

A&S FACULTY ASSEMBLY MINUTES

19 April 2024, 2:00 p.m.

Strickler 102 + MS TEAMS

1. Approval of minutes of March 22:

<https://louisville.edu/artsandsciences/faculty-staff/faculty-assembly/minutes/faculty-assembly-minutes-2023-2024/March2024Minutesv.2.pdf>

Minutes were approved with no discussion or request for edits. FA voted.

2. Approval of the Graduating Class (undergraduate and graduate) of 2024.

Pam Beattie and Natalie Polzer made a motion. Katie Kleinkopf seconded. FA voted.

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

3. Approval of the Woodcock Medal Winner!!! (Julie Bunck): Julie Bunck presented the nominee. Tristan Black: a Brown Fellow, an outstanding student and scholar. He was chosen as the best diplomat, Political Science major, he is a mentor and volunteer.

Lauren Heberle made a motion and Regina Roebuck seconded. FA voted.

4. College Bylaws Revisions

Susan Ryan explained the rationale behind the proposed change. There are ambiguities in the bylaws about the voting rights of faculty members who have joint appointments. Susan Ryan proposes to extend full voting rights to joint appointments in both departments in which they serve and proposes changes to the language of the A&S Bylaws to clarify the full voting rights of joint appointments.

Michael Cunningham asked how many people fit this profile. Susan Ryan replied that the number is rather small but there have been discrepancies in the past few years.

Noel Rachel asked if it applies to the School of Medicine. Susan Ryan replied that it is an Arts and Sciences matter, not a university-wide proposal.

Tyler Fleming asked who qualifies as joint appointments. Susan Ryan replied that only for faculty with Board of Trustees joint appointments qualify.

Eugene Muller asked if it applies to Part Time Lecturers working in multiple departments. Susan Ryan replied that it does not, only to T-T and tenured faculty.

Bonnie Fonseca-Greber asked why the issue is being raised at this time. Susan Ryan explained that questions had been raised around the topic.

Susan Ryan introduced the request for the creation of an Ad Hoc Committee.

According to the College Bylaws, College Committees to be changed or eliminated must go through an amendment of the by-laws. The process is long and laborious and there is urgent need of a working group to ensure that College policies and practices are aligned. Currently this would fall under the purview of the Personnel Committee, but the College Personnel Committee is already managing an onerous workload. The college personnel committee cannot complete all the duties assigned to it in the A&S Standing Rules (tenure and promotion reviews, pretenure reviews, merit appeals, and policy initiatives).

The long-term goal is to establish a separate standing committee to address policy matters in the college. In the meantime, we need to establish a working group to do the time-consuming work of reviewing and evaluating personnel policy revisions from individual departments and on behalf of the college as a whole.

FA has the authority to create an Ad Hoc Policy Committee based on the current need.

This working group will then advise the A&S personnel committee, which will have to approve any recommendations or approvals before they can move forward (until a separate standing committee is constituted). We currently have a backlog of department policy revisions (5 or 6 documents) that need to be reviewed. The larger task will involve proposing revisions to the A&S personnel policy related to community-engaged scholarship and annual merit review processes.

The task force will include two faculty members from each of our three divisions. At least one member from each division must be tenured. Department chairs and term faculty members are eligible to serve.

Eugene Muller suggested reorganizing and renaming existing committees given the current climate and the lack of colleagues willing to serve on committees.

Susan Ryan is proposing a new Ad Hoc Committee: a Policy Committee that looks at the policies in the college, proposes revisions, not only restricted to personnel policies. In order to do this, she is proposing creating a task force/working group to go through these revisions and submit them to the PC to get them approved by Faculty Assembly.

There is urgent need for these policy changes since A&S Personnel Policies have to change to accommodate the community engagement of several colleagues.

Eugene suggests creating a sub-committee.

The proposal is put to a vote.

5. A&S Faculty Salary Study Survey, with next steps and information for Faculty Assembly consideration (Michael Cunningham) Resolution 2 from the A&S Salary and Equity Committee

Michal Cunningham proposes creating a new committee that will only target market equity raises and not regular raises. The proposal is based on the faculty survey results.

Questions follow on how this committee differs from the salary and Equity committee.

Susan Ryan reminds colleagues that we cannot create a committee that covers work that is the purview of an existing committee.

Discussion follows.

Jennifer Westerfeld said that the mandate of the Salary and Equity Committee has changed from year to year. This work could be added to the old committee.

Lauren Heberle added that if the new work can be construed as part of the Salary and Equity Committee's work to handle appeals, it would make resolutions happen faster and would not require an approval for a new committee from the Board of Trustees.

Jasmine Farrier had specific questions on the language of the resolution. The way it is worded it is going to be an all-consuming, everyone can attend kind of committee. There are no parameters making the work of the committee contained and specific. It opens the door an uncontrollable process.

Eugene Muller asks what the new committee would be able to do. Michael Cunningham replied that it would make a recommendation to the FA. Eugene made a note to follow up with the Provost about this issue.

Avery Kolers pointed out that we already have a hard time finding colleagues to serve on the Salary and Equity Committee. We don't know yet if there is money to be distributed. Not clear what criteria will be place. Suggests to table the vote on this until the scenario clarifies.

Regina Roebuck reminded about the length of the process: in February, she proposed a new committee for grievances and appeals and the Board of Trustees still has not voted on it.

6. Report from the Ad Hoc Non-Pay Benefits Committee (Natalie Polzer)

Natalie Polzer reported on the work of the Ad Hoc Committee on Non-Pay Benefits for U of L employees. This Committee has no authority but the goal is to create an archive that can be useful for colleagues now and in the future. The Committee worked on a series of recommendations and asked FA for an informal mandate to collect more data and continue the work in order to improve the overall job satisfaction and physical and psychological well-being of faculty and staff at U of L. The Committee prepared a report with a list of recommendations for changes. The Committee will continue its work in the new academic year.

7. The last item on the agenda (Response to permanent appointment of Provost: discussion and next steps proposed by Tyler Fleming) was postponed to the first Faculty Assembly of the new academic year.

8. At 3:30 pm FA voted to adjourn the meeting.