

Executive Committee Annual Report, 2017-2018

The Executive Committee (XC) of the Faculty Senate met monthly beginning August 2017 through June 2018. Below are some of the highlights of the XC's work during the 2017-2018 Academic Year:

Meetings with President Postel, Joseph Han, Dan Durbin, John Elliott, and Susan Howarth.

Presidential Search: The Faculty Senate joined Staff Senate and Student Government in opposing the closed Presidential Search. This letter to the Board of Trustees is included at the end of this report.

Board of Trustees Tenure and Nepotism Committee: The Executive Committee provided formal consultation to the Board of Trustees Nepotism and Tenure Sub-Committee. The Executive Committee, along with members of the AAUP, completed extensive research on the tenure policies at other ACC and benchmark institutions. Points of research included Types of Faculty Appointment, Definition of Tenure, Tenure Clock, Standards for Tenure, and Procedures for Tenure and Promotion, Standards for Promotion, Post Tenure Review, Cycle for Post Tenure Review, Provisions for Extension of Probationary Period, Version of "Minimum Guidelines", and Process for Amending Tenure Policies. This report is available on the Faculty Senate SharePoint Site. The XC met twice with the Board Sub-Committee, and the committee fulfilled the charge, finding our policies rigorous, thorough, and complete—evaluating the policies for both tenure and non-tenured faculty.

Student Success Initiatives: Throughout the year the XC remained engaged with Student Success Initiatives, including discussion of effective processes to report Midterm Grades to students. The XC piloted an early warning alert system via the CardSmart system, and provided feedback to Bob Goldstein.

The Provost has appointed an Enrollment Management Advisory Committee which houses three subcommittees: Enrollment Management, Retention/Persistence, and Summer Utilization for Recruitment and Retention. Representative members of the XC are serving on each of these committees.

Policies: The XC reviewed several policies and revisions, including the nepotism policy, drones on campus policy, and changes to 6.8 in the Redbook (Student Grievance Procedures), and the Student Code of Conduct.

House Bill 200: The Executive Committee drafted a letter to Governor Bevin, and this letter may be found at the end of this report. The leadership of the Faculty Senate will continue to work closely with the XC and COSFL to monitor the impact of HB 200 on UofL and other state universities in Kentucky.

Provost Search: In anticipation of a future Provost Search, the XC drafted a document, *Attributes, Experiences, and Skill Sets of a University Provost Candidate*. This document was approved by the Faculty Senate June 27, 2018, and is attached to the end of this report.

Campus Climate Survey: The XC met with Chief Operating Officer Joseph Han in April and addressed the four general themes of concern: communication, process/coordination, service level, and infrastructure. These areas, along with specific issues, will continued to be addressed in monthly meetings with the COO and Faculty Senate leadership.

Searches: The XC participated in the Chief Operating Officer, Chief of Police, and the Ombudsman Candidate interviews. Faculty served on these search committees. The University is currently searching for a Chief Information Officer.

Respectfully Submitted,
Krista Wallace-Boaz
Chair, Faculty Senate Executive Committee
Vice-Chair, Faculty Senate

October 4, 2017

Re: Letter of the Faculty Senate Executive Committee, Endorsed by the Faculty Senate and Signed by Individual Faculty Senators

Dear Members of the Board of Trustees,

The Executive Committee of the Faculty Senate is thoroughly opposed to the decision of the Board of Trustees to conduct a closed Presidential search. We feel that severely limiting the input from faculty and other constituents will damage the efforts to cultivate greater transparency, undermine the importance of shared governance, and negatively impact the future working relationship and trust between the faculty and senior leadership.

We believe that more input from constituents, particularly faculty, will assist the search committee throughout the process by providing important institutional history, and thus result in a better outcome. This more inclusive representation would also help restore the confidence of the University's donors. We urge the Board to reevaluate the search process, and open the search once finalists are selected, allowing faculty, staff and students to interact on campus with each of the finalists. We also strongly recommend that the search committee be expanded to include a broader representation of campus and community constituents, along with a robust engagement of the Redbook mandated faculty consultation committee (<http://louisville.edu/provost/redbook/chap2.html#SEC2.1.1>).

Collaboration is essential to restoring the morale of the faculty, and greater collaboration will serve to unify the administration, students, staff and faculty so that we, the community of the University of Louisville, can focus on moving forward with our values, goals and initiatives.

Sincerely,

Krista Wallace-Boaz
Chair, The Executive Committee of the Faculty Senate
October 4, 2017

EXECUTIVE COMMITTEE OF THE FACULTY SENATE

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Chair: Department of Computer Information Systems
Associate Professor Of Computer Information Systems

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Jacek Zurada, Life Fellow of IEEE
JB Speed School of Engineering
Department of Electrical and Computer Engineering
Academic Programs Committee
Redbook Committee
Senate Parliamentarian

Dear Governor Bevin,

The Faculty Senate of the University of Louisville writes to strongly oppose the pending Budget Bill reducing funding for higher education and permitting unilateral Board of Trustees and Regents authority to summarily eliminate or modify programs and dismiss tenured faculty.

We believe this budget will disadvantage the University of Louisville as an engine for economic growth, thus harming the training and education of students. We believe that the summary elimination of programs threatens the academic integrity of the University. Faculty are actively engaged in our responsibility to create programs to attract students and prepare them to participate as active citizens in Kentucky and our diverse economy.

It is essential that faculty and university administrators retain the authority to evaluate the need for program closures, working collaboratively through an internal process that embraces integrity and transparency. Summary program closures would harm our students and our economy, and would have ramifications for accreditation of all Kentucky universities.

We urge you to restore the budget cuts to the University of Louisville and issue a line-item veto for the program elimination provision of the Budget Bill.

Faculty Senate Executive Committee

Enid Trucios-Haynes
Faculty Senate Chair

Krista Wallace-Boaz
Faculty Senate Vice Chair

ATTRIBUTES OF A UNIVERSITY PROVOST CANDIDATE

Category	Attribute, experience, skill set or other feature
Qualifications	<ul style="list-style-type: none"> • Has terminal degree (Ph.D. or equivalent) • Commitment to academic excellence • Success in earning tenure and in the classroom • Demonstrated excellence in academic leadership (departmental/decanal/provostial) • Understanding of and dedication to the principles and strategic vision and goals of: <ul style="list-style-type: none"> -The President of the university -Academic freedom, shared governance and transparency -Community engagement -Inclusiveness, diversity and opportunity for all -The mission, vision and mandate derived from the Kentucky Postsecondary Education Improvement Act of 1997 for UofL as a premier, nationally recognized, metropolitan research university -The “One University” paradigm
Experience in academic leadership	<ul style="list-style-type: none"> • Has a strong understanding of undergraduate and graduate and professional education • Experience with the details of academia (curricula, grades, advising, tenure, and shared governance.) • Understanding of key operational and infrastructural issues • Experience in strategic planning and in dealing with budgetary and personnel decisions • Understanding of the challenges (academic and fiscal) of growing educational enterprises, opportunities of a research university, and of accreditation requirements
Interpersonal relationships	<ul style="list-style-type: none"> • Commitment to attracting, retaining and graduating high quality students • Commitment to attracting, retaining and fostering the development of high quality faculty, staff, and administrators • Demonstrated record as problem solver in interpersonal interactions • Ability to cultivate a cohesive university community and be effective at fair and just conflict resolution within the university community • Commitment to service, community engagement and meeting the needs of the metropolitan area • Able to inspire the people around him/her • Develops relationships of trust and transparency
Qualities, attributes, management style	<ul style="list-style-type: none"> • Demonstrated commitment to human rights and social justice, fostering cultural, racial and gender diversity and equity of opportunity for all • An independent free-thinking scholar • Value system must be congruent with the mission of the university and be a public advocate for the values of the mission of the university • Committed to fundamental fairness and due process in implementation of professional and academic standards • Understanding of difference in tenure and promotion requirements across the spectrum of academic disciplines • Sensitive to and respectful of differences among academic cultures in a complex university • Must embrace the academic tradition of encouraging free conversation and dissent

	<ul style="list-style-type: none"> • Must be visible and accessible to all constituencies • Ability to develop a clear coherent vision • Communicates-clearly and directly; listens, learns and leads by decisive action
<p>Communication, team building, shared governance</p>	<ul style="list-style-type: none"> • Creates unity through transparent internal communication • Links faculty, staff, students and alumni to enhance the educational experience towards student success • Draws linkages between research and academic opportunities • Works effectively with P-16 and other educators and community leaders to partner education with workforce opportunities • Maintains strong ties with external leaders, leaders in the private sector, state and friends of the University • Effectively communicates the goals of the University and the President's Office to the University community