

Report of the Faculty Senate Executive Committee to the Faculty Senate – May 4, 2016

The Faculty Senate Executive Committee met on April 20 & 27, 2016.

April 20, 2017:

At this meeting, the following items were presented/discussed, and/or approved:

- (1) Final discussion of the question to be used in the Senate's vote on confidence in President Ramsey's leadership. The Executive Committee, through email conversations, considered several formulations of the question to be presented. We agreed upon the following question: "Do you have confidence in President Ramsey's ability to be an effective leader of the University?"
- (2) Discussion of the process for the Faculty Senate vote. The process we adopted was noted in the email distributed to Faculty Senators on April 22, 2016:
 - a. This was an anonymous vote poll created by a Senator with a non-University Qualtrics account.
 - b. A link was sent to Faculty Senators only. The vote poll was designed so each Senator can click on the link ONCE to register his or her vote.
 - c. We agreed that the vote would be invalidated if we received more than 66 responses (the total number of senators).
 - d. The vote poll was open for one week, from Friday, April 22, 2016 through the close of business at 5:00 p.m. on Friday, April 29, 2016.
 - e. The final report of the vote would include only de-identified data and the individual data would be deleted. Therefore the only information maintained in the Qualtrics account would be a list of posts named "anonymous" without any content.
- (3) NOTE: The final report of the vote is attached to this report.
- (4) Meeting with Avery Kolers, President of the UofL AAUP Chapter to learn more about the goals and objectives of the Chapter.
- (5) Discussion about the short notice received by the campus community to provide feedback about the Belknap Business Operations Center. An email was sent out on April 18 regarding meetings on April 21 and 22. The Executive Committee agreed that we should communicate with Harlan Sands, Sr. VP for Fin & Admin & COO, about the need for more notice to ensure effective participation.
- (6) Discussion about the inability of the Board of Trustees to take final action regarding positive promotion and tenure decisions, and the impact on faculty welfare and concerns. It was reported that faculty had not received any notice about the status of these decisions creating anxiety and concerns for many. We were informed by Tracy Eells, Vice Provost for Faculty Affairs, that letters were to be distributed shortly explaining the situation to affected faculty, and informing that they could expect continued support for their promotion and/or tenure. We were informed that any salary increases would be retroactive.

- (7) Discussion about the lack of transparency in the closure of the City Café (a local food vendor) at the Medical School and the replacement with a large corporate vendor. We discussed the idea of developing a “Values and Principles” statement similar to the budget principles distributed to the faculty for these kinds of business decisions.
- (8) Reports of the Standing Committees.
- (9) Reports of other committees. We discussed a shared governance issue relating to several committees, including HRAC, STEC, EAP, which have not met regularly in the past year or longer. We discussed the importance of having regular meetings for input from different constituencies, including faculty representatives, about issues before problems arise. We noted this challenge to shared governance has been raised consistently by the Faculty Senate Chair with university leadership.

April 27, 2016:

The Executive Committee's meeting on April 27 had one agenda item - a Budget Presentation from Susan Howarth, Associate Vice President of Finance & Business Affairs. The purpose of this meeting was to learn about new budget parameters. See attached information about Scenario C.

We also discussed a request made to the Chair for feedback about the budget. The Executive Committee sent the following feedback about the budget to Susan Howarth:

Salary Raises and implementation of the faculty salary market equity recommendation:

The thoughts of the faculty in attendance was that salary raises will touch everyone while the implementation of the faculty salary market equity recommendations would not touch everyone. Additionally, given the history of the faculty salary market equity, we do need to start implementation of the faculty salary market equity even it is at a slower pace/rate than implementation over 4 years. The consensus was some combination of raises and implementation of the faculty salary market equity adjustments.

We recommend that priority is given to both salary equity and salary increases. We recommend both to ensure that faculty salaries do not fall further behind, and because we understand that not every faculty member will receive salary equity increases. We did not have the details of how the salary equity funding would be implemented although we understand that a plan has been developed and that the FSXC will have an opportunity to provide feedback about the plan.

Tuition Rate Increases:

Those present appreciate the recommendation of a 3.7% tuition increase and not putting the Governor's cut to education on the backs of the students. Some would only support a tuition increase at 3.7%, others suggested 4% and some supported a 4.5% tuition increase. However, a 4.5% tuition increase would send a message to the Governor that as an institution of high learning we cannot continue to sustain

our mission with continued cuts to our state support. With the continued cuts, the State/Governor is forcing us to raise tuition. Given that UK wanted a tuition increase of 6% and will implement a 5% tuition increase speaks to the fact that the KY research institutions cannot continue to move forward without State support and that alternative sources of funds needed to fill the funding gap generated by State budget cuts.

Academic Initiatives:

The University should continue to move forward with academic initiatives and the goals of the 2020 Plan and the implementation of the 21st Century University initiatives, even if at a slower pace than we would like.

Possible transfers for other sources:

One time transfer(s) from other sources, while appreciated, only provide a stop-gap situation and not a solution. Other sources of funds need to be continuing. One suggestion was to transfer M & O for Papa John's KFC Stadium and sports facilities back to Athletics.



Submitted by Enid Trucios-Haynes,
Professor of Law, Vice Chair of Faculty Senate and
Chair of the Faculty Senate Executive Committee
May 4, 2016

My Report

Last Modified: 04/29/2016

1. Do you have confidence in President Ramsey's ability to be an effective leader of the University?

#	Answer	Bar	Response	%
1	Yes		33	55%
2	No		24	40%
3	Abstain		3	5%
Total			60	

Statistic	Value
Min Value	1
Max Value	3
Mean	1.50
Variance	0.36
Standard Deviation	0.60
Total Responses	60

2. Comments?

Text Response

No confidence in his: honesty, integrity, mental stability, commitment to following employment and other laws, commitment to organizational justice, or almost anything else.

I represent A&S Humanities faculty, and they have polled at 78% no confidence. The reasons give by these faculty include: damage to the reputation of UofL caused by scandals; the conflicts of interest he has; sombrero gate; his mishandling of the basketball scandal; his lack of interest in the good of the faculty and staff; his failure to take seriously shared governance; the decline in morale under his leadership; the decline of UofL's academic standing; his arrogance in relation to the media; and his ridiculously outsized compensation package.

the university has made impressive gains under his leadership. he's made mistakes, but when he's done so, he's acknowledged them and apologized (at least most of the time). some problems remain (e.g., openness; shared governance), but I believe he is open to improving in these areas.

I am concerned by his compensation levels and potential conflicts of interest. Otherwise, he is an excellent leader.

This Yes vote is based on a majority vote by the faculty in our department

The University of Louisville needs Dr. Ramsey's leadership. Dr. Ramsey is a proven leader.

My vote reflects the vote of the large school which I represent. Our school has confidence in President Ramsey and does not support the BOT's no-confidence motion.

Past achievements outweigh the current problems

I was on the fence until reminded of Dr. Ramsey's rejoinder to pushback over the decision to restrict the provost search to internal candidates ("Who'd want to come here?"). I find it difficult to express confidence in a president who doubts the capacity of his own institution to attract top-tier candidates for leadership roles.

He has been a great leader and has placed the University in the top ranks among other universities in the country.

While I respect the efforts that President Ramsey has made in the areas of medical research and pursuing funds for the endowment, I have been saddened by the lack of substantive and visible efforts to improve the library and the College of Arts and Sciences.

We (Faculty Senate) should have had multiple open dialogues with President Ramsey prior to taking this vote. If we expect him to make changes, we should have communicated those expectations to him clearly. Then we can document a list of events that can guide us to assess the effectiveness of his leadership.

Thanks to his leadership UofL is ranked among those more important of the country. He should continue !!!

This vote is symbolic of an ongoing institutional tragedy. The University of Louisville and broader community deserve a leader who demonstrates an understanding of the flip side of power: responsibility. The President takes credit, reasonably, for good news. But he is thin-skinned, defensive, ill-tempered, evasive, and retaliatory in the face of legitimate questions and criticism. The Chronicle of Higher Education just this week listed the many investigations and scandals, without any response from the President. The University also requires moral leadership that goes beyond rhetoric and actually puts "regular" students, faculty, and staff first. It is unconscionable that upper administration and athletics mint millionaires while student tuition doubles and many assistant professors, term faculty (also with PhDs), and staff barely make a living wage. The President's Office is too insular to see these realities. Only "yes people" are in the inner circle. Others are smeared, reassigned, and/or bought off for hundreds of thousands. The current Provost non-search is one of many administrative missteps that undermine our core academic integrity. Additionally, secretive financial mismanagement, actual criminal conduct, and questionable consultants hired without proper vetting harm every person here.

The university needs new leadership. Our image throughout the nation is one of scandal and lack of accountability and transparency. The outrageous salaries cannot be defended.

Statistic

Total Responses

Value

15

**Faculty Senate Executive Committee
2016-17 Operating Budget
Scenario C - Deficit \$10.5 million**

Revenue Items:

- State Appropriation - 9% Reduction
- Tuition Rate Increase - 3.7% All Categories

Expenditure Items:

- Faculty and Staff Equity Adjustments - \$3 million
- Academic Strategic Priority Funds - \$2 million

Changes:

State Reduction Decreased by \$6.3 million - everything else remaining constant brings deficit to \$4.2 million

Options:

- Tuition Rate??
- Transfers for Other Sources??
- Salaries??
- Academic Initiatives??
- Unit Budget Reductions??