

A&S FACULTY ASSEMBLY AGENDA
23 February 2024, 2:00 p.m.
Strickler 102 + MS TEAMS

1. Approval of minutes of December 1:

<https://louisville.edu/artsandsciences/faculty-staff/faculty-assembly/minutes/faculty-assembly-minutes-2023-2024/faculty-assembly-minutes-december-1-2023.pdf>

- Approved

2. From the Curriculum Committee: 388: Healthcare Skills Certificate proposal, with updated Planning and Budget information (Paul Himes and Linda Fuselier – Linda Fuselier presenting)

- Proposed 9 credit certificate program – digital credential
- PHPH 250 (online in School of Public Health and Information Sciences - SPHIS)
- BIO 321, 322, 322 internships designed to build on each other
- Target audience: Associate degree holders or in first two years of college
- CPE-funded grant, Healthcare Workforce Collaborative
- All classes exist and taught for first time this AY
- Collaboration with SPHIS
- Letters of support from Schools of Medicine and Nursing
- Long list of skills gained during and after certificate
- 27+ internship locations with secured affiliation agreements
- Heard good feedback already from community organization internship supervisors
- Question: do students add this on to an existing degree or come in and out just with certificate?
 - Linda Fuselier: JTC transfers can get certificate and go
 - LF: Financial aid will not cover this digital credential
- Question: can students do internships online and use courses for other degrees?
 - LF: Idea is to get students on the ground in the workplaces – internships in person
 - LF: Courses are 300-level and may be electives for other programs but not designed for that purpose
- Approved

3. A&S Faculty Salary Study Survey, with next steps and information for Faculty Assembly consideration (Michael Cunningham and Natalie Polzer)

- Natalie Polzer: non-pay benefits committee updates
 - Met once, have long list of ideas
 - Next meeting 3/1/24 to edit to short list for sharing at next Faculty Assembly
 - Members come from: History, CML, Comparative Humanities, Math, Library representative, and University-wide benefits workgroup
- Michael Cunningham: faculty salary survey updates
 - Issues about sample specifics in Segal
 - Showed data on 17 official benchmark schools for UofL
 - At bottom of ACC but comparing them to UofL is “unrealistic”
 - Segal did the study on 20 peer institutions – not sure of all criteria but we are 71% of that sample
 - Segal originally brought 69 proposed peer institutions (separate lists)

- MC did separate calculations on more narrow filters. For example, they said school was comparable to UofL if they had expenses similar to UofL. Additional research, enrollment, medical school, graduation rates, all may show different types of comparison.
- Large and heterogeneous sample may be appropriate to public opinion surveys but in this type of sample, narrower sample may be more telling.
- Conclusions from MC analysis: Segal sample not a close match to UofL and lower than CPE benchmarks as well as ACC.
- Majority of A&S Faculty Assembly and Faculty Senate Executive Committee in previous discussions agreed to support expanded sample list.
- Resolutions now before Assembly about receiving more information, representatives on new College Salary Adjudication Committee, procedures for individual re-review or appeal process, and guidelines for what is considered “inequitable.”
- Question: would these other samples be added to the Segal sample or be done as parallel quantitative resource for use by UofL?
 - Faculty senators added additional details of those ongoing discussions. Provost-level involvement ongoing.
- Question: how hopeful should we be on whether this process will conclude with raise?
 - MC: we retain hope that they will include some adjustments and may take a few years.
- Question: how was this Segal study compared to other samples on President’s salaries?
 - More information in slides
- Question: did W3 committee approve the Presidential sample?
 - Members of that committee said not formally
- Question: is promotion and tenure a “new position” for the purposes of the study
 - Specifics have not been determined
- Question: what about people with fewer than 6 years in service?
 - Assistants are not in that position for long; associates in for longer
- Dean Touron: salary studies and related recommendations are Provost-level processes. A&S has limited jurisdiction. If we want responses as a College. None of these decisions are actionable.
 - MC: Largest college should express its opinion
 - DT: We should have an inclusive process or harder to make it actionable
- Eugene Mueller: Recommend rephrasing all resolutions except #2 as recommendations by A&S faculty to apply to all UofL faculty [across units] in regards to still-ongoing faculty compensation study and implementation processes.
 - Vote on Mueller’s friendly amendment to change resolution language: Approved
- Natalie Polzer: moves to consider resolution 2 as an A&S-only issue.
 - Vote on Polzer’s friendly amendment to separate resolution 2: Approved
- Parliamentarian: discussion on procedures
 - [Five minute recess proposed and approved]
 - Salary committee moves to accept these changes: Approved
 - Motion to approve separated number 2
 - Discussion: What is the committee authorized to do – what is “adjudicated” and where does the recommendation go?
 - Motion defeated; salary committee will bring revised #2 to A&S Assembly next time.

4. Proposed anti-DEI House and Senate bills that impact tenure, teaching, and other faculty concerns: discussion and next steps? (Lauren Heberle)

- First, motion to extend meeting time by 15 approved.
- Lauren Heberle: various faculty and student groups are tracking DEI-related bills and UofL leadership responses.
- Some faculty, perhaps concentrated in some departments and programs more than others, may not feel safe doing their jobs properly (listed a variety of bills that are proposed during the 2024 General Assembly related to university processes).
- Ricky Jones:
 - Some may be interested in following DEI state bill trackers at Chronicle of Higher Education.
 - Reminder of UofL's prior commitment to be "Premier Anti-Racist Metropolitan University."
 - Concerns about title changes and what they mean for institutional commitment – such as chief DEI position at the university level and equivalent position in A&S
 - A&S most diverse college at UofL and several African American professors have exited; when to expect new central plan and outreach to leaders across the university. In the meantime, recruitment of Black students may suffer
- Rebecca Flowers (Student Government/Student Senate):
 - Student Government looking for ways to collaborate.
 - Looking into advocacy and lobbying in Frankfort.
 - Collaboration across units, such as Social Work.
 - Personally concerned about impact of these bills on Porter Scholars and MLK Scholars Programs.
- Lauren Heberle: What can faculty do to encourage and support these efforts?
- Rebecca Flowers: Student Senate resolution forthcoming and encourage faculty attendance. Senate meeting – Tuesday, March 5, 7pm, Life Sciences 101.
- Additional discussion across a variety of faculty about education inclusivity – across identities and scholarly/teaching/community contexts:
 - Effects on programs beyond Black students and programs
 - Concern about whether we are following other university's leads
 - New faculty especially may be concerned about community engagement programs with Black and Brown initiatives and classroom subjects with possible tenure repercussions. Institutional support can be strengthened on a variety of levels.
 - WGSS Dept. has lost faculty and students; fear of future initiatives that would collapse disciplines and departments.
 - Politics above education or education above politics – fears of going backwards.
- Lauren Heberle: What procedures and support systems are in place to protect faculty?
- Ricky Jones: Some small departments may not be able to compete in a student credit hour-driven budget environments so it is an issue about university leadership. Leadership responsibility to protect junior faculty and students.
 - Others mentioned concern about recent Provost selection without national search.
 - Links and information to call legislators in meeting chat.
 - Some students are concerned about higher leadership; not faculty at this time.
 - February 29 rally at Frankfort at 2pm; other information coming from AAUP.

Announcements/New business

-Interested in serving on the A&S Ad Hoc Committee for Non-Pay Compensation/Total Rewards?
Please contact Natalie Polzer!

-Please nominate your colleagues for A&S Committees! Contact Siobhan Smith-Jones,
Committee on Committees Chair or Jason Sievers, Dean's Liaison to the Committee on Committees.

-We now have a service account strictly for Faculty Assembly. REJOICE!!!
Display Name: A&S_Fac_Assem
Username: A&S_Fac_Assem
Email Address: A&S_Fac_Assem@louisville.edu

-Please donate to the Cardinal Cupboard!!! The Cardinal Cupboard increases accessibility to food and hygiene products to members of the Cardinal community in an effort to reduce their financial burden. **Currently there is an urgent need for new donations.** Shelf stable items and hygiene products. They are turning students away due to lack of availability. If you can make a (product or monetary) donation to help with the quick replenishing, please do so.

GIVING: **STUDENT AFFAIRS > Check Designations* Additional Funds > Select Cardinal Cupboard (be sure to check Cardinal Cupboard)**

<https://securelb.imodules.com/s/1157/lg23/form.aspx?sid=1157&gid=1&pgid=1003&cid=1865>

5. Adjournment (approved)

(notes submitted by Jasmine Farrier)