UNIT DOCUMENT REVISIONS TO ADDRESS HB 4

REDBOOK and Bylaws committee of the Faculty Senate

Expedited review process to address HB 4



Units edit documents with Faculty input



Units send revisions to the University appropriate workgroup to address HB 4



University workgroup sends to the REDBOOK and Bylaws committee of the Faculty Senate



REDBOOK and Bylaws committee presents to Faculty Senate



Faculty Senate program coordinator sends to the BOT HB4 *Ad Hoc* Committee



The BOT HB4 *Ad Hoc* Committee presents to the Board of Trustees in the June 2025 meeting

COLLEGE OF BUSINESS PERSONNEL DOCUMENT

Faculty Governance process

The College of Business Document Revision Committee has carefully reviewed both the College Bylaws and the Personnel document. Targeted revisions were made to the Personnel document to ensure full alignment with HB4 guidelines.

Date vote was held: The ballot was sent out electronically via Qualtrics on June 5, 2025, and the survey closed on June 10, 2025.

Total number of faculty eligible to vote: Under our current bylaws, only pre-tenure and tenured faculty are eligible to vote on this matter, totaling 54 faculty members.

Total number who voted: We received 36 of 54 eligible responses (67%)

Vote tally:

26 yes (72%)

4 no (11%)

6 abstentions (17%)

PERSONNEL DOCUMENT PAGE 3

PREAMBLE

Principles inherent in this document are:

The selection and development of the best-qualified individuals are essential to achieving the desired outcomes established by the COB.

We value and respect diverse viewpoints and cherish vigorous academic debate. Vigorous debate should never infringe on the atmosphere of collegiality important to building a great organization.

We value cultural and intellectual diversity.

PERSONNEL DOCUMENT PAGE 3

Within the framework of the mission, diversity of intellectual pursuit should be the cornerstone of the faculty. No two faculty members are exactly alike. Each person has different strengths and weaknesses. It is the policy of the COB to build on the strengths of each faculty member and to support improvement in areas of weakness. Although we affirm faculty diversity, some mandates are appropriate.

PERSONNEL DOCUMENT PAGE 4

Section 1.2 Selection (Appointment) – Probationary and Permanent Tenure Faculty

A. Recruiting

Once a faculty position is approved, the responsibility for recruitment and selection rests with the appropriate department or school of the COB. The director, chair, or other appropriate administrative officer is responsible for submitting the recruitment plan to the Dean. Faculty members are expected to serve on screening committees and participate in interviews and other recruiting activities. The Dean or an associate dean must interview all candidates. Appropriate efforts shall be made to recruit a diverse faculty.

PERSONNEL DOCUMENT PAGE 6

Section 1.4. Selection (Appointment) - Part-time or Adjunct Faculty

A. Recruiting

Part-time and adjunct candidates are to be identified through a review of part-time faculty currently or previously employed by the COB; potential part-time faculty listings maintained on file; recommendations from faculty within the department; a local search or advertisement process or other comparable means. Appropriate efforts shall be made to recruit a diverse faculty.

PERSONNEL DOCUMENT PAGE 24

Section A-5 Collaboration with Colleagues and Students

Cooperation and respect for faculty, staff, and students are expected of all members of the College of Business community. The university is an institution that cherishes vigorous academic debate and respects diverse viewpoints. The annual evaluation of collaboration with colleagues and students will be reflected in the teaching, research, and service rating categories, as applicable.

KENT SCHOOL OF SOCIAL WORK AND FAMILY SCIENCE BYLAWS

Faculty Governance process

- An *ad hoc* committee that included representation from the Kent School's Personnel Committee, Faculty Affairs Committee, Anti-Oppression Committee, Associate Deans, and Faculty and Staff Senate representatives was formed (6/5/25).
- Revisions based on feedback from the ad hoc committee were shared with all Kent School full-time faculty for an electronic vote (6/6/25).
- The voting window closed (6/11/2025).
- Results
 - 19 of 36 full-time faculty voted (53%)
 - 19 Yes (100%)
 - O No
 - O Abstentions

APPENDIX 2 SPECIFIC DUTIES OF THE FULL-TIME FACULTY

APPENDIX 2

SPECIFIC DUTIES OF THE FULL-TIME FACULTY

Specific duties include, but not limited to:

- Kent School governance
 - o Making recommendations to the Dean or advisory committees (Faculty Affairs, Planning and Budget, Anti-Oppression, Committee on Ethical Practice and Inclusive Excellence and Personnel) to achieve the overall goals of Kent School.
 - o Representing Kent School and the University on committees.
 - Creating from its membership standing and special committees and electing representatives necessary to conduct its business.
 - Inviting staff and student input in matters related to the overall health and function of Kent School.

APPENDIX 3 POSITION DESCRIPTION—DEAN OF KENT SCHOOL

3. Responsibilities

The duties and responsibilities of the Dean are outlined in The Redbook, Section 3.2.2. In addition, the Dean, working with faculty and staff, shall (a) coordinate and support academic programs, (b) create an environment that facilitates research and scholarly activity, (c) promote public service, (d), promote a work environment that supports diversity and inclusive excellence, (e) oversee administration of unit and strategic planning, (f) develop and administer School's budget and annual report, (f) administer personnel actions, and (g) promote Kent School through fund-raising and alumni activities.

APPENDIX 4 STANDING COMMITTEES OF KENT SCHOOL

2. Accreditation and Curricular Alignment Committee

The function of the Accreditation and Curricular Alignment Committee is to ensure decisions made within and across programs are equitable, consistent with accreditation requirements, and support the mission of the University and School. Membership shall consist of Associate Deans and Program Directors. The Associate Dean for Academic Affairs will serve as chair. Meetings shall be open to all full-time and part-time faculty.

APPENDIX 4 STANDING COMMITTEES OF KENT SCHOOL

4. Anti-Oppression 4. Committee on Ethical Practice and Inclusive Excellence

The function of the Anti-Oppression Committee Committee on Ethical Practice and Inclusive

Excellence is to develop and implement initiatives to advance anti-oppression within Kent School and University, the Louisville community, and the global community in line with Kent School's vision, mission, and goals. in conjunction with the Kent School's leadership, faculty, staff and students that will address concerns related to overall climate, access, and engagement opportunities in line with the Kent School's vision, mission, and goals. This work is carried out in accordance with accreditation standards and all applicable laws. The Committee Anti-Oppression Committee on Ethical Practice and Inclusive Excellence shall consist of (1) the Associate Dean for Equity and Inclusion (chair) an elected chairperson from standing committee membership (2) one staff member from an academic program, (3) a faculty representative from each academic program (e.g., who is currently teaching or has taught in the

APPENDIX 5 AD HOC COMMITTEES AND APPOINTEES TO UNIVERSITY COMMITTEES

1. Search Committee (ad hoc)

The faculty Search Committee will consist of five full-time faculty and two alternates, who shall be recruited by the Personnel Committee in consultation with the Dean. Search committees shall-have diverse representation. The names of the members shall be approved by full-time faculty by a majority vote. The Chair of the Search Committee is to be elected from among the faculty members approved to be on the committee. The chair may appoint student (non-voting) representation. If any real, potential and/or perceived conflict of interest of any member arises during the work of the committee, the conflicted member shall recuse themself from the proceedings in which the conflict arose, or at the discretion of the chair, may be excused from the search committee. All search committee members must go through appropriate University trainings to ensure equitable searches, as well as any other trainings mandated by the University in order to serve on the committee.

SCHOOL OF PUBLIC HEALTH AND INFORMATION SCIENCES BYLAWS

Faculty Governance process

- Prior to the Faculty vote, the recommendation was considered by the SPHIS <u>Faculty</u> <u>Council</u> via email sent on May 28, 2025. The results from the <u>Faculty Council vote</u> for recommendation reported on May 30, 2025, were:
 - Yes 6 (75.0%)
 - No 1 (12.5%)
 - Abstained 1 (12.5%)

An <u>informational meeting</u> was held on Thursday, June 5, 2025. The revised tracked changes Bylaws document was made available to the 39 SPHIS faculty eligible to vote.

- Voting closed on June 11, 2025. The results from the <u>Faculty vote</u> were:
 - Yes 25 (64%)
 - No 11 (28%)
 - No Vote Received 3 (8%)

V. FACULTY COMMITTEES

Committees that require departmental representation are composed of full-time faculty at the appropriate rank and track unless approved by the Dean. In cases where a department is not adequately represented, the Dean will request that the department nominate either an *ad hoc* member from the SPHIS or from another UofL unit. *Ad hoc* members must be tenured. So far as practicable, membership of committees must take into account gender representation and reflect the diversity of the SPHIS community.

UNIVERSITY LIBRARIES BYLAWS

Faculty Governance process

- An electronic vote was announced by Angel Clemons, in her role as Chair of the ULF Executive Committee, in an email on June 2 with a deadline to vote of June 10th.
- There were a total of 47 eligible faculty of whom 40 voted. The vote tally was as follows:
 - Yes 29 (62%)
 - No 11 (23%)
 - No Vote Received 7 (15%)

- Implements a clear and concise strategic plan to advance that vision.
- Supports a culture of collegial governance.
- Fosters an organizational and educational climate that promotes and celebrates diversity.
- · Communicates internally and externally regarding the University Libraries.
- Serves on the Provost's Council of Academic Officers and on the Board of Library Associates.
- Develops strong relationships with Deans of other units, the Provost, President, and other University administrators.

JOB DESCRIPTION: DEAN OF LIBRARIES STRATEGIC LEADERSHIP

- Recruits, retains, and leads high-quality faculty and staff.
- · Creates an environment which supports professional advancement.
- · Acts as an advocate for the libraries and its faculty and staff.
- Fosters professionalism, diversity and a positive work/learning environment in the University Libraries.
- Recommends personnel and annual salary increase actions in accordance with the provisions of *The Redbook*.

APPENDIX 5

JOB DESCRIPTION: DEAN OF LIBRARIES OPERATIONAL LEADERSHIP

SCHOOL OF MEDICINE BYLAWS

Faculty Governance process

- Changes drafted with Dr. Kelly Lyons, Vice President of Faculty Forum and Dr. Chris Seals, Assistant Dean of Faculty Affairs and submitted to the Policy Workgroup May 15th
- Personnel Document Changes sent to SOM PAT committee for feedback on May
 22nd
- Both documents sent to Vice Deans, Faculty Forum, and Chairs on May 27th for electronic feedback
- Both documents shared with all executive faculty May 29th for electronic feedback and also encouraging feedback via faculty forum representative
- Special session of Faculty Forum was held June 5th; Medical Council and Performance Criteria and Policy Committee (PCP) members invited
- Votes collected from PCP, Medical Council, Faculty Forum, and Executive Faculty electronically on final versions through June 6th 10th

Faculty Governance process

Executive Faculty

- Bylaws: Approve 86, Deny 4, Abstain 3
- Personnel Doc: Approve 86, Deny 5, Abstain 2
- Professional Conduct Policy: Approve 85,Deny 6, Abstain 2

PCP

- Bylaws: Approve 4, Deny 0, Abstain 0
- Personnel Doc: Approve 4, Deny 0, Abstain 0
- Professional Conduct Policy: Approve 4,Deny 0, Abstain 0

Medical Council

- Bylaws: Approve 13, Deny 0, Abstain 0
- Personnel Doc: Approve 14, Deny 0, Abstain 0
- Professional Conduct Policy: Approve 14,
 Deny O, Abstain O

Faculty Forum

- Bylaws: Approve 9, Deny 0, Abstain 1
- Personnel Doc: Approve 9, Deny 0, Abstain1
- Professional Conduct Policy: Approve 9, Deny 0, Abstain 1

APPENDIX 2: COMMITTEES OF THE SCHOOL OF MEDICINE

Committees Appointed by the Dean

- Student Prizes and Awards Committee
- 2. Student Travel Committee
- 3. Graduate Medical Education Committee
- 4. Diversity and Inclusion Committee

APPENDIX 2: COMMITTEES OF THE SCHOOL OF MEDICINE Section 3.COMMITTEES APPOINTED BY THE DEAN *Committee removed in entirety

D. Diversity and Inclusion Committee

This committee will be responsible for the following: develop activities, programs and partnerships focused on enhancing diversity within the applicant pool to increase the students, faculty, staff, and senior administrative leadership from the recruitment and/or hire of underrepresented populations; promote a campus climate that supports and values the unique way that each individual contributes to the school; enhance the opportunity and scope of professional development for faculty and staff that promote diversity, empathy/compassion, and community engaged scholarship; to monitor and assess the campus climate to develop and further implement plans to enhance the experience for all members of our community; support and/or develop diversity programming that will help improve campus climate and augment learning and development around diversity issue.

APPENDIX 2: COMMITTEES OF THE SCHOOL OF MEDICINE Section I. PROCEDURES FOR SELECTION AND GOVERNANCE

The following procedures shall be followed to ensure adequate gender and under-represented minority compositioncommittee membership across the standing committees of the School of Medicine. Every appropriate effort shall be taken to ensure that at least two females and at least one under-represented minority shall be in each committee. Prior to committee elections each spring, the School of Medicine Office of Faculty Affairs and Advancement shall review committee composition and request appropriate nominees from the Chairs of eligible departments as detailed in Appendix 2. Sec. 2. and Sec. 3. Upon completion of the ballot tally, the School of Medicine Office of Faculty Affairs and Advancement shall notify the Faculty Forum of the election results committee membership for their approval. The Faculty Forum shall determine the adequacy of gender and under-represented minority composition of each of the committees listed above. If adjustment is needed to ensure adequate committee membership, members will be provided as follows:

APPENDIX 2: COMMITTEES OF THE SCHOOL OF MEDICINE Section I. PROCEDURES FOR SELECTION AND GOVERNANCE

a. The Dean of the School of Medicine may appoint additional members of the General Faculty to improve the gender and underrepresented minority composition. Dean selections shall undergo approval by the Faculty Forum.

APPENDIX 2: COMMITTEES OF THE SCHOOL OF MEDICINE Section I. PROCEDURES FOR SELECTION AND GOVERNANCE

c. The number of appointed members may increase the membership of a given committee only by the number of positions needed to achieve the composition adjustment (two for gender and/or one for under-represented minority; that is, a maximum of three positions).

APPENDIX 2: COMMITTEES OF THE SCHOOL OF MEDICINE Section 4. SPECIAL COMMITTEES Search committees for department chairs

1. Membership

The Committee is appointed by the Dean. It elects its chair from among its Executive Faculty. The Committee shall include seven executive faculty (Associate Professor/Professor), of which at least two shall be tenured and at least two shall be term. Other members can be term or tenured. Gender and minority composition shall be considered in making the appointments. It must include an Executive Faculty of the department concerned, and may include a University of Louisville medical student, house officer and/or graduate student and/or non-full-time faculty physician nominated by the Greater Louisville Medical Society. The number of outside members, however, may not exceed 49% of the committee's Executive Faculty.

APPENDIX 5: RESPONSIBILITIES OF THE DEAN OF THE SCHOOL OF MEDICINE The Dean shall be responsible for:

• Fostering professionalism, diversity inclusion and belonging, and a positive work/learning environment in the SOM;

APPENDIX 5: RESPONSIBILITIES OF THE DEAN OF THE SCHOOL OF MEDICINE

In the Area of Teaching the Dean shall be responsible for:

• Ensuring the quality of trainees (medical students, graduate students, residents, fellows, and postdoctoral trainees) and consistency of trainees with the SOM mission including its goals for diversity;

APPENDIX 5: RESPONSIBILITIES OF THE DEAN OF THE SCHOOL OF MEDICINE

In the Area of Clinical and Other Service the Dean shall be responsible for:

• Ensuring the quality of the School of Medicine leadership including Deans and Chairs, and the quality and consistency of the faculty with the SOM mission including its goals for diversity;

APPENDIX 5: RESPONSIBILITIES OF THE DEAN OF THE SCHOOL OF MEDICINE

In the Area of Community Engagement the Dean shall be responsible for:

• Promoting a community of diverse faculty, residents, students, and staff that is welcoming to all individuals;

SCHOOL OF MEDICINE PERSONNEL DOCUMENT

III. Definition of Excellence and Proficiency in Service

Service includes clinical, non-clinical/community service, and service to research. Clinical service activities refer to direct patient care activities. Non-clinical/community service activities are defined local (intramural or extramural), regional or national service. To be considered for non-clinical/community service activities, these must involve medical and or basic science expertise or community health related activities. Examples may include but are not limited to participation in hospital, department or university committees/task forces, mentoring activities, work in furtherance of identified missions of the university (eg. anti-racism activities, administrative assignments related to clinical work (i.e., work that does not involve direct patient care, although work may benefit patients), service to local community, state advisory boards or state organizations, national and/or international

APPENDIX A DEFINITIONS AND EXAMPLES OF EXCELLENCE, PROFICIENCY AND SCHOLARSHIP IN THE AREAS OF RESEARCH, TEACHING AND SERVICE

B. Excellence in non-clinical/community service activities is defined by the following criteria:

1. Excellence in non-clinical/community service is best demonstrated by a documented non-clinical assignment and a major responsibility (i.e., leadership) for a non-clinical program role or multiple or consistent contributions key to programmatic success of non-clinical program(s). The individual should have measurably and significantly improved the non-clinical program. Measures of improvement include but are not limited to work in furtherance of identified missions of the university (e.g. development of anti-racism-programs, successful revision of course materials and instructional methods to incorporate antiracism and social justice to content to transition curriculum to a post-racial framework and methodology, presentations for SOM social justice-antiracism-forums), improved quality, quantity and/or outcomes of mentoring activities, improved community health care outcomes, documented improvements due to administrative assignments related to clinical work, development or implementation of policies or programs involving local, regional, national, and/or international organizations.

APPENDIX A
DEFINITIONS AND
EXAMPLES OF
EXCELLENCE,
PROFICIENCY AND
SCHOLARSHIP IN THE
AREAS OF RESEARCH,
TEACHING AND SERVICE

13. Leadership or substantial contribution to diversity, equity, inclusion initiatives related to healthcare education, healthcare access or improved healthcare outcomes, development of curricula, programs, or policies within the university or community organizations.

APPENDIX A DEFINITIONS AND EXAMPLES OF EXCELLENCE, PROFICIENCY AND SCHOLARSHIP IN THE AREAS OF RESEARCH, TEACHING AND SERVICE DEFINITIONS OF SCHOLARLY ACTIVITY

SPEED SCHOOL OF ENGINEERING BYLAWS

Faculty Governance process

The President and President Elect of the Speed School Faculty Council sent the revised version of the Bylaws to the Speed School voting faculty for their review and vote. The results of the voting are summarized below:

Total votes: 58/113 (51%)

■ Yes: 47/58 (81%)

■ No: 11/58 (19%)

■ Abstention (0%)

A. Establishment and Elimination of Departments and Academic Support Groups

Established departments are Bioengineering, Chemical Engineering, Civil and Environmental Engineering, Computer Science and Engineering, Electrical and Computer Engineering, Engineering Fundamentals, Industrial and Systems Engineering, and Mechanical Engineering. Established Academic Support Groups are (1) Cooperative Education and Career Services and (2) Academic Services.

ARTICLE VII.DEPARTMENTS AND ACADEMIC SUPPORT GROUPS

The Standing Committees are:

Faculty Council

Administrative Plans and Policies Committee

Faculty Affairs Committee

Student Affairs Committee

Undergraduate Education Committee

Graduate Education Committee

Diversity Committee

ARTICLE VIII. COMMITTEES OF THE FACULTY

10. Supervising the School's affirmative action efforts.

APPENDIX I RESPONSIBILITIES AND DUTIES OF THE DEAN OF THE J.B. SPEED SCHOOL OF ENGINEERING B. DUTIES OF THE DEAN SHALL INCLUDE:

3. The President and President Elect each serve one-year terms starting on January 1. Other members serve two-year staggered terms. Members representing the Chemical Engineering, Civil and Environmental Engineering, Electrical and Computer Engineering, and Computer Science and Engineering departments serve terms starting on January 1 of an even numbered year. Members representing the Bioengineering, Engineering Fundamentals, Industrial and Systems Engineering, and Mechanical Engineering departments serve terms starting on January 1 of an odd numbered year.

APPENDIX II
FUNCTIONS, STRUCTURE, AND OPERATIONS OF THE FACULTY COUNCIL
B. STRUCTURE

APPENDIX VIII

Charge, Composition, Selection and Terms of the Diversity Committee

The Diversity Committee is a Standing Committee established by the Speed Faculty to serve as an advisory body to the Dean and the Faculty.

APPENDIX III Diversity Committee *Committee removed in entirety

SCHOOL OF NURSING BYLAWS

Faculty Governance process

- A taskforce was initiated in January 2025 to address HB 4 related modifications. The taskforce made suggested edits to the Bylaws which were provided to the faculty two weeks prior to a Faculty Organization meeting on May 16, 2025.
- At the Faculty Organization meeting on May 16th, an in-person vote on the bylaws was administered. 55 of 69 voting eligible faculty members were in attendance. Voting tallies were as follows:
 - 47 Yes (85%)
 - 0 no (0%)
 - 8 Abstention (15%)

The bylaws state that you must be present at meetings to vote and faculty were notified that this would be on the ballot 2 weeks in advance. We did not receive any emails from anyone who was not in attendance that indicated concerns about the document.

E. DIVERSITY COMMITTEE

ARTICLE IX – STANDING COMMITTEES DIVERISTY COMMITTEE

*Committee removed in entirety

2. Functions

- a. Evaluate the SON community engagement plan annually.
- b. Strategically plan the SON's participation in community events held by the University's community partners.
- c. Oversee communication to faculty regarding community engagement opportunities.
- c. Recommend resources and services to ensure that all faculty, staff and students' voices are heard and valued in the academic environment.
- d. Review and advise the administration on the student population persistence and retention data.
- e. Create and enhance intentional spaces, programs, and services to foster an

ARTICLE IX – STANDING COMMITTEES COMMUNITY AND CAMPUS ENGAGEMENT COMMITTEE

- accessible and welcoming campus for all.
- f. Evaluate the SON Inclusive Excellence Plan annually and recommend changes to Faculty Organization as needed.

ARTICLE IX – STANDING COMMITTEES
COMMUNITY AND CAMPUS ENGAGEMENT COMMITTEE
COMMITTEE FUNCTIONS (CONTINUED)

ARTS & SCIENCES STANDING RULES

Faculty Governance process

- An Arts and Sciences Faculty Assembly was convened in May 2025 to vote on changes to the Standing Rules document. Suggested modifications were duly approved by a Faculty Assembly vote:
 - 68 yes (75%)
 - 15 no (16%)
 - 8 abstentions (9%)
- A second change related to the Faculty Salary Committee was requested by the HB 4 University Workgroup. These changes were discussed and approved by the Arts and Sciences Faculty Salary Committee, Assembly chair, Faculty Senate chair, and the Dean.

E. Community and Culture Committee

1. Functions

- a. Advise and assist the Dean, Associate Dean, and department chairs in the strategic development of a welcoming community that strives to create a supportive culture. This strategy includes serving as a resource for department level development as well.
- b. Advise and assist the Associate Dean in the development, monitoring, and assessment of the College of Arts and Sciences' core values expressed in its vision and mission.

- c. Make recommendations to the Dean, Associate Dean, and other members of A&S on how to support A&S students regarding issues within the community and culture.
- d. Collaborate with university-wide offices in developing appropriate responses to events, occurrences, and situations that impact A&S staff and faculty.
- e. Advise and assist the Dean, Associate Dean, and others regarding the recruitment and retention of faculty and staff in A&S.
- f. Recommend or develop related practices, procedures, or policies for faculty and staff search committees.
- g. Recommend changes in policy, when the judgement of the committee indicates that such changes are warranted.

STANDING
COMMITTEES:
COMMUNITY AND
CULTURE COMMITTEE
FUNCTIONS C-G
(CONTINUED)

2 Structure

a. This committee will be composed of eight members from the College of Arts and Sciences: Two faculty representatives from each of the divisions, all to be elected by the faculty as a whole. In addition to two staff members (including one exempt staff member and one non-exempt staff member) elected by the staff of the College.

STANDING COMMITTEES: COMMUNITY AND CULTURE COMMITTEE STRUCTURE: A

d. The Associate Dean in the administrative unit responsible will be an ex officio member on this committee.

STANDING COMMITTEES: COMMUNITY AND CULTURE COMMITTEE STRUCTURE: D (CONTINUED)

G. Faculty Salary Committee

1. Functions and Procedures

a. The Faculty Salary Committee will be primarily responsible for monitoring the current state of faculty salaries in the College, including the salaries of faculty with term appointments and part-time lecturers (PTLs). This includes tracking salaries relative to benchmarks and market, as well as reviewing the appropriateness of salary distributions.

STANDING COMMITTEES FACULTY SALARY COMMITTEE FUNCTIONS AND PROCEDURES: A

SCHOOL OF DENTISTRY

Faculty Governance process

- We received support from the ULSD faculty in the interest of shared governance.
- The final total vote on supporting the changes:
 - Yes 47
 - No 0
 - Abstentions 5

Diversity Community and Connection Committee

Purpose:

The committee serves as a standing committee of the School of Dentistry that meets monthly to review, discuss and provide recommendations to the Dean of the School of Dentistry to enhance ULSD on matters of diversity and inclusion, cultural competency, and to facilitate the execution of the mission statement fostering a sense of community and connection for all students, residents, faculty, and staff as needed to support accreditation standards. The committee is also responsible for developing, monitoring and modifying a ULSD Diversity Community and Connection Plan and providing an annual diversity progress report to the Dean of the School of Dentistry. The Diversity Community and Connection Plan and Annual Diversity Progress Reports will be submitted to the Dean of the School of Dentistry prior to submission to the Office of the Provost for Diversity and International Affairs, and then submitted to the Council on Post-Secondary Education.

STANDING COMMITTEES COMMUNITY AND CONNECTION COMMITTEE PURPOSE

Membership:

The committee is composed of 9 members of the Executive Faculty [two from GDOM_CMPD/two from OHR_DXOH/and one from each SUHD/OPSC_OMS/RARD/DH/OIID] and one from the basic science faculty of the School of Medicine who teaches a course in DMD curriculum). Four student body representatives (one D1/D2, one D3/D4, one DH3/DH4, and one Graduate student) are elected by their peers (non-voting members). One representative from community dentistry; one representative from Student Affairs/Admissions staff; and one clinical staff member will be appointed by the Dean or his/her designee. Members serve a two year term and may be reelected. The dean or his/her designee serves as an ex officio member of the committee.

STANDING COMMITTEES COMMUNITY AND CONNECTION COMMITTEE MEMBERSHIP

SCHOOL OF MUSIC

Faculty Governance process

A summary provided by Interim Dean Krista Wallace-Boaz: The School of Music's Faculty Committee, comprised of five faculty members, was asked (by me) to review and revise the School of Music's Diversity Committee in regard to HB4. After the Faculty Committee sent revisions, I then sent the revisions on Monday, June 9, to the entire School of Music full time faculty for review, requesting that feedback be returned to the Chair of the Faculty Committee. Since the normal vetting and voting process of the Policy Manual could not be followed due to the abbreviated timeline, the Faculty Committee felt that this approach gave the opportunity for faculty input outside of the faculty committee. I also reviewed this approach with our Faculty Senators who agreed that this was okay.

9. Diversity Committee

Diversity and inclusion are among the University of Louisville's Cardinal Principles. The University is committed to celebrating "diversity of thought, perspectives, and life experiences" and to ensuring that "everyone, in the richness of all of their many unique and intersecting identities" feels welcome in the Cardinal Family (see https://louisville.edu/about/cardinal-principles).

- a. Membership: There shall be four members, as follows: one from the Performance Faculty, one from the Academic Faculty, one student, and one representative of the Music Library. The student shall be chosen by the Student Council and the Music Library representative by the <u>Music Librarian Director of the Music Library</u>. The other two members shall be chosen by the Faculty Committee.
- b. Duties
 - Track and compile an annual report of School of Music events, activities, and offerings that celebrate diversity and foster-equity and inclusion inclusiveness.
 These may include (but are not limited to) performances and events, musical

STANDING COMMITTEES DIVERSITY COMMITTEE

*THE COMMITTEE NAME REMAINS, THE COMMITTEE DESCRIPTION WAS DELETED, MEMBERSHIP AND

COMMITTEE DUTIES MODIFIED.

- compositions, music scholarship, curricula and other offerings, and community outreaches.
- that feature or celebrate women, people of color, and other underrepresented groups and/or their musical traditions.
- 2) Advise the dean on fostering a climate of diversity, equity, and inclusion an inclusive culture and climate in the School of Music through planned programming and other initiatives in the School of Music.
- 3) Advise the dean on <u>inclusive</u> strategies to <u>for</u> recruiting and retaining faculty, staff, and students of color and other underrepresented groups.

STANDING COMMITTEES DIVERSITY COMMITTEE (CONTINUED)
*THE COMMITTEE NAME REMAINS, THE COMMITTEE DESCRIPTION WAS DELETED, MEMBERSHIP AND COMMITTEE DUTIES MODIFIED.