rollins, M. Ruther, S. Zhang
WOMEN'S & GENDER ST:	D. Heinecken, K. Story, N. Theriot

Dr. David Schultz, Chair, called the Faculty Assembly to order at 2:03 PM.

The meeting opened with two announcements. First, the call for volunteers to serve as the Faculty Assembly's secretary has not been successful. Dr. Schultz will work with Dean Owen to attempt to

facilitate securing a person to serve in the role. Second, approval of the the minutes of the November 15 and January 31 Faculty Assembly meetings will be sought at the February meeting.

The chair recognized Interim Dean David Owen for a Q&A. Dr. Owen addressed the failed LFO search from Fall 2019 and informed the Assembly that the position would be re-advertised with a new description. In the interim, the College will appoint an interim LFO who will, under the position's revised terms, report directly to the dean. Dr. Eugene Mueller asked for an update on the dean's search, to which Dr. Owen could only reply that the search committee has been formed, the ad has been posted, and the process is currently underway.

Dr. Schultz next recognized Dr. Natalie Polzer and other members of the Faculty Salary Committee to present the committee's report and to seek the Assembly's endorsement of two motions. The full report is appended below, but its focus was bringing to the faculty's attention the possibility of PTL promotion, which has been available at the University for approximately ten years, but its existence is not widely known. PTLs can hold one of three ranks and the pay rates for those ranks vary: Lecturer (\$890/credit hour), Senior Lecturer I (\$980/credit hours) or Senior Lecturer II (\$1,080/credit hour). UofL's PTL pay rate is among the lowest of our benchmark institutions, so the Faculty Salary Committee appealed to the Assembly to support encouraging department chairs to identify PTLs who are eligible for, and worthy of, promotion. Dr. Dawn Heinecken asked how promotion would work with the new HR rules requiring annual searches for PTLs. Dr. Polzer was unsure, responding that the motion simply called for the faculty to endorse departments exploring PTL promotion opportunities. The first motion passed with 80 Yes votes, 1 No vote, and 1 abstention.

The committee advanced a related motion occasioned by feedback it received from Dr. Glynis Ridley. According to Dr. Ridley, English's PTL budget, the College's largest, is in excess of \$434,000 annually. Even modest increases to PTL salaries would have a detrimental impact on English's budget and other departments could easily find themselves adversely impacted. This feedback led to a motion that the provost "fully fund any salary increase for PTLs from central funds and further requests that the Provost does not require the A&S Dean nor any A&S department to meet the cost of any PTL raises." Dr. Owen shared with the Assembly that he had broached this subject with Dr. Boehm and Mr. Durbin and had been told that there would no central funding provided to support PTL salary increases. The motion nevertheless passed with 81 Yes votes and 1 No vote.

The second motion from the Faculty Salary Committee called for the initiation of the second phase of the faculty salary equity study. After reviewing salary data that demonstrate how comparatively little relief A&S faculty received during the first phase and how salaries, particularly at the senior levels, remain below benchmark, the committee moved that the Faculty Assembly charge the College's senators to develop and introduce a plan for phase two's launch in the Senate. This motion provoked discussion of whether developing such a plan was not more appropriately the committee's obligation, rather than that of the senators; whether the A&S Faculty Assembly could charge the Senate, a University-wide body, to do anything; and how mechanisms in the

Senate for introducing the subject for discussion. After several minutes of discussion, the Faculty Assembly defeated the motion and returned it to the committee for revision.

Dr. Schultz next recognized Dr. Ann Hall, chair of the Committee on Committees, to present the proposed creation of a new standing committee, the Committee on Diversity, Equity, and Inclusion. After indicating that the Committee on Committees supported the new committee's establishment, Dr. Hall deferred to the members of the ad hoc diversity committee who drafted the proposal. The faculty presenting the proposal emphasized that they wanted to create a committee "with teeth" so that diversity, equity, and inclusion issues would be considered in key College deliberations. Discussion of the proposal resulted in the suggestion that the committee needed to have some sort of budget or control of funds to give it genuine authority, which would give it authority no other committee has. After several other lines of discussion, including requests that the language surrounding the length of student terms of appointment be clarified, the Faculty Assembly voted to return the matter to the members of the ad hoc for revision and resubmission.

Finally, Dr. David Brown and Dr. Mueller were recognized to present updates from the Faculty Senate.

- Dr. Brown reviewed the new budget model that the University is implementing beginning next fiscal year. Under this model, credit hour production will drive revenue allocation, so there are now renewed concerns about units poaching other units' students by developing competing programs.
- Dr. Mueller noted that parking will be disrupted for the new Miller residency hall's construction, which will eliminate the SAC visitor parking lot. Construction is slated to begin in May 2020.
- Departments may use University funds to support current desktop printers and Canon does provide desktop printers.
- The shared governance work group will begin meeting in February.
- The proposal to convert red parking spaces to zones has been abandoned.

The meeting was adjourned at 3:15 PM.

AGENDA FOR A&S FACULTY ASSEMBLY

January 31, 2020

STRICKLER **102**, 2:00-3:15

- I. Announcements (5 minutes)
- II. Q and A with the Dean – David Owen (5-10 minutes)
- III. A&S Faculty Salary Committee Report containing two motions – Natalie Polzer (15-20 minutes)
- IV. A&S Committee on Committee Proposal to establish a College of Arts and Sciences Standing Committee on Diversity, Equity, and Inclusion – Ann Hall (15-20 minutes)
- V. A&S Faculty Senate Report – David Brown and Eugene Mueller (15-20 minutes)

Summary of Motions Presented to Faculty Assembly January 31, 2020 by the Faculty Salary Committee:

1. Motions regarding PTL compensation and promotion:

Motion presented by the FSC:

"The A&S Faculty Assembly supports finding ways to increase compensation levels for PTL Faculty. To this end, the Assembly encourages all A&S Department Chairs to identify the current rank of all PTL Faculty teaching courses for their department, determine which of these PTL Faculty may be eligible for promotion, and consult with these eligible PTL Faculty to initiate a promotion case."

Motion presented by Glynis Ridley, Chair of English Dept., as a friendly amendment:

"The A&S Faculty Assembly requests that the Provost's office fully fund any salary increase for PTLs from central funds and further requests that the Provost does not require the A&S Dean nor any A&S department to meet the cost of any PTL raises."

2. Motion regarding initiation of Phase Two of External Equity Salary Adjustments:

"The A&S Faculty Assembly charges A&S Senators to put forward a plan for Faculty Salary Equity Phase 2 in the Senate, based upon External Equity Data (median salaries of benchmark universities). Moreover, the implementation of Phase 2 will be planned according to a specified, clear time frame. A&S Senators will report back to A&S Faculty Assembly, if possible, by the end of the Spring semester. Moreover, in line with the recommendations of the FSC in the 2017 report, the implementation of Phase 2 in the College of Arts and Sciences should have direct input and participation of faculty members."

MEMORANDUM

TO: The College of Arts and Sciences (A&S) Committee on Committees

FROM: Members of the College of Arts and Sciences Diversity Council

DATE: February 5, 2020

RE: Proposal to establish a College of Arts and Sciences Standing Committee on Diversity, Equity, and Inclusion

Dear Members of the Committee on Committees:

We, the members of the A&S Diversity Council, write to you to propose the creation of an A&S Standing Committee on **Diversity, Equity, and Inclusion**. In recognition of and compliance with the policies and procedures of the College, we submit that a standing committee focusing on diversity, equity and inclusion is warranted because these are foundational pillars in the missions of both A&S and the University of Louisville. The Dean's office has established and utilized an ad hoc "Diversity Council"—composed of faculty, staff and students—on and off for many years. However, the creation of a formal standing committee would institutionalize efforts to make A&S more credible, accountable and transparent on issues dealing with diversity, equity and inclusion. It would also more deeply engage faculty, staff and students as the main drivers of change for a more diverse, equitable and inclusive campus climate.

1. **PROPOSED NAME:** College of Arts and Sciences Diversity, Equity, and Inclusion Committee
2. **PURPOSE:** To develop and implement strategies aimed at making the College of Arts & Sciences a diverse, equitable and inclusive learning environment and workplace.
3. **FUNCTION:**

The Committee on Diversity, Equity, and Inclusion will work collaboratively with the Dean and Assistant Dean for Diversity and Community Engagement, on projects to improve the climate in the College for students, staff and faculty.

The committee will:

- a) Advise and assist the Dean, Assistant Dean, and department chairs in the strategic development of diversity plans and their implementation. This will include serving as a resource to departments in the development of their diversity plans, reviewing implementation of diversity plans, and advising departments on next steps.
- b) Advise and assist the Assistant Dean for Diversity and Community Engagement in the development, monitoring, and assessment of the College of Arts and Sciences' diversity plan.
- c) Make recommendations to the Dean, Assistant Dean, and other members of A&S on how to support A&S students regarding issues of equity, inclusion and social justice.
- d) Collaborate with university-wide offices in developing appropriate responses to events, occurrences, and situations that impact our students, staff, faculty and community regarding issues of equity, inclusion and social justice.
- e) Advise and assist the Dean, Assistant Dean, and others regarding the recruitment and retention of faculty and staff in A&S.

4. STRUCTURE:

- a) This committee will be composed of ten members from the College of Arts and Sciences: Two faculty representatives from each of the divisions, all to be elected by the Faculty as a whole. In addition to two staff members (including one exempt staff member and one non-exempt staff member) elected by the staff of the College and two students (including one undergraduate and one graduate student) appointed by the Arts and Sciences Student Council and the Arts and Sciences Graduate Student Council respectively .
- b) Members serve staggered three-year-terms. No member shall serve more than two terms consecutively.
- c) The Chair of the committee will be elected by the members of the committee. The Chair for the next academic year will be selected at the April meeting from among the representatives who will be continuing on the committee. The new chair will be responsible for planning for the next academic year.
- d) The Assistant Dean for Diversity and Community Engagement will be an *ex officio* member on this committee.

Faculty Salary Committee Report

A&S Faculty Assembly

January 31, 2020

Two items

- PTL Faculty Salaries: report and motion supporting PTL Faculty promotion
- Tenure-Track Faculty Salaries: preliminary report and motion to initiate “Phase 2” of external equity salary increases

PTL Salaries and Promotion

PTL Salaries and Promotion

- This year the FSC has initiated a study of PTL Faculty salaries, a report on which will be in our Final Report to Faculty Assembly on April 17, 2020.
- In the meantime, we would like to draw the attention of the Assembly to
 - Current PTL Faculty pay levels
 - Existing policies process for PTL Faculty promotion

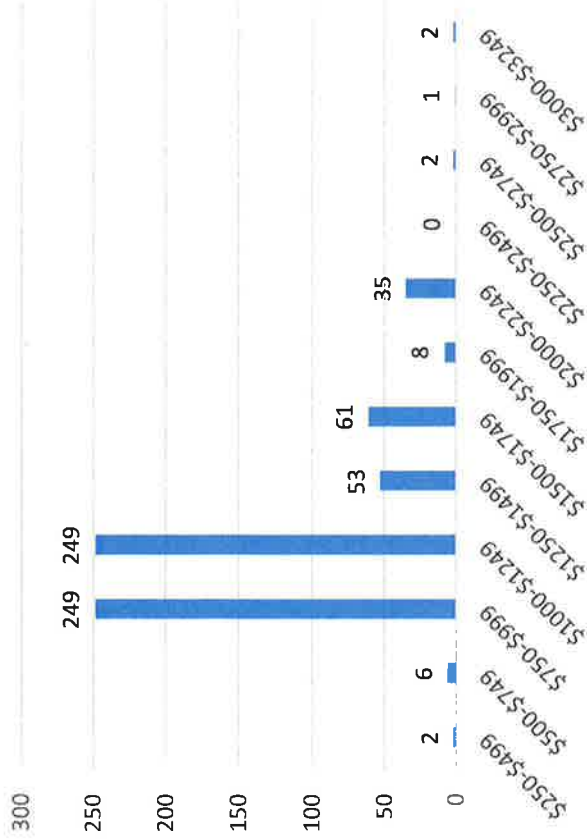
PTL Salaries and Promotion

- Officially, PTLs earn (per credit hour)...
- Lecturer: \$890
- Senior Lecturer I: \$980
- Senior Lecturer II: \$1,080
- These rates are scheduled to go up by 2% this spring

PTL Salaries and Promotion

- In practice, PTLs earn (per credit hour)...
 - Typically about \$1,100-\$1,200 (mean = \$1,199; median = \$1,092)
 - But anywhere between \$250 and \$3,149

Figure 1. PTL Salaries per Credit Hour for AY 2018 and Spring 2019



PTL Salaries and Promotion

- Anecdotally, the per credit hour rate (from a 2019 PTL rate survey) at our benchmarks are:
 - North Carolina State University (\$1500; \$1667)
 - University of Alabama (\$1092)
 - University of Illinois-Chicago (\$1758; \$2778)
 - University of Maryland-College Park (\$1333-\$1667)
 - University of New Mexico (\$1000)
 - University of North Carolina-Chapel Hill (\$2333; \$3400; \$2050; \$2617)
 - University of South Carolina-Columbia (\$1500)
 - University of South Florida (\$833)
 - University of Utah (\$1000; \$1167; \$1233-1667; \$1667)
 - University of Virginia-Charlottesville (\$2000)

PTL Salaries and Promotion

- Although PTL promotion is allowed in theory, it is neither a well-known or common practice.
- The FSC believes that PTL faculty who remain employed on an ongoing basis deserve to earn salaries commensurate with their experience and their years served. We urge Department Chairs to immediately identify qualifying PTL Faculty and to initiate the promotion process (see next slide).

PTL Salaries and Promotion

- A guide to the process for the promotion of PTL Faculty can be found at: https://louisville.edu/artsandsciences/faculty-staff/faculty-affairs/files/PTF_ranks_promotion.pdf
- PTL promotion cases submitted by April 30 can be effective in the Fall semester. Information on the PTL promotion timetable may be found at: <https://louisville.edu/artsandsciences/faculty-staff/faculty-affairs/files/PTL-Promotion-Timetable.pdf>

PTL Salaries and Promotion

- A motion: “The A&S Faculty Assembly supports finding ways to increase compensation levels for PTL faculty. To this end, the Assembly encourages all A&S Department Chairs to identify the current rank of all PTL faculty teaching courses for their department, determine which of these PTL faculty may be eligible for promotion, and consult with these eligible PTL faculty to initiate a promotion case.”
- If approved, the chair of the A&S Faculty Assembly will disseminate this motion to the A&S Dean’s Office and to all A&S Department Chairs

Budget for PTL Promotion

Departments with large numbers of PTL employees have budgetary challenges to the implementation of PTL promotion. To enable PTL promotion, Glynis Ridley, Chair of the Dept. of English, has proposed the following Motion as a friendly amendment:

"The A&S Faculty Assembly requests that the Provost's office fully fund any salary increase for PTLs from central funds and further requests that the Provost does not require the A&S Dean nor any A&S department to meet the cost of any PTL raises."

Initiation of “Phase 2” of External Equity Salary Increases

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- Equity adjustments are part of holistic approach to determining salary levels. Salaries can be adjusted to account for...
 - Cost of living increases (preserve the purchasing power of existing salaries)
 - Changes in work demands (motivate/compensate for increased productivity)
 - Merit (reward individual initiative)
 - Internal inequities (correct for “unusually low” salary levels relative to departmental colleagues)
 - External inequities (maintain parity with salaries at similar universities)

Initiation of “Phase 2” of External Equity Salary Increases

- It has been three years since some faculty members of the College of Arts and Sciences received Equity salary adjustments as a result of Phase 1 of the University-wide Equity initiative.
 - A&S was allocated \$454,620 for Equity Adjustments.
 - Adjustments were limited to faculty whose salaries were below 81% of an adjusted median benchmark.
 - 11 term faculty out of 32 received amounts between \$329.00 and \$3,000.00
 - 102 out of 317 full time faculty received amounts between \$747 and \$6,000

Initiation of “Phase 2” of External Equity Salary Increases

- The commitment to internal equity in the 2019-2022 Strategic plan:

“The University will conduct a comprehensive review of the compensation equity in each unit and develop plans to redress identified equity issues.” (p30)

“Unit-level assessments (will be) conducted every three years, and unit leaders (will) develop and implement cabinet-approved plans to redress compensation inequities.” (p37)

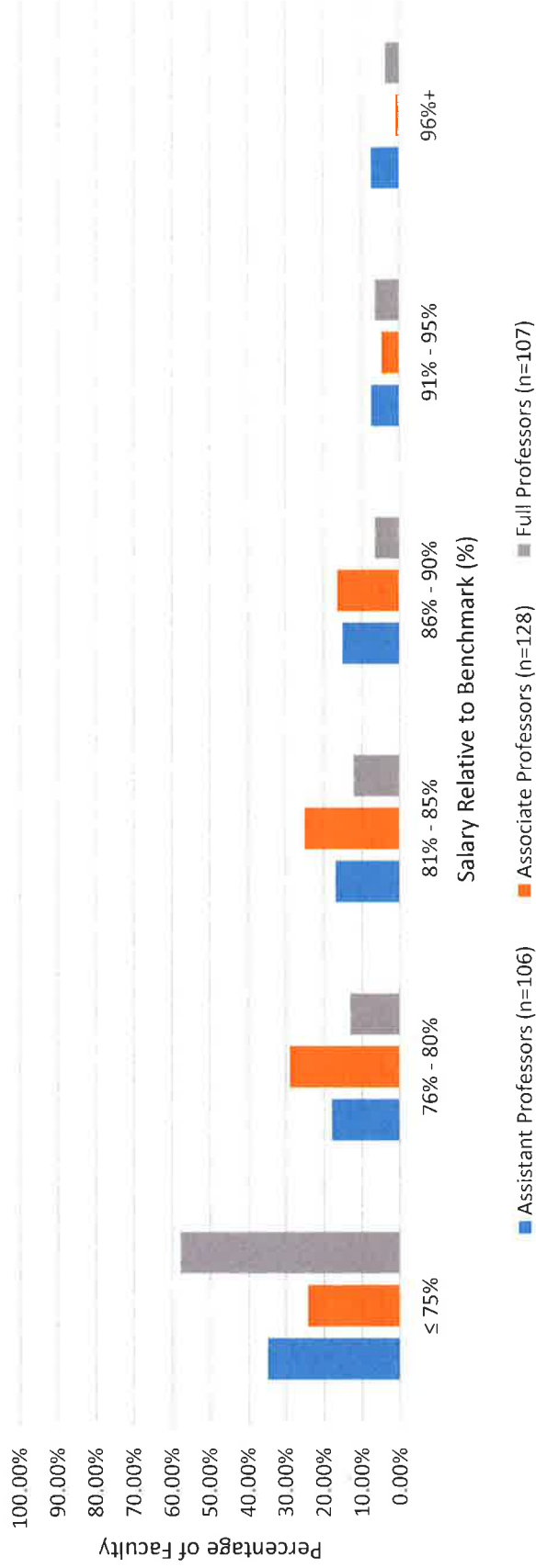
Initiation of “Phase 2” of External Equity Salary Increases

- The commitment to external equity in the 2019-2022 Strategic plan:

“And we will regularly benchmark total compensation against peers and the market to inform university compensation targets.” (p30)

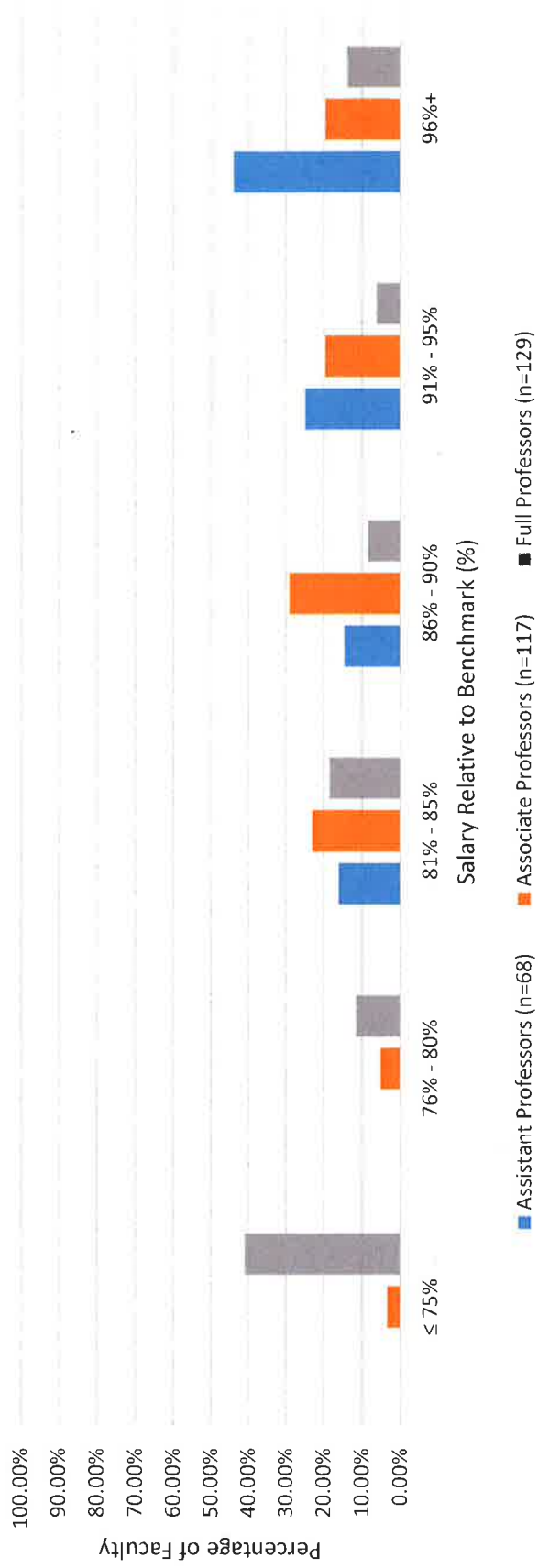
Initiation of "Phase 2" of External Equity Salary Increases

Figure 2. Percentages of A&S tenure-track faculty, by rank, by relative salary levels (Institutional Research Data)



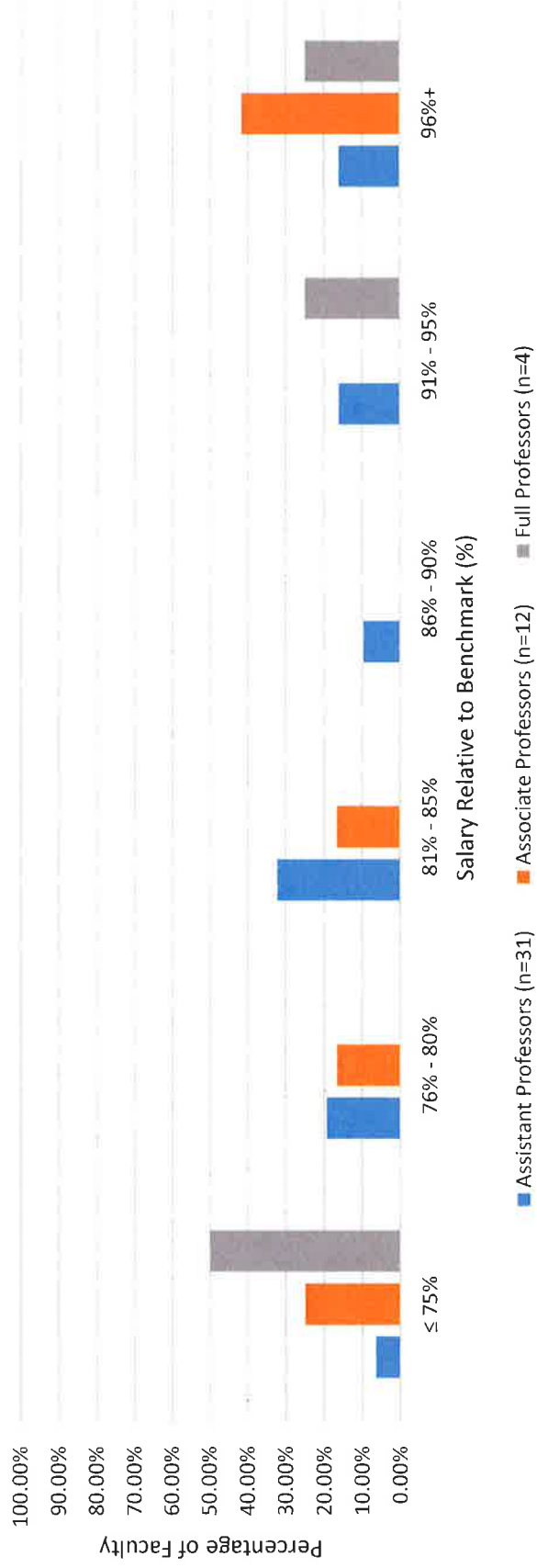
Initiation of “Phase 2” of External Equity Salary Increases

Figure 3. Percentages of A&S tenure-track faculty, by rank, by relative salary levels (Faculty Salary Committee Data)



Initiation of “Phase 2” of External Equity Salary Increases

Figure 3. Percentages of A&S term faculty, by rank, by relative salary levels (Faculty Salary Committee Data)



Initiation of “Phase 2” of External Equity Salary Increases

- A motion: “The A&S Faculty Assembly charges A&S Senators to put forward a plan for Faculty Salary Equity Phase 2 in the Senate, based upon External Equity Data (median salaries of benchmark universities). Moreover, the implementation of Phase 2 will be planned according to a specified, clear time frame. A&S Senators will report back to A&S Faculty Assembly, if possible, by the end of the Spring semester. Moreover, in line with the recommendations of the FSC in the 2017 report, the implementation of Phase 2 in the College of Arts and Sciences should have direct input and participation of faculty members.”
- If approved, the chair of the A&S Faculty Assembly will disseminate this motion to the A&S Dean’s Office and to all A&S Senators