

**Faculty Assembly Minutes  
October 30, 2020**

**ATTENDANCE:**

ANTHROPOLOGY:	A. Browne Ribeiro, J. Haws, K. Marklein, J. Zhao
BIOLOGY:	C. Corbitt, R. Hopp, A. Mehring, M. Running, D. Schultz
CHEMISTRY:	R. Buchanan, E. Mueller
CLASSICAL & MODERN LANG.:	M. Dalle, L. Dray, T. Dumstorf, T. Edison, J. Gabbard, J. Greene, M. Groenewold, R. Luginbill, M. Makris, M. Medina, N. Marrakchi, R. Roebuck, L. Rothe, S. Smith, T. Stewart, C. Sullivan, I. Tower Pohl, L. Wagner, M. Wu, W. Yoder
COMMUNICATION:	M. Ashlock, M. Cunningham, L. Della, S. Esrock, J. Ferré, A. Futrell, J. Hart, S. Smith-Jones, K. Walker
COMPARATIVE HUMANITIES:	P. Beattie, S. Bertacco, A. Hall, K. Kleinkopf, N. Polzer, T. Stewart
CRIMINAL JUSTICE:	C. Dawson-Edwards, M. Losavio
ENGLISH:	D. Anderson, S. Biberman, K. Chandler, A. Clukey, K. Hadley, B. Horner, K. Kopelson, M. Poole, A. Olinger, G. Ridley, S. Ryan, H. Stanev, A. Willey, B. Williams
FINE ARTS:	T. Calvert, R. Singel
GEOGRAPHY/GEOSCIENCES:	W. Gunter, M. Rochner, M. Walker, W. Song
HISTORY:	B. Beattie, T. Keeley, J. Westerfeld
PAN-AFRICAN STUDIES	K. Logan
PHILOSOPHY:	A. Angermann, J. Gibson, A. Kolers, D. Owen
PHYSICS:	D. Brown, B. Holwerda, G. Williger, M. Yu
POLITICAL SCIENCE:	D. Buckley, A. Caldwell, J. Gainous, T. Gray, S. Hua, M. Merry
PSYCHOLOGY:	S. Bufferd, C. Cashon, L. Haynes, S. Meeks
SOCIOLOGY:	L. Best, R. Carini, K. Christopher, L. Heberle, G. Marshall, D. Roelfs
THEATRE ARTS:	N. Burton, J. Segal, R. Vandenbroucke
WOMEN'S, GENDER & SEXUALITY STUDIES:	D. Heinecken, C. Snyder, K. Story, N. Theriot
URBAN AND PUBLIC AFF:	A. Rollins

Dr. Ann Hall, Chair, called the Faculty Assembly to order at 2:00 PM.

The Assembly unanimously approved the September 25, 2020, minutes.

Dr. Hall recognized Dean Owen for his scheduled Q&A. The Dean said that an email went out Friday afternoon with information about the end of Fall term/beginning of Spring term and the extension of the drop deadline to 11/17. Spring term will begin 1/11 and Spring Break has been shortened to 2 days. The email also addresses student attendance policies for Spring. Dean Owen encouraged faculty to work with students who are having difficulties with new course formats to ensure they finish the term strongly. He reports current Fall numbers show graduate enrollment is up, while undergraduate enrollment was down by 3700 credit hours. This does not include Winter term.

During Q&A, a question was raised as to whether Central Admin is considering COVID's impact on the performance-based funding model. The Dean assumed so and said the Budget Model Workgroup is currently looking at this; however, the Kentucky Council on Postsecondary Education, not UofL, sets some of the targets.

Regarding a question about small turnouts for COVID testing on campus, Dean Owen said he would need to consult the dashboard. Testing, while mandatory for two weeks, is now optional, and the current plan is to end Bluewater testing at Thanksgiving and to have it resume in January. When questioned about whether biweekly testing can be mandated for students who work closely together in person, such as Theatre Arts production students, the Dean said he is unsure if the University can set such requirements.

A question was asked regarding moving courses fully online once an instructor has reached the 25% minimum of in-person instruction for the semester. Dean Owen said yes, once that target has been hit and students have been consulted, a course can move fully online. If the syllabus states 75% would be in-person instruction, however, it would be unfair to move fully online without consulting with students – even with current case spike. The Dean said this is a University-level decision.

The Dean was asked how T&P Guidelines can be adjusted in light of COVID-19, especially in fields where creative and research activities have been derailed by the pandemic. Dean Owen replied that these conversations are continuing, and an ad hoc faculty committee is working on that issue; however, there are already systems in place for making these adjustments – department personnel committees, department chairs, and the Dean's office. In all cases, Redbook and personnel policies still must be followed. Student evaluations for Fall semester will be included in personnel files due to SACS requirements.

Prof. Sonja Smith accepted the nomination to serve as Parliamentarian.

The Committee on Committees moved for a revision to the standing rules to add the Diversity, Equity, and Inclusion Committee to the standing committee list. The committee further moved that the language approved by the faculty be amended to reflect that the establishment of an Associate Dean for Diversity, Equity, and Inclusion. 71 faculty members voted in favor of these motions. Two faculty members abstained and one voted "Other."

The Curriculum and Standards Committee and the Planning and Budget Committee advanced a combined motion to suspend the MA in French. Classical and Modern Languages requested the

suspension because it does not have the resources needed to continue. 62 faculty members voted in favor of the suspension with 7 abstentions and one “Other.”

The Faculty Salary Committee reported that it reviewed salary levels for hiring requests. The committee offers the reminder that looking at benchmark numbers can serve as a guide when making hiring requests. Associate Dean for Faculty Affairs Susan Ryan said that, in any instances where salaries did not align with those numbers, Faculty Affairs reached out to department chairs for clarification and made no silent changes.

#### Standing Committee Reports:

The Faculty Senate has provided input to administration on the COVID dashboard, mandatory flu vaccinations, spring semester and Spring Break, and conflict of interest and faculty accountability policies.

Academic Discipline and Student Grievance Committee reported there have been multiple instances of alleged cheating, especially in the sciences.

Technology and Facilities Committee reported that the recent CODRE meeting addressed an issue with Respondus facial recognition software, which erroneously reports cheating by students with darker skin, disadvantaging students of color. The software can also flag students who wear masks, have facial hair, have low quality cameras, or who take the exam in low-light settings. CODRE will be sending a letter to the administration requesting UofL stop using software. The Proctoring Software Committee says this is a known issue and a short-term fix is to let faculty know there is an option to turn off flagging for possible cheating during exam. There should be a best-practices guideline available within two weeks,. Some faculty from Psychology and Biology are collecting data on the Respondus false red flag issue. Faculty who want to participate can contact Cara Cashon.

The meeting was adjourned at 2:57 PM.