

# UNIVERSITY OF LOUISVILLE

## FACULTY SENATE

JUNE 1, 2016

The regular meeting of the Faculty Senate was held on June 1, 2016 at 3:00 p.m. in the Dental School, Room 127, HSC Campus, Pamela Feldhoff presiding.

**Senators Registering Attendance:** **A&S:** Karen Hadley, David Owen, David Simpson, Christopher Tillquist  
**DENTISTRY:** Ricardo Caicedo, Don Demuth, Lee Mayer, Robert Staat **EDUCATION:** Sherri Brown, Justin Cooper  
**KENT SCHOOL:** Martin Hall **LAW:** Enid Trucios-Haynes **LIBRARIES:** Dwayne Buttler, Carrie Daniels, Terri Holtze  
**MEDICINE:** Yousef Abu-Kwaik, Eric Burton, Pamela Feldhoff, Saeed Jortani, Brad Keller, Gerald Larsen, Kenneth Palmer, Chin Ng, Jeffery Weihing **MUSIC:** Krista Wallace-Boaz **NURSING:** Tim Crawford, Heather Owens  
**PART-TIME FACULTY:** Joseph Gutmann **SPEED:** Kyung Kang, J.P. Mohsen

**Also Attending:** Dr. James Ramsey, Dr. Neville Pinto, Mr. Harlan Sands, Dr. Tracy Eells, Mr. Jason Tomlinson, Dr. Terry Scott, Jim Sears, John Karman, Bob Stenger (ULARP), Alicia Kelso (UofL Today), Gretchen Henry (recording secretary)

**Senators Not Registering Attendance:**

**A&S:** Beth Bradley, Carrie Donald, Jasmine Farrier, Greg Hutcheson, David Schultz, Joe Steffen, Beth Willey  
**BUSINESS:** Robert Barker, Ben Foster, Bruce Kemelgor, Robert Myers **EDUCATION:** Monica Delano, Patrick Hardesty, Caroline Sheffield, Tom Simmons  
**KENT SCHOOL:** Seana Golder, Lesley Harris  
**LAW:** Kurt Metzmeier, Justin Walker **MEDICINE:** Forest Arnold, Luz Fernandez, Rainer Lenhardt, David Stirling, Michael Tseng  
**MUSIC:** Randi Bolding, Sidney King **NURSING:** Valerie McCarthy, Karen Singleton  
**PART-TIME FACULTY:** Donna Gaus, Rose Mills, Susan Peacock, John Ritz, Michael Wade **PUBLIC HEALTH:** Scott LaJoie, Kristina Zierold  
**SPEED:** Roger Bradshaw, Kevin Walsh

**CALL TO ORDER:**

**ACTION ITEM: Meeting Minutes**

The minutes of the May 4<sup>th</sup> meeting were unanimously approved as distributed.

**REPORT: Student Government Association – Cooksey**

No report was made.

**REPORT: Staff Senate – Brown**

No report was made.

**ACTION ITEM: A&S Policy revision - 2<sup>nd</sup> reading – Wallace-Boaz**

- The first action item is the second reading of the proposed change to the A&S personnel document regarding Board of Trustees-appointed administrative assignments. There were no questions or discussion. The revision passed unanimously.
- The second action item is a first reading of CEHD personnel documents. The REDBOOK Committee had requested, and received, clarification from the college. The second reading will be at the July meeting.

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### **REPORT: CFO/COO - Sands**

Mr. Sands attended today's meeting to update the Senate on changes that have been made. They included:

- Travel Partner – the current travel partnership, with Pan Am, has created challenges over the years. That partnership was reviewed and a decision was made to terminate that relationship. Anthony Travel was chosen as the new University travel partner. The new partnership takes effect on June 23<sup>rd</sup>.
- Parking – Mr. Sands said this is a very volatile subject, and will continue to be so, in the future. Many changes are coming soon. On, or about, July 1, construction will begin near the Speed School that will affect the blue lot (behind Speed) and the green lot (on Eastern Parkway). Parking is a very volatile subject right now. He is willing to consider any new and creative ideas. He is not sure who will be affected or if any of the lost spaces will be returned. Decisions were made by all involved with the construction project. He said the announcement of these changes is coming out late. It was suggested he work with the Parking Advisory Committee, and he said he would. Asked if the elimination of parking spaces had been communicated to the owners and if they are also notified of available alternate spaces, Mr. Sands said as soon as the construction team communicates changes, the space owners are notified, but there is no plan in place for alternate parking spaces. It was mentioned that space owners in the garage next to the Dental School on HSC should be notified, as well. Mr. Sands said the upselling of permits is not condoned. The largest impact will be on green and blue permits and those people should be notified first.
- He introduced Mr. Jim Sears, the newly-hired Associate Vice President for Facilities Management.

### **ACTION ITEM: Proposal: Center for Instructional Behavioral Research in Schools (CIBRS)- Hadley**

This proposal comes from Dr. Terry Scott, out of CEHD. The committee had concerns about the proposal's budget, but they were adequately addressed. Dr. Scott said that the center will be a sort of clearinghouse for related CEHD programs. Asked what other schools would be involved, he said only CEHD and the Special Education department. Noting that centers usually have a broader scope, Dr. Scott said he is working with Social Work and Counseling Psychology. He hopes this will jumpstart other projects. Asked about the possibility of linking with the Weisskopf Center, Dr. Scott said they use the Autism Center and his proposal is not focused on a disability. The center proposal passed unanimously.

### **REPORT: University President – Ramsey**

President Ramsey reported on various topics, including:

- State Budget - President Ramsey said the governor's current year budget cut to higher education was challenged by Attorney General Andy Beshear. The court ruled that the governor was authorized to make those cuts.
- Performance Funding Model – The governor's performance-based funding model must be presented to the CPE, state university presidents and the legislature by December 1, 2016. The model is to be implemented in fiscal year 2017/2018, when five per cent of base funding will be based on performance.
  - Question – Asked if there is another metric that could be used to include non-NSF funded research, Dr. Ramsey said we hold ourselves to specific research metrics as we

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vie for funding with UK. The NIH funding has not kept up with inflation, so we must compete for funding from other places.

- The Board of Trustees and the University Budget - The Board of Trustees Finance Committee meets tomorrow to discuss and recommend the budget to the full board at its next meeting. Susan Howarth and Jason Tomlinson have worked very hard on the budget and with late-coming information. No unit budgets were cut from General Funds, but state-mandated programs will see a 4% reduction in funding. At the meeting on May 20<sup>th</sup>, each dean introduced their top students, who then addressed the Board.
  - Question – Asked what programs would be cut, Dr. Ramsey said that 6 state-mandated programs would be cut. Ms. Howarth added the programs are mainly on HSC -Apex, Primary, Rural, Autism and Residency- and on Belknap –Metro College.
  - Question – Asked if the Board of Trustees participate on promotion and tenure decisions, Dr. Ramsey stated that there will be a financial workshop with the full Board on June 21<sup>st</sup>, but since there are still questions surrounding the Board’s legality, no personnel decisions can be made.
  - Question – Asked if the timetable for vetting Board of Trustees candidates will take nine months, he replied that the Governor’s Nominating Committee is now legally populated and is vetting candidates. As of July 1<sup>st</sup>, UofL will have 4 vacancies. Kentucky statute dictates that racial diversity must be proportionate to the state’s population and the political makeup of the Board’s membership must also reflect the state’s voter registration – neither of which the current Board does.
- The Foundation – President Ramsey addressed the current attention on the Foundation’s investments by saying this past year, we are lower than our benchmarks, but a wider view shows that we are alright. Endowments are invested for the long term. The very complex investment strategy is overly simplified, and often misunderstood, by the media. Mr. Tomlinson said that the strategy has added \$443M since 1998.
- Salary Equity – To fully fund faculty and staff salary equity would cost between \$15 and \$20M. As a first step in that directions, the budget includes a \$2.4M pool.
- Tuition and Student Success – The CPE has approved a tuition increase of up to 5%. Our budget is based on the 5% increase. The focus on student success continues as we implement a program to refund \$400 to students completing 30 hours in one academic year. This ties in well with the performance-based funding. Also, need-based financial aid was increased by \$3.6M, and all aid is up by five per cent.

### **REPORT: University Provost – Pinto**

Dr. Pinto updated the Senate on the 21<sup>st</sup> Century Initiatives, which included a Power Point ([linked here](#)). He was asked to provide a progress report to the Board at its May 20<sup>th</sup> meeting. He highlighted various aspects of the plan, which included:

- **GOAL** - Strengthen Curriculum – The draft recommendation is under review and formal approval is anticipated for fall 2016.
- **GOAL** – Create Excellence in Engaged Teaching
  - The Technology Innovation and Learning Lab (TILL) is set to open in fall 2016 on the third floor in Ekstrom Library. This lab is a preparation for the new classroom building.
  - New Teaching Seminar Series – This was started in 2015-2016 for new faculty and will be repeated annually.
- **GOAL** – New and Improved Spaces to improve students’ quality of life.

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- Living & Learning Communities (LLC) – expanding the Honors LLC and building a new one for A&S. This will increase LLC beds from 8% to 22%.
- **GOAL** – Strengthen Career Services – No longer waiting until senior year to discuss jobs.
  - Career Service Council Established
  - Employment Data on Class of 2015
  - Focus on Internships – Career Service
  - Faculty in Residence – Stuart Esrock (A&S)
    - Question: Asked if the idea for this is to help student prepare for employment, Dr. Pinto said it is. Some students are not sure where their interests lie, and need some guidance. There is a national trend in internships. If we don't do this our graduates will be less and less competitive.
- **GOAL** – Offer Competency-based Adult Education
  - Offer a Bachelor's Degree in Organized Leadership & Learning (emphasis on healthcare), fall 2016
  - Partner in Commonwealth College education consortium
- **GOAL** – Improve Rankings of Graduate and Professional Programs
  - Strengthen Graduate Program review
  - Pilot with 2 doctoral programs completed. Based on experience, a plan for review of all doctoral programs is being developed.
- **GOAL** – Identify Competitive Areas for Future Investment
  - Internal review complete: proposals selected for external review
  - External review in progress
- **GOAL** – Enhance Campus Climate
  - Provide competitive compensation – Priority for FY 2017
  - Enhance Compliance with ADA/Title IX – hired new ADA/Title IX Coordinator.

A brief discussion took place on the Board of Trustees membership issues and the impact on personnel decisions. This created challenges for dean appointments and promotion and tenure decisions. All PAT decisions are on hold and all the candidates were notified.

Regarding the 2017 budget, Dr. Pinto said that the decision to become proactive and to get control of the University's future and to not just balance the budget, was truly transformational. All of our work, in spite of the cuts, with no layoffs, to move forward has put us in high demand. We must tap into what parents and students want for their future. The leadership teams discussed this. We will find the \$50M to fund our goals.

Over the summer, he is writing a business plan that will include various ideas and topics, including:

- If Program A is in demand, we cannot take from Program B. We cannot be great with only 3-6 great projects.
- Priorities and Reallocation Efficiency – different decisions have to be made across and within units. We must ask: What are our core reasons for being? The answers are education and research. Reallocation has to be to the core values.

### Dean Searches

Social Work – David Jenkins has been hired. He comes from TCU.

Dentistry – Jerry Bradley has been hired. He comes from Marquette.

Business – This search failed. It will be restarted in the fall.

Law School – The search has started.

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### REPORT: Standing Committees

- **Academic Programs Committee (APC) – Demuth**
  - This committee did not meet in May.
- **Committee on Committees & Credentials (CCC) – Foster**
  - This committee did not meet.
- **Part-time Faculty Committee (PTF) – Peacock**
  - This committee's report was online.
- **Planning & Budget Committee (P&B) – Hadley**
  - This committee reviewed a proposal for certificates in
- **REDBOOK Committee (RB) – Wallace-Boaz**
  - This committee concluded its review of the School of Music's documents.
- **Executive Committee (XC) – Trucios-Haynes**
  -

### OTHER REPORTS: University-Wide Committees

- HRAC – This report was online. AVP-HR interviews are currently underway. A Retirement Readiness Workshop is under development.

### REPORT: Faculty Senate Chair – Feldhoff

- The Board of Trustees Finance Committee meets tomorrow.
- The federal government's mandate concerning labor and overtime eligibility. It will affect many areas in the University. HR is discussing how this will pertain to faculty.
- Crawford Gym demolition will begin in September.
- FGO – taking nominations for the new FGO. Responsibilities are in The REDBOOK.
- Ombudsman – nominations are also sought for an interim Ombuds.

### New Business

None

### Old Business

None

### Announcements

None

### Adjournment

The meeting was adjourned at 4:55 p.m.

Respectfully submitted,  
Gretchen Henry  
Faculty Senate Coordinator