

College of Arts and Sciences

Faculty Assembly

March 27, 2015

ATTENDANCE:

Anthropology:	J. Burnet, J. Haws, S. Parkhurst, J. Peteet
Biology:	J. Alexander
Chemistry:	R. Buchanan
Classical & Modern Languages:	L. Baixauli-Olmos, D. Coyne, W. Cunningham, M. Dalle, T. Dumstorf, B. Fonseca-Gruber, J. Greene, G. Hutcheson, A. Leidner, R. Luginbill, M. Makris, F. Nuessel, B. Ortiz-Loyola, W. Pfeffer, L. Wagner, W. Yoder
Communication:	M. Cunningham, M. D'Silvia, L. Della, S. Escrock, A. Futrell
English:	M. Biberian, J. Dietrich, K. Hadley, K. Kopelson, A. Olinger, G. Ridley, S. Ryan, B. Willey
Fine Arts:	Y.K. Chan, D. Lai
Geography/Geosciences:	C.A. Day, A. Gaughan, C. Hanchette, W. Song, F. Stevens
History:	D. Krebs, D. Vivian
Humanities:	B. Harwood, M. Moazzen, T. Soldat-Jaffe
Justice Administration:	D. Keeling
Mathematics:	B. Bradley, L. Larson
Pan-African Studies:	L. Best, T. Rajack-Talley
Philosophy:	J. Gibson, A. Kolers, D. Owen
Physics:	D. Brown, T. Dowling, C. Jayanthi
Political Science:	A. Caldwell, D. Clayton, M. Merry, L. Moyer, R. Payne, L. Rhodebeck, S. Wallace
Psychological & Brain Sciences:	P. De Marco
Sociology:	K. Kempf-Leonard, C. Negrey, R. Schroeder
Women's & Gender Studies:	C. Fosl, J. Griffin, D. Heinecken

Andrew Rabin convened the Faculty Assembly at 2:04 PM.

Dr. Rabin thanked the faculty members who attended Susan Howarth's March 25 budget briefing. The PowerPoint presented at that meeting is available online [here](#).

Dr. Rabin made the following announcement:

- The final Faculty Assembly meeting for 2015-2016 will be held on April 17, 2015, in Strickler 102 from 2:00-3:00 PM. Motions for consideration at this meeting must be submitted to Dr. Rabin by April 10. In addition to voting to approve the slate of May

graduates, the faculty will also elect 2015-2016 Assembly officers. A representative from the general counsel's office will speak to the Faculty Assembly about Title IX obligations and the interim provost-elect Dr. Neville Pinto will also address the faculty.

- On behalf of the Committee on Committees, Dr. Rabin encouraged faculty members to consider standing for election to one of the soon-to-be vacated positions on the College's standing committees. Initial nominations were due to Dwain Pruitt by 5 PM on March 27.
- Dr. Rabin communicated with Dr. Robert Goldstein and Dr. Shirley Willihnganz concerning Academic Analytics. Both stated that Academic Analytics was "not going anywhere;" however, the provost added that "data does not make decisions," so it would be up to the units to determine how to use Academic Analytics effectively, not "punitively." Dr. Goldstein was "surprised" to learn that questions sent to Academic Analytics were not receiving responses and encouraged the chairs to send their questions to him so that he could facilitate obtaining responses. The provost told Dr. Rabin that A&S will be relieved of the cost of paying for A&S.

Dr. Rabin recognized Dr. John Gibson to discuss the Faculty Personnel committee's motion to amend the College's standing rules so that Faculty Personnel committee appointments are for three-year terms, rather than two-year terms. After a brief discussion, the Faculty Assembly approved this motion unanimously with 2 abstentions.

Dr. Rabin next recognized Dr. Avery Kolers to present the Planning and Budget's Motion concerning A&S Goals and Priorities. After Dr. Kolers' introduction, Dr. Susan Ryan offered a friendly amendment that the revised document circulated on March 26th replace the March 19th document. This friendly amendment was accepted.

Dr. David Brown moved to reverse the order of points 1 and 2, initiating a lengthy discussion. Several faculty members (Dr. Jennie Burnet, Dr. Dawn Heinecken, Dr. Tatjana Soldat-Jaffe) voiced their support for this change while others (Dr. Daniel Krebs, Dr. Beth Willey, Dr. Glynis Ridley) opposed the change. The motion ultimately passed with 48 in favor, 18 opposed, and 4 abstentions. Five additional motions from the floor suggesting language revisions or other reorganizations were made, only two of which passed. The Faculty Assembly agreed by one vote (15 in favor, 14 opposed, and 32 abstentions) to accept an amendment proposed by Dr. Karen Kopelson to change language that some felt implied that faculty should be held accountable for student employment after graduation. "Track graduates and assist with their employment or graduate/professional school placement" was changed to read "[a]ssist students with their employment or graduate/professional school placement and track graduates." The faculty also approved (24 in favor, 15 opposed) to change the language in the last bullet point under "Educational Effectiveness and Student Success" to read "[i]ncrease building capacity and faculty and staff numbers to ensure accessibility to all qualified students." Dr. Wendy Pfeffer offered a friendly motion that the statement's opening paragraph be revised to reflect the document's new internal organization. The motion was approved.

The revised motion was approved unanimously.

During the discussion, Dr. Kopelson asked to whom this document would be presented/addressed. The audience has not been specifically determined, though Dean Leonard indicated that it would be placed “somewhere where people can see it” and Dr. Rabin said that he would share the final product with Drs. Willihnganz and Pinto.

Dr. Rabin recognized Dr. Beth Hadley, who presented a report from the Faculty Senate. Dr. Hadley was to send her notes to Dr. Rabin for distribution to the faculty through the faculty listserv. Dr. Hadley discussed the following:

- There was a lively discussion of compensation to be awarded to the president, the provost, and the president’s executive secretary from the Foundation.
- Dean Fox discussed the creation of an institutional repository and proposed renovations to Ekstrom Library.
- Dr. Cate Fosl presented on a number of faculty development/engagement initiatives.
- Discussion of the John H. Schnatter Center for Free Enterprise, which is to open on July 4, 2015, yet has not been reviewed or approved by the Faculty Senate.

The Faculty Assembly was adjourned at 3:13 PM.

PROPOSAL FROM A&S PERSONNEL COMMITTEE

The College of Arts and Sciences Personnel Committee proposes changing section III.e.2.e of the Standing Rule of The College of Arts and Sciences from:

“Members serve staggered two-year terms”

to:

“Members serve staggered three-year terms”

Rationale:

Present practice limits tenure of service to two years and sees a 50% roll-over of committee members each academic year. This limits the committee’s institutional memory and typically results in members with no more than two months experience being presented with tenure and promotion cases in October. Our proposal will thus create a committee with more collective experience in which only two of the six members cycle off in a given year. This will enable us to better orient new members and deal more efficiently with promotion cases.

The committee notes that 5 members are in favor of the proposal, 1 is against.

ORIGINAL VERSION OF PLANNING AND BUDGET'S MOTION

3/19/2015

A&S Priorities: Meeting our Strategic Goals

A strong College of Arts & Sciences is the heart of a premier research university. Current monetary pressures require the College to identify the goals that advance its core mission of education, research, and community engagement. Adapting the College's Scorecard requirements, the current document defines essential goals under the following categories: 1) educational effectiveness and student success; 2) faculty and scholarship; 3) partnerships, collaboration, and community engagement; 4) financial sustainability and budget management; and 5) administration. The document concludes with a brief comment on external benchmarks of success.

1. Educational Effectiveness and Student Success

The College should be an inclusive, rigorous scholarly environment where students are excited about learning, and where they can succeed through graduation and graduate and professional education, if desired. The College must therefore:

- Increase six-year graduation rates and student retention while remaining financially accessible to all who can be successful, paying particular attention to traditionally underrepresented populations
- Implement an innovative and high-quality general education program that meets rigorous standards of student achievement
- Maintain and enhance the strength and currency of the curriculum in a context that protects the academic freedom of both faculty and students
- Increase classroom space and the availability and currency of classroom technology
- Enhance students' opportunities to study abroad and to engage in meaningful educational experiences off campus such as service learning and internships
- Offer a broad array of educational enrichment opportunities including student participation in research, small seminar classes, and a high-quality honors program
- Track graduates and assist with their employment or graduate/professional school placement
- Reduce material and procedural barriers to graduation and student retention by improving financial aid, limiting tuition increases, improving advising, and ensuring course availability.
- Provide a learning environment that is intellectually challenging while promoting mutual respect and physical safety and security.

2. Faculty and Scholarship

The University of Louisville is a Carnegie Research I University and the College of Arts & Sciences is its research hub, principally due to the activities of its full-time tenure-track faculty. The College seeks to improve the quality, quantity, community impact, and reputation of the scholarly activities it performs. The College must therefore:

- Substantially increase the number of full-time, tenure-track faculty to enable full investment in the institution and its students, including ongoing curricular development and enhancement of pedagogical skills, active research programs, and participation in faculty governance
- Ensure that full-time faculty receive nationally competitive remuneration
- Ensure that each department is fully staffed, so as to better weather retirements and leadership changes, and to initiate meaningful curricular improvements

- Reduce reliance on part-time faculty
- Enhance intramural and extramural funding of research, creative, and scholarly activities
- Improve the quality of graduate programs and provide competitive funding to GTAs.
- Commit to a professional, respectful, and rewarding work environment, and a family-friendly workplace

3. Partnerships, Collaboration, and Community Engagement

The College is committed to community engaged scholarship, teaching, and enrichment opportunities for students. The College should regard the community as a collaborator in its research and educational mission; the people of Louisville should regard the College as an indispensable asset and the Belknap campus as a hub of the intellectual life of the community. To promote these goals the College must:

- Enable faculty to count engaged scholarship toward promotion and tenure
- Increase intramural funding for community outreach, especially for students
- Increase the accessibility of community resources for student use, and of University resources for community use.

4. Financial Sustainability and Budget Management

Success for the College of Arts & Science depends on a well-managed budget that allows all departments and programs to plan for the future with confidence. It also depends on a productive and cooperative relationship with University administration. And due to the Commonwealth's current disinvestment in public higher education, the College's financial future depends on fundraising. To these ends, the College must:

- Ensure that department chairs and program directors are continually apprised of their current budget situation and prospects for the future
- Ensure budget transparency and promote faculty governance in budget and planning
- Support the establishment and promotion of an A&S-oriented endowment fund driven by College priorities, including student success and faculty research priorities
- Maintain a more strategic and cooperative relationship with central administration on matters of finance and budgeting.

5. Administration

Operations and planning require a well-organized and transparent administration which builds trust among all constituents and stakeholders on all levels. To that end, the College must:

- Define key roles and responsibilities and ensure that resources are aligned effectively
- Identify, document, communicate, and enforce key administrative processes
- Find communication gaps and ensure that pertinent information reaches the appropriate audience

Benchmarks of Success

External recognition of these goals validates our success as a College and as a University. Thus, the College is dedicated to helping the University maintain its Carnegie Community Engaged University designation, and to meeting the long-term goal of housing a chapter of Phi Beta Kappa.

(REVISED—APPROVED UNANIMOUSLY MARCH 27, 2015)

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- Define key roles and responsibilities and ensure that resources are aligned effectively;
- Identify, document, communicate, and enforce key administrative processes;
- Find communication gaps and ensure that pertinent information reaches the appropriate audience;
- Commit to a professional, respectful, and rewarding work environment, and a family-friendly workplace for all employees;
- Promote equity across and within units, recognizing staff and all categories of faculty not just with adequate compensation but with a meaningful degree of control over their working conditions and opportunities to participate in College governance.

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