

University of Louisville

Faculty Senate Meeting

The regular meeting of the Faculty Senate was held on March 1, 2017 at 3:00 p.m. in the Chao Auditorium, Ekstrom Library, Belknap Campus, Enid Trucios-Haynes presiding.

SENATORS REGISTERING ATTENDANCE:

A&S: BETH BRADLEY, JASMINE FARRIER, JOHN FERRE, KAREN HADLEY, DAVID OWEN, RON SAHOO, DAVID SIMPSON, CHRISTOPHER TILLQUIST, BETH WILLEY **BUSINESS:** ROB BARKER, REG BRUCE, BEN FOSTER, ROBERT MYERS **DENTISTRY:** LEE MAYER, ROBERT STAAT **EDUCATION:** JUSTIN COOPER, MONICA DELANO, CAROLINE SHEFFIELD **KENT:** MARTIN HALL **LAW:** KURT METZMEIER, JOANNE SWEENEY, ENID TRUCIOS-HAYNES **LIBRARIES:** DWAYNE BUTTLER, CARRIE DANIELS, TERRI HOLTZE **MEDICINE:** YOUSEF ABU-KWAIK, MURALI ANKEM, FOREST ARNOLD, ERIC BURTON, PAMELA FELDHOFF, KENDRA GRUBB, SAEED JORTANI, GERALD LARSON, KENNETH PALMER, CHIN NG, DAVID STIRLING, MICHAEL TSENG, BRIAN WANG **MUSIC:** KRISTA WALLACE-BOAZ **NURSING:** HEATHER OWENS **PART-TIME FACULTY:** ROY FULER, JOSEPH GUTMANN, SUSAN PEACOCK, JOHN RITZ, MICHAEL WADE **PUBLIC HEALTH:** KRISTIN ZIEROLD **SPEED:** ROGER BRADSHAW, ROBERT KEYNTON, JACEK ZURADA

ALSO ATTENDING:

UNIVERSITY PRESIDENT: DR. GREG POSTEL
UNIVERSITY PROVOST: DR. DALE BILLINGSLEY
STAFF SENATE REP: MS. GINGER BROWN
SGA REP: MS. MEREDITH COOKSEY
PROVOST OFFICE DESIGNEE: DR. TRACY EELLS
ULARP REP: MR. BOB STENGER
UofL TODAY: MS. ALICIA KELSO
GUESTS: KEVIN WALSH, JOHN KARMAN

SENATORS NOT REGISTERING ATTENDANCE:

A&S: BUSINESS: JOSEPH STEFFEN, CLARE SULLIVAN **DENTISTRY:** RICARDO CAICEDO, DON DEMUTH **EDUCATION:** SHERRI BROWN **KENT:** SEANA GOLDER, LESLEY HARRIS **MEDICINE:** LUZ FERNANDEZ, PATRICK HARRIS, BRAD KELLER, RAINER LENHARDT, JEFFERY WEIHING **MUSIC:** RANDI BOLDING, SIDNEY KING **NURSING:** TIM CRAWFORD, VALERIE MCCARTHY **PART-TIME FACULTY:** ROSE MILLS **PUBLIC HEALTH:** SCOTT LAJOIE **SPEED:** J.P. MOHSEN

CALL TO ORDER

ACTION ITEM: Approval of the February 1, 2017 Meeting Minutes – Trucios-Haynes

The [minutes of the February 1, 2017](#) meeting were unanimously approved as distributed.

REPORT: Student Government Association – Cooksey

Ms. Cooksey reported on several topics, including:

- At the February 14th meeting, the SGA passed the following resolutions:
 - [The Student Solidarity Act](#)

University of Louisville

Faculty Senate Meeting

- [A Resolution for the Preservation of Student Government Association Democratic Electoral Integrity at the University of Louisville](#)
- [A Resolution to Bring Belknap Campus into ADA Compliance with Braille](#)

- SGA elections will end this Friday.
- On March 22nd, Kentucky's Attorney General, Andy Beshear will speak in the Ekstrom Library about the Voices of Justice campaign, bringing awareness to campus sexual violence.
- Asked about the course evaluation point that rates an instructor on inclusion and diversity, Ms. Cooksey said that it was unclear how those terms are defined.

REPORT: Staff Senate – Brown

Ms. Brown reported on several topics, including:

- The Staff Senate met in the Chao Auditorium on February 13th. President Greg Postel, VPHR Jeanell Hughes and Chief Administrative Officer, David Adams made presentations.
- The RIF policy is nearly finished. Upon completion, it will go to HR.
- Staff Senate Chair Will Armstrong is concerned that the budget cuts will adversely affect staff, more than any other group.
- There is concern about the decline of the HRAC committee.

REPORT: Faculty Senate Chair – Trucios-Haynes

[This report was online](#). The Chair attended a Board of Trustees meeting this month, as well as a meeting with the deans to discuss the \$48M shortfall, hiring frost/freeze and spending cuts to units. The Executive Committee met yesterday with President Postel and Provost Billingsley.

REPORT: Executive Committee Report and Concerns– Wallace-Boaz

The [committee report was online](#). The Executive Committee met on February 15th and discussed the fact that committees with faculty representation are not meeting regularly. At the Executive Committee meeting on February 22, Keith Sherman, the new Director of the UofL Foundation came and reported on the status of the Foundation. After the meeting on February 22, the committee developed a list of concerns that it felt needed broader discussion. Here is a [link to the list of concerns](#).

- On the list, #6 and #8, regarding shared governance and transparency, respectively, on faculty involvement in budget discussions. A major concern raised was over the changes to make in one year, as opposed to taking two years to get the budget under control. Dr. Postel will discuss the budget later in this meeting. Promotion, tenure, and the salary equity adjustment payment in March, are still moving forward.
 - Question: On HSC, 12-month contracts were reduced to 10. Was that discussed?
 - It was discussed at the Board of Trustees meeting. That situation did occur in Nursing.

As the discussion gravitated to the budget, it continued below.

DISCUSSION ITEM: Budget Issues – Trucios-Haynes

- Budget - Senate Chair Enid Trucios-Haynes is on the Budget Development Committee, with deans. All the budget proposals come to that committee to set priorities. Any information that

University of Louisville

Faculty Senate Meeting

can be shared, will be shared. Yesterday the Executive Committee met with President Postel and Provost Billingsley, and shared their concerns. We know that an 'All Funds Approach' will be used and the one year is the only option, as it will help with SACS and the Moody's rating.

- Question: Was there any discussion of financial assistance from the Foundation?
 - Foundation Director, Keith Sherman met with the Executive Committee and explained the situation. He said that past spending surpassed revenue and the over-valuation of the endowment led to an inflated spend rate. This led to the issues we now face: the reset of the current budget and the \$48M shortfall for the next budget.
- Question: Has there been a discussion of faculty/staff buyouts?
 - Not yet, but it could come up, as everything is on the table.
- Question: Have we spent all we could? And, are the remaining funds restricted?
 - Yes, we have. Yes, the funds are restricted. We have to be careful because SACS has requirements for cash reserves.
- Question: Did Keith Sherman speak about non-performing assets (real estate)?
 - They were included in determining the (inflated) spend rate. Our performing assets are fine, but our TIFs (tax increment financing) are under-performing.
- Question/Comment: As faculty, we should share information as widely as possible. The newspaper will not report correctly.
 - Agreed. Our Planning & Budget Committee will report on this for us. Then, as elected unit representatives, we should take information back to our constituents/colleagues. We should not depend on others to report to faculty.

REPORT: Interim University Provost – Billingsley

Dr. Billingsley reported on several topics, including:

- **Provost Personnel**
 - David Hein, Vice Provost for Strategic Planning, will return to HSC, owing to research and teaching needs in his department.
 - The Vice Provost for Undergraduate Affairs position is suspended and will not be reinstated. Gen Ed and other undergraduate affairs business will fall to the new Vice Provost for Academic Affairs, Beth Boehm.
 - Beth Willey will continue as Faculty Fellow for Undergraduate Affairs until June 30. The projected Faculty Fellows program is on hold due to the budget.
 - Ombuds search is being reviewed for continuation under the current budget situation.
- **Unit Personnel and Administration** – Major personnel actions for promotion and tenure (93 cases) will be recommended to the Board of Trustees at its April 12 meeting. Faculty promotion and tenure salary increases will be awarded at the customary rate by unit. Salary equity awards for FY17 are CAR increments and will continue. However, the next installment of equity funds is delayed. Staff reclasses, in-range adjustments and other awards will be managed by the units.
- **Searches and Reviews**
 - **Business** – Dean Todd Mooradian began on March 1, 2017.
 - **Law** – Four finalists, including Interim Dean Susan Duncan, were interviewed in February. The committee will meet with its final report on March 3.

University of Louisville

Faculty Senate Meeting

- **Speed** –Provost and Vice Provost met with the School’s faculty and staff. Search preliminaries have begun with the election of unit search committee members and the selection of a search firm. The search will begin at the end of the summer.
- **Nursing** – Dean Hern has resigned effective before the end of the calendar year. The search is managed by the EVPHA under the REDBOOK guidelines.
- **Libraries** – Dean Bob Fox’s 5 Year Review has been completed and reviewed with the dean.
- **SACS** – The University’s response to SACS concerns regarding the state auditor’s report on the UofL Foundation has been completed and mailed to SACS. Further inquiries regarding the ULF administrator appointment process, institution-related entities, and control of finances may be addressed during the campus visit in September.
- **Budget Development** – New budget targets for FY17 that are based on actual (not budgeted) FY16 expenditures, plus merit and equity pay increases, are being delivered to the units. FY18 targets, lower than FY17, are next, but the exact size of the cuts has not been set.
- **Student application and recruitment** – these efforts continue going strong.
- **New Faculty Professional Development Workshops**
 - **March 6** – *What You Need to Know about Promotion and Tenure*, Vice Provost Eells and faculty personnel deans
- **Academic Leadership Workshop for Department Chairs**
 - **March 1 (earlier today)** – *Legal Issues Department Chairs Need to Know*, by Leslie Strohm and Amy Shoemaker, Vice President and Associate Legal Counsel respectively

REPORT: Interim University President – Postel

Dr. Postel reported on several topics, including:

- **SACS** – This is the top priority right now. There are 3 main pieces:
 - **Government** – In the state legislature, Senate Bill 107 cleared the Senate committee by a vote of 11-0. Senate bill 107 addresses the Board of Trustees members’ removal and the due process/grievance of those members. He had discussed this version of the bill with SACS President Wheeler. She gave no indication that these initiatives are inadequate. The bill is now before the House and it appears to have support there. We will know in a few days. If it passes, it will then go to the governor. This is all we can do. The rest is up to SACS.
 - **Foundation** – SACS has communicated concerns with the state audit. By March 3, we must address those concerns. Our response letter is already in the mail.
 - **Internal Housekeeping** – Another concern for SACS is for all University documents to be coordinated with each other and with state laws, which they were not. The Board of Trustees appointed a Governance Committee to oversee this process, which will meet on March 9th. Members include Senate Chair Enid Trucios-Haynes, University Counsel Leslie Strohm and Faculty Affairs Connie Shumake.
 - **Next Steps** – We hope to get on the SACS agenda for their June meeting. There may be a chance that they will consider our status early, instead of in December. The site visit is in September by the University of Virginia president. The hope is that probation will end by December, at the latest.

University of Louisville

Faculty Senate Meeting

- **Recognition** – Our teams in the Provost Office really stepped up on this unexpected issue. The state legislature and the governor have worked hard on this, as well. They have their best interests in UofL’s success.
- **CPE** – He was in Frankfort at a CPE meeting earlier today. The focus today was on tuition, with some time spent on admission criteria (SAT, etc.) and the performance-based funding model. Each state university makes their case for a tuition increase. CPE analyzes these requests. Then SACS decides on a tuition increase amount. Other schools are amazed that we will not be increasing our tuition.
- **Budget** – Dr. Postel said that the budget is a guiding document, and, given the budget circumstances, we will do the very best we can. He is trying to make the adjustments as painless as possible, but it will be a difficult year. It is frustrating to be doing this kind of work, which is the opposite of what we want to do. Hopefully, next year we can do more of what we want. The budget will be ready in May, to go to the Board of Trustees in June. The budget is the starting point for changing our spending habits. We will not spend more money than we take in. In the past, the Foundation covered our gaps, but all the Foundation’s spendable funds are gone. Only the restricted funds remain. The budget process should be interactive with the faculty. All administrators are out and about meeting and reading emails with recommendations and ideas. All ideas are being explored, without losing jobs.
- **Foundation** – The Foundation’s Board of Trustees met yesterday and elected officers, established committees and welcomes 6 new at large members. These are good business people to help make decisions. Because almost every dollar is in restricted funds, the Foundation is very low on cash. Over the years, the Foundation had been paying some UofL employees’ salaries. With the current budget situation, it had to divest itself of those expenses, and UofL was in no shape to absorb that cost. So, the President’s staff has been cut to 5, from 25. This will lessen the impact on the academic mission.
- **Presidential Search** – The first step has been taken – the Board of Trustees has appointed a 16 member search committee. There are eleven trustees and five community people. The committee co-chairs are David Grissom and John Schnatter. The committee has not met, but assumes the search will be long and deliberative.
- **HSC** – It is equally busy with its budget issues. There has been a change of management at the UofL Hospital. And, as of July 1, our relationship with Kentucky One will end. It is a good year for HSC research, with Jewish and Frazier offering academic support. He wants to explore ways to increase Belknap research.
 - Question: Regarding research grants from NIH and CDC, what is allowed as earmarked in the budget?
 - Poorly written emails were sent out that confused many. Grant expenses need to be clarified. The facts are research costs money at all universities. UofL’s research has grown to about \$140M, and the costs to support that are high. We need to find a way to subsidize those costs. Part of the value of the clinics is that they subsidize HSC research.
 - Question: The Foundation played a big role in getting us in this struggle. If it was well-coordinated, could it help get us out of it?

University of Louisville

Faculty Senate Meeting

- That is correct. The Foundation does no fundraising. It holds the funds that are raised by the Development Office. The Development Office is funded by the Foundation. The Development Office budget has been cut 50%. He is planning a fundraising trip to New York to meet donors, with Keith Inman.
- Question: With increased enrollment, we need more customer service.
 - With the help of a consultant, we plan to increase by about 600 students. The issue is not in admitting students, it is in retaining and graduating them. We lose money if they don't graduate.
- Question: The Staff Senate has expressed concerns that staff feel they will bear the brunt of the budget cuts. Solutions, used by another institution, would allow RIF'd staff, to attend UofL (free tuition), to be rehired when a position opens up or to take pay cuts.
 - President Postel replied that there is no plan to target staff. The staff that were RIF'd were paid by the Foundation and their salaries could not be absorbed by UofL. The main objective of all this is to make UofL whole. He will talk to the Provost about those ideas.
- Question: How do you measure that 80% of research is done on HSC?
 - Dr. Postel clarified that he was speaking about dollars.
- Question: How can faculty be involved in the budget process this year?
 - The budget is not being re-written this year. Involvement would be for next year.
- Question: With all the negative issues surrounding UofL, have donations gone down over the past 4 years?
 - Not every year, but the most recent one has affected donations negatively. When he talks with donors, they say we are here and will donate, when you clean up your act. People want to know they can trust where their money is going.
- Question: Are non-academic units being spared budget cuts?
 - No. There are no sacred cows.

REPORT: Dean David Jenkins – Kent School of Social Work

Dean Jenkins began his report with a [Power Point](#) presentation. He has been at the Kent School for six months. He spoke on several topics, including:

- **Overview of the Profession** - Social Work is a helping profession that raises social well-being. It covers many areas: children and the elderly; domestic violence; trafficking; and, health/mental health.
- **Kent School** - Though, in Kentucky, the Kent School for Social Work is number one, he would like to strengthen its national reputation. There are 30 full time faculty and numerous part-time instructors. It is housed in four buildings on 2 campuses – Belknap and ShelbyHurst.
- **Kent's Niche Areas** – Specialized courses of study that are offered are:
 - Oncology Social Work – working with cancer patients
 - Couples and Family Therapy
 - Research – This brings in about \$15M a year.

University of Louisville

Faculty Senate Meeting

- **Program Growth** – The graduate programs have seen a jump in growth. There are 550 students seeking online degrees. Though the pay is not high, there is strong employment potential for graduates.
- **Developing** – Several ideas for growth are under development:
 - BSW online
 - Evening program
 - Agency internships
 - Family Therapy as a standalone degree
- **Challenges** – Several challenges facing the School are:
 - There are many part-time instructors – the student body grew faster than the faculty.
 - There is no more office space.
 - Faculty Salary compression is an issue.
- Question: The English degree requires an internship, where the students are paid. Could that work for Kent students?
 - Kent students do not get paid. It is a different set-up and most businesses are non-profit.

REPORT: Standing Committees

- **Academic Programs Committee (APC) – Farrier**
 - This committee had no report.
- **Committee on Committees & Credentials (CCC) – Foster**
 - Senate elections are coming in May.
- **Part-time Faculty Committee (PTF) – Peacock**
 - [This report was online.](#)
- **Planning & Budget Committee (P&B) – Hadley**
 - This committee had no report.
- **REDBOOK Committee (RB) – Metzmeier**
 - This committee did not meet.
- **Executive Committee (XC) – Wallace-Boaz**
 - As above.

OTHER REPORTS: University-Wide Committees

- **Faculty Athletic Representative (FAR) – Wise**
 - [This report was online.](#)
- **Human Resources Advisory Committee (HRAC) – Feldhoff**
 - Senator Feldhoff reported that a discussion took place on retirement and international travel. New requirements for international travel will include travel and health insurance, among others.
 - Question: What is happening with the Undergraduate Council?
 - It is being dissolved. Historically, it handled enrollment and retention issues for the deans. Now, units are responsible for those issues.

New Business

None

University of Louisville
Faculty Senate Meeting

Old Business

None

Announcements

None

Adjournment

The meeting adjourned at 4:50 p.m.

Respectfully submitted,

Gretchen Henry
Faculty Senate Coordinator