

**College of Arts and Sciences
Faculty Assembly
December 5, 2014**

Anthropology:	G. Stocks, C. Tillquist
Biology:	C. Corbitt
Classical and Modern Lang:	R. Buchanan, W. Cunningham, M. Dalle, T. Dumstorf, B. Fonseca-Greber, J. Gabbard, J. Greene, M. Groenewold, G. Hutcheson, A. Leidner, A. Mastri, F. Nuessel, B. Ortiz-Loyola, W. Pfeffer, C. Sullivan, L. Wagner, W. Yoder, L. Zeng
Communication:	A. Futrell, R. Merkel
English:	M. Biberman, K. Chandler, J. Dietrich, S. Griffin, K. Hadley, A. Jaffe, T. Johnson, K. Kopelson, A. Olinger C. Petrosino, G. Ridley, S. Ryan, H. Stanev, B. Willey
Fine Arts:	Y.K. Chan, L. Friesen, J. Kim
Geography/Geosciences:	C.A. Day, D. Howarth, K. Mountain, F. Stevens
History:	B. Beattie, G. Carlton, R. Dills, L.S. Weissbach, J. Westerfeld
Humanities:	P. Beattie, B. Harwood, M. Moazzen, T. Soldat-Jaffe
Justice Administration:	D. Keeling
Mathematics:	C. Biro, M. Bradley, G-M. Gie, L. Larson, T. Riedel, P. Sahoo, D. Swanson, D. Wildstrom, S. Young
Pan-African Studies:	R. Jones
Political Science:	D. Buckley, A. Caldwell, D. Clayton, J. Farrier, T. Gray, S. Hua, M. Merry, R. Payne, S. Wallace, T. Weaver, C. Ziegler
Psychology:	S. Meeks
Sociology:	K. Kempf-Leonard, C. Negrey, J. Rieger, R. Schroeder
Theatre Arts:	N. Burton, R. Vandembroucke
Women's and Gender St.:	K. Christopher, C. Fosl, D. Heinecken, S. Jarosi, K. Story, N. Theriot

Andrew Rabin convened the Faculty Assembly at 2:09 PM. The meeting began shortly after the conclusion of Susan Howarth's presentation on the University's budget and budgeting process. Ms. Howarth agreed to provide the faculty with additional information requested during the Q&A and will coordinate getting the requested information to the faculty with Dr. Rabin.

The meeting opened with an announcement:

- The next meeting of the Faculty Assembly will be January 23, 2015. Any motion to be considered at that meeting must be submitted to Dr. Rabin by 5 PM on Friday, January 16, 2015. Vice President for Advancement Keith Inman is scheduled to address the faculty at the January 23rd meeting.

The faculty voted unanimously to approve the slate of graduate and undergraduate candidates for December graduation.

Dr. Rabin next recognized Drs. Dawn Heinecken and Susan Jarosi to discuss the proposal entitled “Recommendations for A&S Endowment and Fundraising” circulated to the faculty electronically on Sunday, November 30, 2014. Drs. Heinecken and Jarosi offered a PowerPoint presentation, a copy of which is being posted on the A&S website at:

<http://louisville.edu/artsandsciences/faculty-staff/faculty-assembly/shared-documents>.

The proposal “recommends the creation of a dedicated A&S endowment in order to support the key needs of the College and ensure its future financial security.” As Dr. Rabin emphasized before Drs. Heinecken and Jarosi’s presentation, this document was submitted as a recommendation to Dean Leonard and the development staff. The Faculty Assembly does not have jurisdiction over the College’s development activities and initiatives.

The document was prepared by an ad hoc committee of faculty from across the divisions (Dr. David Brown, Physics; Dr. Jennie Burnet, Anthropology; Dr. Karen Christopher, Women’s and Gender Studies and Sociology; Dr. John Gibson, Philosophy; Dr. Dawn Heinecken, Women’s & Gender Studies; Dr. Greg Hutcheson, Classical & Modern Languages; Dr. Aaron Jaffe, English; Dr. Susan Jarosi, Women’s & Gender Studies and Fine Arts; Dr. Tracy K’Meyer, History; Dr. Avery Kolers, Philosophy; Dr. Suzanne Meeks, Psychological & Brain Sciences; Dr. David Owen, Philosophy; Dr. Nancy Theriot, Women’s & Gender Studies; Dr. Diane Pecknold, Women’s & Gender Studies; and Dr. Beth Willey, English). The committee met for approximately one month and worked to create a proposal that would be beneficial to all of A&S by seeking to support “exceptional research and teaching.”

The faculty discussed the mechanisms by which such an endowment could be created and how funds donated for this purpose could be protected from repurposing by central administration. Dr. Pfeffer and others stated that the College simply needs to establish an account for this purpose and that persons submitting to the endowment would simply have to designate that the donated funds were to be used exclusively in support of the proposed endowment. Dr. Pfeffer encouraged faculty supportive of this initiative to support it financially as well.

The assembly discussed and refined the proposal’s language through friendly amendments, adding additional language supporting efforts to enhance the College’s faculty’s ethnic and racial diversity through this proposed endowment fund. The faculty voted in favor of the revised proposal with six abstentions and no negative votes. Dean Leonard indicated her support for the proposal and

offered that it would be something that she and the development team could use in approaching donors. Copies of the original and revised proposals appear at the end of these minutes.

Dr. Hadley provided an update from the Faculty Senate:

- The University will use the summer school model adopted for Summer 2014 again this summer with some revisions suggested by the ad hoc summer school committee. Under the new plan, departments will be responsible for reimbursing central administration's costs if their overall summer schedule loses money.
- The University's published adverse weather policy remains in effect without revision.
- The provost indicated that she has not heard anything about mid-year budget cuts.
- Discussions are ongoing about ways in which the University of Kentucky and the University of Louisville can develop more research collaborations.
- Discussions are also ongoing about ways to increase student online evaluation response rates. Some have suggested that student access to final grades should be delayed until evaluations have been completed (unless students specifically opt out of completing evaluations), though denying students grades they have earned is potentially problematic.
- The provost reminded the Faculty Senate that the University is still committed to the 55,000 Degrees program. This [initiative](#) seeks to increase the number of persons holding postsecondary degrees in Louisville by 40,000 bachelor's degrees and 15,000 associate's degrees.
- The Faculty Senate was informed that Sam Connally was removed from his position as the Vice President for Human Resources.

The Faculty Assembly was adjourned at 3:05 PM.

ORIGINAL PROPOSAL

MEMORANDUM

TO: Kimberly Kempf-Leonard, Dean of the College of Arts & Sciences

FROM: Faculty of the College of Arts & Sciences

DATE: November 23, 2014

RE: Recommendations for A&S Endowment and Fundraising

The faculty of the College of Arts & Sciences recommends the creation of a dedicated A&S endowment in order to support the key needs of the College and ensure its future financial security. Building a sound endowment for the College will allow it to supplant dependence upon unsustainable sources of funding – namely, dwindling state appropriations, tuition and enrollment increases, and distance education revenue – by developing a predictable and permanent revenue stream.

The cumulative impact of fourteen budget cuts in fourteen years has threatened our ability to deliver on our core mission. The establishment of a discrete A&S endowment coupled with the implementation of visible and specific fundraising campaigns would constitute an important, proactive measure for insulating the College from this ongoing pattern of cuts. Looking forward, we see these activities as a vital and necessary component of enhancing the College's academic standing through support for research and teaching.

To this end, the Faculty Assembly refers you to the University of Virginia's College and Graduate School of Arts & Sciences "Faculty Forward" campaign (facultyforward.artsandsciences.virginia.edu), which we believe supplies a compelling model for the kind of initiative that we envision A&S could establish. We propose that the endowment for A&S be used to support two primary areas – Exceptional Teaching & Research and Student Success:

Exceptional Teaching & Research

- Endowment funds are needed to increase research support for faculty in all disciplines, including those that may not have strong prospects for external funding. Assistance would be targeted toward advancing faculty research opportunities by providing startup packages, bridge funds, research travel funds, and pre-tenure sabbatical leaves.
- To enhance recruitment and retention efforts by raising compensation to competitive levels with peer institutions. The Provost reported to the Faculty Assembly on November 21st the preliminary findings of the faculty salary equity study, which indicates that UofL salaries are below market value relative to CPE and ACC benchmark institutions; discussions are beginning on how to provide the \$4.4 million required for salary adjustments in A&S. The College will need financial support not only to achieve comparable salaries, but also to attract and retain the best teachers and scholars.

- To address gender inequities in faculty ranks by increasing the number of endowed chairs held by women. From 1998-2013 only 20% of Bucks for Brains chairs have been women, and women hold only 10% of Bucks for Brains endowed professorships. In addition, dedicated funds for spousal/partner hires would help to ameliorate gender inequities and make UofL competitive with institutions for top talent, particularly in attracting women in fields where they are underrepresented, such as STEM.
- To stimulate research culture within A&S as well as assist faculty at significant career promotion points through funding of Commonwealth Center for Humanities & Society (CCHS) faculty fellowships for pre-tenure and associate-rank faculty.
- To increase the number of tenure-track faculty lines in order to offset lost lines due to current VSIP and future faculty retirements; reduce faculty teaching loads comparable to Research 1 and peer institutions in the ACC; reduce student-teacher ratios, and reduce the current level of dependence upon adjunct faculty.

Student Success

- To increase student retention and graduation rates in the College by targeting the critical role of student-faculty interaction in enhancing students' educational experience. This would include support for reducing student-teacher ratios and the reliance on adjunct faculty, implementing progressive pedagogical practices such as community engaged learning, and bringing innovative and experimental technologies such as digital humanities labs and digital visualization techniques into the classroom.
- To increase the number of Graduate Teaching Assistantships (GTAs) offered by the College in order to attract and support graduate students through competitive funding packages.
- To develop a global citizenry in the Commonwealth through increased support for student participation in study abroad opportunities.

The faculty of A&S wish to express our keen interest in helping to articulate and shape the College's academic and research priorities, particularly those concerned with advancing faculty excellence, student engagement, and recruitment and retention of both faculty and students. We would look forward to the opportunity to work with you and the Development Office in identifying specific fundraising initiatives that would bring positive attention to the significant work that the College does.

REVISED PROPOSAL APPROVED BY THE FACULTY ASSEMBLY

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Exceptional Teaching & Research

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- To address racial/ethnic inequalities by increasing the number of endowed chairs held by people of color.
- To stimulate research culture within A&S as well as assist faculty at significant career promotion points through funding faculty fellowships for pre-tenure and associate-rank faculty.
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