

## **Annual Report of the Faculty Senate Executive Committee to the Faculty Senate – September 6, 2016**

The Faculty Senate Executive Committee met monthly throughout the 2015-16 academic year. This report covers the key items discussed during these Executive Committee meetings.

**August 2016:** The Executive Committee discussed: the current governance situation and faculty welfare implications; the Dependent Verification Audit because numerous concerns were raised by faculty about the cost-benefit of conducting an audit, the timing of the announcement, and the impact on faculty generally and on those with ten-month contracts; the review of University Faculty Grievance Committee (UFGC) chairs required by Redbook; a new priority grading & course evaluation procedure to increase UofL's overall response rate (which is the national average: 53% - 55%); and anticipated parking changes including the importance of faculty consultation *before* decisions are made to help the administration avoid unanticipated consequences, provide feedback about particular faculty welfare implications, and to ensure transparency in decision making about matters that have a university-wide impact.

**June 2016:** The Executive Committee discussed the facts about the current BoT situation at that time including those matters that were unknown or uncertain and the faculty welfare implications, particularly on the appointment, tenure and promotion of faculty. We worked on a proposed draft statement regarding our concerns about the ongoing governance impasse to be presented to the Faculty Senate at the July meeting.

**May 2016:** The Executive Committee reported matters discussed in April 2016 which included the Qualtrix poll of Faculty Senate members on the question: "Do you have confidence in President Ramsey's ability to be an effective leader of the University?" The final report of the vote is attached. The Executive Committee met with Avery Kolers, President of the UofL AAUP Chapter, and discussed concern 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 it would communicate with Harlan Sands, Sr. VP for Fin & Admin & COO, about the need for more notice to ensure effective participation. We discussed the faculty welfare implications stemming from the inability of the Board of Trustees to take final action regarding positive promotion and tenure decisions. Other matters discussed included: the perceived 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; the idea of developing a "Values and Principles" statement similar to the budget principles distributed for operations decisions; and the shared governance issue relating to several committees, including HRAC, STEC, EAP, which have not met regularly in the past year or longer. We noted this challenge to shared governance has been raised consistently by the Faculty Senate Chair with university leadership. Finally, we were asked by Susan

Howarth, Associate Vice President of Finance & Business Affairs to provide a recommendation on the budget after a presentation about the new budget parameters. The Executive Committee recommended: both raises and implementation of the faculty salary market equity adjustments noting that we did not have the details of how the salary equity funding would be implemented and we were assured the FSXC will have an opportunity to provide feedback on the plan; a 3.7% tuition increase to avoid placing the burden of the Governor's cut to education on students; and funding academic initiatives, 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.

**April 2016:** The Executive Committee met with Susan Howarth, Associate Vice President of Finance & Business Affairs provided an update about the budget situation, and Harlan Sands, Sr. VP for Fin & Admin & COO who confirmed some of the reorganizations including: the reclassification of 4 of the 5 Vice Provost positions into lower level positions; reducing senior staff from 15 to 10; the elimination of 2 administrative positions; confirming no loss of staff positions; and the creation of a new unit of business analytics resulting in a cost savings of \$100,000. The Executive Committee identified a proposed polling process of faculty in units about continued confidence in President Ramsey's leadership at the University including published reports.

**March 2016:** President Ramsey met with the Executive Committee. He shared the FY 2016 Operating Budget Principles. We discussed several items including: (1) the new organizational structure under the Senior VP for Finance & Administration/Chief Financial Officer/Chief Operating Officer; (2) the challenges to effective communication between the central administration and faculty, including the need for better mechanisms to provide comments and feedback; and (3) ongoing hiring freezes and waiver requirements for the colleges and units compared to continued hiring within the central administration. We asked President Ramsey for information verifying whether staff hiring within the central administration, particularly within the purview of the COO have increased the overall number of staff. The President agreed to provide this information.

**February 2016:** The Executive Committee sent a letter to President Ramsey as a follow-up on the January 6 Faculty Senate discussion and the subsequent Executive Committee discussion about the decision not to have a national search for the position of Executive Vice President and University Provost. Attached.

**January 2016:** No report.

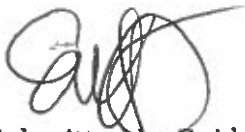
**December 2015:** The Executive Committee discussed proposed revisions to the Redbook Sec. 4.3.5 about sabbatical leave, the University's revised Mission Statement, and a presentation about the Faculty Survey of Student Engagement (FSSE) Report.

**November 2015:** The key items discussed were updates about the ad-hoc presidential compensation committee and a meeting with Leslie Strohm, VP-Strategy & General Counsel about interpretations of the Redbook criteria for the termination of faculty.

**September 2015:** The Executive Committee discussed the sabbatical leave rule in the Redbook and the request from A&S unit chairs about a change. The Executive Committee decided to not to take any action on the request at this time. We acknowledged that the

central administration is evaluating the interpretation of the section and consistency of implementation across the units of the university. We asked the central administration to share that information with us so we could evaluate the request based on this additional information.

**August 2015:** The Executive Committee was asked to review minor proposed changes to the School of Nursing bylaws and promotion and tenure documents suggested by University Counsel. The Faculty Senate had already approved the documents for review by the Board of Trustees, and the School of Nursing sought final approval by the Board of Trustees at its August meeting. The Executive Committee agreed to request expedited review by the Redbook Committee to verify that the changes were minor, insubstantial, and did not affect faculty welfare. The School of Nursing faculty had agreed that the changes were minor. The Redbook Committee agreed the changes were minor and voted to approve the changes. The Executive Committee affirmed this recommendation from the Redbook Committee and forwarded this recommendation to the Provost. The Chair requested the Redbook Committee to develop a mechanism for input from University Counsel before final Redbook approval and presentation to the full Faculty Senate.



Submitted by Enid Trucios-Haynes,  
Professor of Law, Vice Chair of Faculty Senate and  
Chair of the Faculty Senate Executive Committee  
September 7, 2016

**Statement of the Faculty Senate of University of Louisville**  
**July 7, 2016**

We, the Faculty Senate at the University of Louisville, want to express our concern over Governor Matt Bevin's recent Executive Orders regarding the University's Board of Trustees. We believe that these actions compromise the Board of Trustees' independence and may affect the institutional ideal of democratically-shared governance at the University of Louisville.

We uphold the principles of KRS 164.821 and its 1992 and 1997 amendments, which specify a separate nominating board, the removal of board members only for cause following specified procedures, a membership of seventeen appointees reflecting constituencies consistent with the state population (racial minority and political affiliation), and three members representing university constituent groups. We are wary of the possible unanticipated consequences for future boards at the University of Louisville and other universities within the state, potentially resulting in regular reorganizations when any impasse arises. In short, we uphold the fundamental principle of our Board as free from outside influence.

We invoke the principles codified in the University's governing documents, principles which specify the shared governance of student, staff, and faculty representatives. To the extent that such principles are threatened by the establishment of the recent board, we fear losing top-tier faculty, and along with them the quality student education which accompanies an environment of academic freedom. University accreditation approaches this year and we are mindful of the demand that university boards be independent. Faculty members are genuinely concerned that this rushed solution may compromise the independence of the University of Louisville and, as a result, may damage the long-term interests of the university.

As we continue to serve our campus and community, we look forward to a strong working relationship with our board. For the sake of all concerned, we hope for quick resolution of the outstanding legal issues, particularly regarding which board is authorized to act on behalf of the University of Louisville.

## 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 UoLL 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 UoLL'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 UoLL 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, (even 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.

### Static

Value

Total Responses

15

February 1, 2016

Dear Dr. Ramsey, Jim,

This letter is written on behalf of the Faculty Senate Executive Committee. The Faculty Senate Executive Committee held its first meeting this month on January 27, and, at that time, we had the opportunity to discuss your January 19 note to the Faculty Senate. Thank you for taking the time to address the concerns expressed by the Chair and Vice Chair. We appreciate your clarification of details regarding the search process for our permanent University Provost.

We believe it is important to share with you the concerns that were expressed at the Faculty Senate meeting on January 6, as well as the views of Executive Committee members. Here, we would like to clarify the three key concerns raised at the Faculty Senate meeting, and again in the Executive Committee meeting.

First, we are concerned about the lack of consultation with the faculty, from the outset, regarding the decision to conduct an internal search for our chief academic officer. We do not mean to disparage in any way the work of the Interim Provost. No one expressed any concerns about Interim Provost Pinto during these discussions. The opportunity to identify the views of the faculty and provide feedback about this decision is important to the entire University community. In the past, the Executive Committee has been asked for its input about the hiring process for the Provost position. We would appreciate the opportunity to develop regular and established channels of communication *and* feedback for important issues such as this one.

Second, we are concerned about how the University community was informed about the decision to conduct an internal search. This kind of information is important to the faculty and the University as a whole. Two Faculty Senate meetings occurred after the Board of Trustees decision in October 2015 where this information could have been shared. Instead, it was released on the last day of University operations before the holiday break, and at a time when most faculty are unavailable or less connected because they have finished their work for the semester. Clearly, the timing of the announcement was less than ideal. Our first opportunity to discuss this as a group was at the Faculty Senate meeting on January 6, and none of us wanted to raise this when Interim Provost Pinto was present at the meeting.

Finally, many are concerned about the decision to conduct an internal search. At the end of the January 6th Faculty Senate meeting, a straw poll of the faculty in attendance revealed that over two-thirds of those present opposed an internal search. Many cited the need for consistency in hiring practices for senior academic officers. One person noted that the College of Business was not permitted to conduct an internal search for its dean in Fall 2015. Others invoked the general presumption in favor of external searches for high level University positions. Some commented that a failed national search could tarnish the University's reputation; others thought the lack of a national search also could tarnish our reputation. At the Executive Committee, it was noted that both Executive VP for Health

Affairs and Executive VP for Research and Innovation positions were carried out with a national search.

The Faculty Senate Executive Committee wants to ensure that you are aware of the concerns expressed at the January 6 Faculty Senate meeting, and to know that we share these concerns. We appreciate your time addressing this issue and the opportunity to share this with you.

Sincerely,



Enid Trucios-Haynes  
Vice Chair of the Faculty Senate  
Chair of the Faculty Senate Executive Committee