

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

1. Discussion of the attempted DEI state legislation, repercussions, and the role of Faculty Assembly in addressing future legislation that we deem to have a negative impact on the College of Arts and Sciences (Natalie Polzer and Lauren Heberle).

2. Adjournment

Announcements/New business

-Service account strictly for Faculty Assembly.

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Attachment:

Reminder of the jurisdiction of Faculty Assembly

List of examples of potential actions we can take as an Assembly in the future

Minutes

Members present: Mike Hagan (Acting Chair), Jason Sievers (A&S Dean's Office), Simona Bertacco (Acting Secretary)

Dayna Touron, Regina Roebuck, Sherri Wallace, Lauren Heberle, Natalie Polzer, Clare Sullivan, Paul Himes, Katie Kleinkopf, Andrew Lynn, Ashley Puckett, Jordan Gabbard, Jasmine Farrier, Al Futtrell, Angela Storey, Eugene Mueller, Avery Kolers, Karen Kopelson, Bonnie Renda, Jasmine Whiteside, Karen Hadley, Joan D'Antoni

After verifying that the quorum to conduct business was reached, Lauren Heberle opened the meeting with some announcements related to DEI discussions:

- CODRE listening session "Lost in Legislation", Wednesday, April 17, 12-1:30 on Teams.
- Workshop organized by Associate Dean Sherri Wallace, April 19, 3:30 BAB 213

Natalie Polzer explained the rationale and the purpose of the additional meeting of Faculty Assembly: the current context in which DEI initiatives are at stake and the fact that A&S faculty voiced feeling unprepared as a group in the event of legislation aimed at impacting the DEI offer at the curriculum, college, and campus levels. The purpose of the additional meeting, therefore, is to articulate the sense of agency of the A&S Faculty Assembly on the subject of DEI initiatives.

Lauren Heberle and Natalie Polzer propose a resolution to be voted upon by FA.

The resolution (attached) is read aloud and some friendly amendments are made to the language and entered into its final version.

Discussion (Kopelson and Kolers) moves to the development of a general statement about the importance of DEI for the College of Arts and Sciences at the levels of research, creative activity, teaching, and service. DEI is seen as an essential component of the life of the College at the curriculum, college, and campus levels.

Associate Dean Sherri Wallace intervened on the need for Faculty Assembly to work within the confines of the College through the Committees, the Associate Deans, and the Dean respecting the lines of governance, reporting, and communication. Associate Dean Wallace discussed the strategies that proved successful during the negotiations in Frankfort. She is available to talk to groups and constituencies and address specific questions about DEI.

The purpose of the workshop organized on April 19 is to develop a toolkit and recommended actions. She also announced that a full report is in the works and will be shared by mid-October.

Discussion followed about implementing better and more regular systems of communication in order to avoid duplication of work and effort.

The issue of trust when information and strategies are not shared with faculty and staff at large was raised (Kolers). Natalie Polzer clarified the general sentiment behind the document was to galvanize the energy on campus felt by faculty and staff who did not know what was being done by upper administration. She emphasized that there was not lack of trust in U of L representatives, rather a lack of regular updates.

One proposal is to have Dean Wallace give regular updates on DEI issues during Faculty Assembly (Bertacco). Dean Touron supports having regular updates to Faculty Assembly on DEI discussions at the university and state levels.

Discussion shifted to emphasizing the importance of DEI for our teaching and our scholarship in the College (Storey). The Assembly agreed on the need for a statement on DEI at the College level.

Dean Touron proposed a Town Hall meeting on this topic for sharing information surrounding the DEI debate.

Lauren Haberle reminded of the importance of cohesion between upper administration, faculty, and staff surrounding lobbying.

The resolution with the friendly amendments was put to a vote and passed with the majority of the votes.

The meeting was adjourned at 3:15 pm.

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Attachments

[From the A&S By Laws]

VI. JURISDICTION OF THE FACULTY ASSEMBLY

As provided by The Redbook 3.3.2 the faculty of the College of Arts and Sciences functioning as the Faculty Assembly shall have general legislative powers over its own affairs including, but not limited to, admission requirements, curricula, instruction, examinations, personnel policy and procedures, collegiate structure, and recommendations through the President to the Board of Trustees for the granting of degrees.

C. Actions Reserved to the Faculty Assembly

The following actions by any committee shall require action at a Faculty Assembly meeting called specifically for that purpose:

- (1) Any action affecting the College Personnel Policy;
- (2) Any change in the allocation policy for salary increases;
- (3) Any decision which touches upon the role students should play in College grievance;
- (4) Any change in the department or program structure of the College;
- (5) Any change in the general education requirements for the College's baccalaureate programs;
- (6) Any change in the By-Laws of the College; and
- (7) Any change in the College Standing Rules

Working list of possible actions now and in the future:

1. Issue resolutions that state our position as Faculty Assembly regarding specific legislation that damages the College of Arts and Sciences.
2. Request specific actions from upper administration.
 - a. Example: Request that upper administration ask lobbyists plan to keep the assembly informed of their activities and coordinate support from faculty, staff, and students.
 - b. Example: Request that upper administration keep the university community informed of their lobbying priorities at the state and federal level.
3. Refuse to recommend damaging changes to our curricula and programs.
4. Refuse to recommend approval of new or closure of existing programs/majors/certificates.
5. Issue votes of no confidence of upper administration in the event they demand we cease efforts to support DEI at any level.
6. Create a fund and other support structures to assist those who might be targeted by any new legislation or are impacted by the harmful climate created by the proposal of legislation such as the anti-DEI legislation we saw this time around.