

University of Louisville

Faculty Senate Meeting

November 4, 2015

The regular meeting of the Faculty Senate was held on November 4, 2015 at 3:00 P.M. in the Chao Auditorium, Ekstrom Library, Belknap Campus, Pamela Feldhoff presiding.

Senators Registering Attendance:

A&S: Beth Bradley, Carrie Donald, Karen Hadley, Greg Hutcheson, David Owen, Ron Sahoo, David Simpson, Joseph Steffen, Beth Willey **DENTISTRY:** Ricardo Caicedo, Lee Mayer, Robert Staat **EDUCATION:** Monica Delano, Patrick Hardesty **KENT:** Seana Golder, Martin Hall, Lesley Harris **LAW:** Enid Trucios-Haynes **LIBRARIES:** Carrie Daniels, Terri Holtze **MEDICINE:** Yousef Abu-Kwaik, Forest Arnold, Eric Burton, Pamela Feldhoff, Kenneth Palmer, David Stirling, Michael Tseng **MUSIC:** Randi Bolding, Krista Wallace-Boaz **NURSING:** Heather Owens, Karen Singleton **PART-TIME FACULTY:** Donna Gaus, Joseph Gutmann, Rose Mills, Susan Peacock, John Ritz, Michael Wade **PUBLIC HEALTH:** Ray Austin, Scott LaJoie **SPEED:** Roger Bradshaw, Kyung Kang, J.P. Mohsen

Also Attending:

Ex Officio: Dr. James Ramsey, Dr. Neville Pinto, Alex Stewart

Other University Representation: Tracy Eells (Provost Office), Elaine Wise (FAR)

Guests: John Karman, Steven Lippmann

Press: Janet Cappiello (*UofL Today*)

Senate Coordinator: Gretchen Henry

Senators Not Registering Attendance:

A&S: Jasmine Farrier **BUSINESS:** Robert Barker, Ben Foster, Bruce Kemelgor, Robert Myers **DENTISTRY:** Don Demuth **EDUCATION:** Caroline Sheffield, Tom Simmons **LAW:** Kurt Metzmeier, Luke Milligan **LIBRARIES:** Margo Smith **MEDICINE:** Luz Fernandez, Guomin Jiang, Saeed Jortani, Brad Keller, Chin Ng, Victor Van Berkel **MUSIC:** Sidney King **NURSING:** Valerie McCarthy **SPEED:** Kevin Walsh

CALL TO ORDER: Feldhoff

ACTION ITEM: Meeting Minutes - The meeting minutes from [October 7, 2015](#) were approved unanimously as distributed.

REPORT: Student Government Association –Stewart

Mr. Stewart reported on several topics. They were:

- Student retention rates – in an effort to increase retention, new technology that will help advisors help students will be implemented over the next 2 years. **College Scheduler** and **Smart Planner** are the programs to be used.
- Gen Ed – Provost Pinto will review the SGA recommendations soon.
- raiseRED – this is an 18 hour dance marathon and an annual student philanthropic event for Pediatric Oncology. Learn more [here](#).

REPORT: Staff Senate – Ginger Brown

No report was made.

REPORT: Ad hoc Committee on Presidential Compensation – Steffen

Senator Steffen reported on the work of the Senate's ad hoc Presidential Compensation Committee. The committee was formed last spring by Chair Feldhoff. Members were appointed in May and met over the summer and early fall. Other members are: Enid Trucios-Haynes, Ray Austin, Roger Bradshaw and Krista Wallace-Boaz. Chair Feldhoff had charged the committee with 3 tasks: examine UofL's presidential compensation; compare UofL with CPE benchmarks, ACC and regional schools; and, examine the process of determining presidential compensation at UofL. Initially, a list of 25 schools was developed. It included CPE benchmarks and some ACC and regional schools. Research began on the internet and various web sites. It was determined that the information was not uniformly measured and not always from a reliable source. Finally, the information from the *Chronicle of Higher Education's* article Executive Compensation was used, as it was both reliable and used uniform measurements for each school. Senator Steffen presented a Power Point in October. Today he presented the [narrative report](#).

DISCUSSION: REDBOOK and Sabbatical Leave - Feldhoff

Sabbatical policies from our benchmarks will be discussed at the Executive Committee meeting. Recommendations from that discussion will be forwarded to The REDBOOK Committee. The REDBOOK Committee has its work scheduled for the year and Chair Feldhoff does not want to interrupt that flow. Senator Owen (A&S) said that A&S chairs thought the matter was urgent. Chair Feldhoff said her plan is to present it to the Provost in January 2016. The process starts with the Executive Committee; to The REDBOOK Committee for review and vote on changes; to the Faculty Senate; and, finally to the Provost. Find the current policy [here](#).

DISCUSSION: GET HEALTHY NOW Assessment - Feldhoff

The deadline to take the online health assessment to receive the \$40 monthly discount is November 19th, 2015. Some concerns were raised when it was announced that the assessment would now ask for blood pressure and cholesterol numbers. This information is a way to make participants' programs more efficient and is not a requirement to participate in the Get healthy Now program or to receive the \$40 monthly discount benefit. This health information is confidentially-held by a third party, and not available to Get Healthy Now employees. Find more information [here](#).

REPORT: UNIVERSITY PRESIDENT – Dr. James Ramsey

President Ramsey began his report with an apology for the recent controversy caused by the staff luncheon held the day before Halloween. He said he had made a mistake and has taken steps for his office to expand its diversity/sensitivity training. Turning to the NCAA investigation, Dr. Ramsey said he could not provide specific details, but to say that the investigation is ongoing. He asked the NCAA to provide more investigators and they sent one more, totaling 2 for the full investigation. The state is also conducting a criminal investigation. Each investigation is independent of the other and they are not sharing information. Professor Elaine Wise, the University's Faculty Athletic representative to the ACC, said that the Athletic Association has its own investigation committee and receives weekly updates from Chuck Smrt, UofL's consultant for the investigation. Moving to the CPE, Dr. Ramsey reported that at the last President's

Meeting, all signed a document in support of the CPE's funding model. A brief discussion took place on the performance-based funding model. Updating the Senate on academic recruiting trips, Dr. Ramsey said the outreach has expanded into major cities: Chicago, St. Louis, Indianapolis, Nashville and Atlanta. Tomorrow, there will be a special meeting of the Board of Trustees. Some members feel they should be involved with the NCAA investigation. He asked the NCAA and was told that he cannot share any investigation information with the Board. University Counsel, Leslie Strohm would be here to explain the legal issues, but she is in the court-ordered mediation with Norton's. Also, a suit has been filed against the governor, the Higher Education Nominating Committee and seventeen Board of Trustee members by a group, Kentucky Justice Research Center, for not following the state statute requiring that a designated percentage of members should reflect the student population. The suit seeks clarification of the phrase *minority-racial composition*. This raises several questions: Does Hispanic/Latino meet the requirement for a racial minority? If not, would more positions be available for African-Americans? Asked what remedial actions will be taken concerning the recent Halloween issue, President Ramsey said that former Provost Willihnganz had made very specific recommendations for diversity and sensitivity training. He has asked Dr. Pinto to expand on those and to bring other groups across campus into the training and discussions. Dr. Pinto added that he has already started working on campus climate, hiring more diverse faculty and other recommendations. President Ramsey said that actions will result from the discussions. In 2003, with Dr. Willihnganz's lead, each unit and VP area created diversity committees. Now, the CPE requires this. This is an opportunity to build on what we have done.

REPORT: INTERIM UNIVERSITY PROVOST – Dr. Neville Pinto

Updating the Senate on dean searches:

- KENT - in mid-November, airport interviews will be conducted for the Kent School position.
- CoB - a list of candidates should be ready in mid-December.
- DENTISTRY - a list of candidates by mid-January.
- All new deans should be in place by July 1, 2016.

Reporting on new hires:

- A&S Lead Fiscal Officer - Bridget Burke has been hired
- Director of Finance & Operations - Kerry Schmidt has been hired and will report to Susan Howarth.

Provost Pinto then said over the next few Faculty Senate meetings he will report on the plans to implement the 21st Century Initiatives. Since the plan is a huge undertaking with many details, he will report on just a few initiatives at a time. See Dr. Pinto's presentation [here](#). Today he gave a presentation on the following:

- **EMPOWER UNDERGRADUATE LEARNING**
 - GOAL 6 – Improve Learning & Study SpaceDr. Pinto said the classrooms will range in size from small to extra-large. The labs will mostly be science-based to address the high demand for STEM.
- **INVEST IN EMERGING MULTI-DISCIPLINARY RESEARCH & CREATIVE AREAS**
 - GOAL 1 – Identify Competitive Areas for Future InvestmentThe RFP was released this week and proposals are due January 15, 2016. There is a cost share requirement from units, which may require reallocation and/or creative funding. Deans will have to make priorities and have difficult conversations in deciding on proposals to fund.

- **REVENUE ENHANCEMENT**
 - Goal 1 – Strategically Grow Enrollment
The steering committee meets monthly and advises where to focus growth activity.
- **ADMINISTRATIVE ENHANCEMENTS**
 - GOAL 3 – Target Effective Resource Management
The Budget Allocation Model Steering Committee is looking at any and all possible funding models. This is a very complex undertaking and will take a lot of time.
- **EQUITY FAIRNESS & RECOGNITION**
 - GOAL 1 – Enhance Campus Climate
The Administration is dedicated to updating/improving the survey and the Provost wants to ensure that it is done well. This year's budget is already set, so it will not happen this year. It may take multiple years to achieve equity.

REPORT: Standing Committees of the Faculty Senate

- **Academic Programs Committee (APC)** – Demuth
 - [This report was online.](#)
- **Committee on Committees and Credentials (CCC)** – Sahoo
 - This committee did not meet last month.
- **Part-time Faculty Committee (PTFC)** – Peacock
 - [This report was online.](#)
- **Planning & Budget Committee (P&B)** – Austin
 - This committee did not meet last month.
- **Redbook & Bylaws Committee (RB)** – Wallace-Boaz
 - This committee is waiting for clarification on the School of Medicine's documents. It will review the College of Education's documents next.
- **Executive Committee (XC)** – Trucios-Haynes
 - [This report was online.](#)

OTHER REPORTS:

- **Commission on the Status of Women (COSW)** – Seana Golder
 - [This report was online.](#)
- **Faculty Athletic Representative (FAR)** – Elaine Wise
 - [This report was online.](#)

REPORT: Faculty Senate Chair – Feldhoff

Chair Feldhoff reported on several topics:

- Faculty Salary Work Group – she is a member of this group. The methodology of the last survey is being refreshed; term faculty information may be added separately; the goal is to complete the work by the end of December. The work group has met twice and was charged to 1.) Recommend how to make equity adjustments, 2.) Identify salary inversion/compression, 3.) Expand the performance evaluation to make sure it's equitable, and 4.) Make recommendations how to finance these issues.

The chair said there are many issues to consider before recommendations are sent to the president and provost.

- UofL faculty member, Maureen McCall, PhD was chosen as an ACC Guest Lecturer to speak at Florida State University. She spoke Thursday and Friday before the Saturday game between UofL and Florida State. Information can be found [here](#).
- Jill Suttles, the Vice Dean for Faculty Affairs at the School of Medicine is stepping down and an internal search for her replacement will be conducted.
- A search committee for the Director of Human Resources vacancy has been charged, but has not met.
- Harlan Sands requested faculty members for the current RFP committees. J.P. Mohsen was recommended for Food Service and Karen Hadley for the Bookstore.
- Chair Feldhoff is looking into the details of the new Email Archiving Policy that was recently announced.
- The Kentucky Academy of Science will hold its annual meeting on November 13 & 14th, 2015 at Northern Kentucky University. In 2016, it will meet at UofL. Information for this year can be found [here](#).
- [Research!Louisville](#) took place on HSC October 27-30th, and included area hospitals. There were talks and posters.

New Business

None

Old Business

None

Announcements

The December meeting will be held on HSC in the Dental School, Room 124.

Adjournment

The meeting was adjourned at 5:15 P.M.

Respectfully submitted,
Gretchen Stein Henry
Faculty Senate Secretary

