

A&S FACULTY ASSEMBLY

Minutes 22 September 2023, 2:00 p.m.

Strickler 102 + MS TEAMS

Call to order—2:00p

1. Approval of the April 21 (<https://louisville.edu/artsandsciences/faculty-staff/faculty-assembly/minutes/minutes-april-21-2023>) a. Motion carries

1) A&S Dean Dayna Touron made a few informal remarks. She stated that she has a long-term goal to meet all departments, one per week and learn about the culture, climate and all of the good things going on in the College. She already visited Criminal Justice & Biology. Her priorities are to work on communication, transparency and culture. She believes in shared decision making and that really smart people working hard can figure out ways forward. She plans to align A&S with the President's 8 priorities, especially student success and recruitment and retention, so all students have path to success. She also wants all faculty to have the time, space and resources to engage in research and creative activity, and community engagement.

The Dean asked about faculty's pressing concerns: Michael Cunningham asked if A&S was having any success at retaining more of what we earn under the new budget model. Dean replied that we have to demonstrate our virtue by working with the existing budget to be more efficient. According to the University, A&S is 2M in deficient.

The Dean reported that A&S supports myriad programs that are not revenue generating, including A&S research office, which the university should subsidize. The Dean expressed a desire to demonstrate an increase in departmental efficiency and teaching efficiency but would not be running the college based on revenue generation model.

Tajubg a question from the Teams chat, the Dean reported the hope of addressing the faculty salary inversion issue. She expected that the Segal study will help identify inversions and compressions.

Avery Kohler expressed concern about decline in number of tenure stream faculty. While the Redbook stipulated that no more than 50% of faculty should be term, Associate Dean Susan Ryan stated that A&S policy is a maximum of 20% term faculty.

2. Paul Hines from Curriculum and Standards postponed suspension of Graduate certificate program in Asian studies until a representative was off sabbatical to discuss the issue.

3. Daniele Dolan of Advising lead the discussion of a change in the admission of transfer students. Currently "special status" students are manually evaluated at end of each semester. A motion was made to bring them in under conditional status, to give them more time to make good. a. Motion carries

4. Shiobahn Smith-Jones from the Committee on Committee seeks nominations, including the Humanities faculty member for the DEI committee, a Humanities faculty member for the Faculty Salary Committee, a Natural Science faculty member for the Personnel Committee and, 2 faculty members

from each A&S division to be appointed to AdHoc Awards Committee. Nominations should be sent to the AS Committee on Committee ([as\\_cmte@louisville.edu](mailto:as_cmte@louisville.edu))

5. The A&S representatives to the Faculty Advisory Committee of the W3 Compensation and Total Rewards Committee, Natalie Polzer and Michael Cunningham, reported their experience on that committee from 2019 to the present. This included participation in the selection of the Segal consulting firm for the Staff and Faculty studies (2020-21) and contributing to the Segal survey of faculty concerning compensation and benefits (2021-22). During 2022, they urged attention to the fact that faculty in the same discipline earn different salaries in different departments. They also urged documentation of the loyalty penalty, in which the longer a faculty member is at UofL, the lower the salary relative to peers. Finally, they expressed serious reservations about the list of benchmark Universities put forward by Segal for the purposes of evaluating salary equity (March, 2022), registering objections to the inclusion of too many institutions that were very different from UofL. After early 2022, meetings were infrequent but there is a desire for greater faculty input, to avoid the mistakes made in the rollout of the staff classification and salary study. The report was followed by a motion presented by Natalie Polzer and seconded by Michael Cunningham:

A&S representatives on the University W3 Total Rewards Committee, move that Faculty Assembly administer a survey created by us to the A &S Faculty to gather feedback and suggestions to help guide the Faculty Stage of the Salary Study and resulting salary equity adjustments. The information obtained from the Survey will be reported to the University W3 Total Rewards Committee to guide Stage 2 of the process in line with Faculty concerns concerning transparency and salary equity. a. Motion carries

Faculty were encouraged to send survey item ideas to Cunningham and Polzer.

6. Announcements/new business a. No announcements/new business

7. Adjournment a. 2:45p

Michael Cunningham