

University of Louisville

Faculty Senate Meeting

The regular meeting of the Faculty Senate was held on September 6, 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 Ferré, Avery Kolers, David Owen, David Schultz, David Simpson, Clare Sullivan, Christopher Tillquist, Beth Willey **BUSINESS:** Rob Barker, Reg Bruce, Ben Foster, Robert Myers **DENTISTRY:** Ricardo Caicedo, Don Demuth, Lee Mayer, Marybeth Shaffer **EDUCATION:** Sherri Brown, Justin Cooper, Monica Delano **KENT:** Seana Golder, Lesley Harris, Jennifer Middleton **LAW:** Kurt Metzmeier, Joann Sweeney, Enid Trucios-Haynes **LIBRARIES:** Dwayne Buttler, Robert Detmering, Terri Holtze **MEDICINE:** Forest Arnold, Pamela Feldhoff, Saeed Jortani, Jeff King, Kenneth Palmer, Chin Ng, Ben Schoenbachler, David Stirling, Brian Wang **MUSIC:** Rebecca Jemian, Krista Wallace-Boaz **NURSING:** Said Abusalem, Diane Chlebowy, Karen Turner **PART-TIME FACULTY:** Roy Fuller, Joseph Gutmann, Suzanne Hopf, Rose Mills **PUBLIC HEALTH:** Scott LaJoie, Kristin Zierold **SPEED:** Roger Bradshaw, Rob Keynton, J.P. Mohsen

ALSO ATTENDING

INTERIM UNIVERSITY PRESIDENT: Dr. Greg Postel
INTERIM UNIVERSITY PROVOST: Dr. Dale Billingsley
STAFF SENATE REPRESENTATIVE: Ms. Ginger Brown
SGA REPRESENTATIVE: Mr. Jonathan Fuller
PROVOST OFFICE DESIGNEE: Dr. Tracy Eells
AAUP REPRESENTATIVE: Ms. Susan Jarosi
FAR REPRESENTATIVE: Professor Elaine Wise
OTHERS IN ATTENDANCE: Dean Craig Blakely, Dr. Thomas Reidel, Suzanne Meeks, Paul DeMarco, John Drees, John Karman, Dawn Heinecken

Senators Not Registering Attendance:

EDUCATION: Megan Hancock **MEDICINE:** Yousef Abu-Kwaik, Murali Ankem, Eric Burton, Kendra Grubb, Christopher Jones, Patrick Harris, Brad Keller, Rainer Lenhardt, Michael Tseng **MUSIC:** Sidney King **PART-TIME FACULTY:** Michael Wade **SPEED:** Jacek Zurada

CALL TO ORDER

IN MEMORIAM: Dean Richard Clover, SPHIS – Dean Craig Blakely

Dean Blakely read the resolution honoring Dean Clover.

- **WHEREAS**, *Richard D. Clover, M.D. was recruited by the University of Louisville School of Medicine in January 1995 as Chair of the Department of Family and Community*

University of Louisville

Faculty Senate Meeting

Medicine - this marked his transition from practicing physician to educator. He received additional appointments as Associate Vice President for Health Affairs/Primary Care in 1996, William Ray Moore Endowed Chair in Humanism in 1998, and Co-Director of the Center for the Deterrence of Biowarfare and Bioterrorism in 2001. He became the founding Dean of the School of Public Health and Information Sciences in 2002, and

- **WHEREAS**, *before coming to the University of Louisville, he was appointed Associate Professor and Director of Research and Faculty Development at University of Texas Medical Branch Department of Family Medicine, and*
- **WHEREAS**, *Dr. Clover served on many service and professional committees at the university, community, state, and national levels. He was elected a member of the Institute of Medicine, an important recognition of his contributions to medicine and public health. He served as a member of the National Institutes of Health, Safety Oversight Seasonal Flu Studies Committee;-Centers for Disease Control and Prevention's Advisory Committee on Immunization Practices; Department of Health and Human Services, National Vaccine Advisory Committee; National Foundation for Infectious Diseases; American Board of Family Practice; American Academy of Family Physicians; and the American Public Health Association. Dr. Clover chaired the National Board of Public Health Examiners and served on the Education Committee of the Association for Schools of Public Health. Dr. Clover's contributions to the medical literature included articles on adult immunizations, vaccine preventable diseases, health promotion and disease prevention, and health informatics. His articles have appeared in such professional journals as American Family Physicians, Journal of the American Board of Family Practice, American Journal of Preventive Medicine, American Journal of Public Health, and the Journal of Infectious Diseases, and*
- **WHEREAS**, *Dr. Clover had an active research career, with emphasis on communicable and vaccine preventable diseases; infectious disease epidemiology; vaccine supply and production; novel vaccine development; pandemic influenza; and emerging pathogens. His policy interests included vaccine recommendations, vaccine safety, and public health preparedness, and*
- **WHEREAS**, *he was held in high personal esteem by the faculty and staff of the School of Public Health and Information Sciences and the Department of Family and Geriatric Medicine. He was a loyal leader and generous supporter of educational, service, and research programs of the School of Public Health and Information Sciences and the School of Medicine, and*
- **WHEREAS**, *his death on May 9, 2017 is a great loss to his family, friends, the university community, and the scientific community, all of whom hold him in highest respect and esteem; now*
- **THEREFORE BE IT RESOLVED**, *the faculty and staff of the School of Public Health and Information Sciences request the University of Louisville Faculty Senate to extend its deepest sympathy to Dr. Clover's wife, Dawn Clover and children, Jeffery and Kristin, and*

University of Louisville

Faculty Senate Meeting

- **BE IT FURTHER RESOLVED**, that this resolution be recorded in the minutes of the University of Louisville Faculty Senate on this 5th day of July 2017, and that a copy be given to his wife, Mrs. Dawn Clover.

IN MEMORIUM: Dr. Ron Sahoo, A&S/Mathematics – Dr. Thomas Reidel

Dr. Thomas Reidel read the following memorial in honor of Dr. Ron Sahoo:

The Department of Mathematics mourns the untimely passing of our colleague, mentor and friend Prasanna (Ron) Sahoo on June 18, 2017.

Before joining the Department in 1987, Ron had obtained Master's degrees in Population Studies from Jawaharlal Neru University and in Mathematics from the University of Regina and his Ph.D. in Applied Mathematics from the University of Waterloo in 1986. Ron was a gifted teacher who truly cared about his students. He was in his office more hours than just about anyone else in the building and did not travel during the semester but only went to conferences in summer or winter break. In frustration with textbook committees he wrote his own text for Probability and Statistics and made it freely available, it is used worldwide.

He truly understood what it means to be a faculty member and balanced the three areas of Research Teaching and Service. He not only served in this senate and on its subcommittees but was Graduate Director during the early years of our Ph.D. program, served on Personnel, Search and several other committees, was an editor for 11 journals, refereed papers and proposals for many more. He was a highly productive researcher with 5 books and nearly 200 published papers and while much of his work focused on Functional Equations he also made significant contributions to Probability, Statistics and Image Processing; the latter led to an associate appointment in the Department of Electrical and Computer Engineering. Ron won several prizes for his work, most notably the Hind Rattan Award by NRI Welfare Society of India in 2015. Ron's presence will be felt for many years as will his absence. He will remain a shining example for other faculty to live up to.

He will be greatly missed and we send our condolences to his wife, Dr. Sadhna Gupta, RN and his son Amit Aaron Sahoo.

Welcome and New Senator Introductions – Trucios-Haynes

As Chair Trucios-Haynes read their names, new senators stood for recognition.

ACTION ITEM: Meeting Minutes – Trucios-Haynes

The [minutes of the July meeting](#) were unanimously approved as distributed.

University of Louisville

Faculty Senate Meeting

ACTION ITEM: APC – Proposal for B.S. in Neuroscience – Senator Jasmine Farrier

The Academic Programs Committee reviewed the proposal for a B.S. degree in Neuroscience. In consultation with the Planning & Budget Committee, and after requested revisions were made, the proposal was approved and brought to the full Senate for discussion and a vote. The Faculty Senate approved the B.S. degree in Neuroscience. [The proposal is posted on the Senate web site.](#)

REPORT: Student Government Association – Jonathan Fuller

Mr. Fuller reported on several topics, including:

- DACA – The SGA drafted a statement on the DACA issue. It is posted on the SGA web site. Asked if all students are represented in the statement, Mr. Fuller replied that it was a statement of support for the Dreamers, and not a political statement. The entire Student Senate will vote it on.
- The SGA is forming its own presidential search committee to develop a list of desired qualities.
- The SGA has amended its constitution for clarity.

REPORT: Staff Senate – Ginger Brown

Ms. Brown reported on various topics, including:

- The Staff Senate does not meet in August.
- In lieu of an August meeting, two Listening Forums were held for staff on each campus. Questions and concerns were brought forward and issues were discussed.
- After meeting with John Elliott, Interim Associate Vice President for Human Resources, the senate officers are encouraged by his willingness to participate.
- There is still concern with the hiring freeze.
- There is concern with the 6% surcharge on unit purchases.
- The next meeting is on Monday, September 11, 2017.

REPORT: Faculty Senate Chair – Enid Trucios-Haynes

After a busy summer, Chair Trucios-Haynes reported on several topics, including:

- Developing New Initiatives
 - Research, Scholarship and Creativity in the Classroom – An event will be held in the spring to highlight these as they are used in the classroom.
 - Best Practices in Evaluating Teaching – This is a good time to discuss current methods and possibilities for improvement.

If any senators are interested in working on either of these initiatives, please send email.

- Coalition of State Faculty Leadership (COSFL) – She is the chair of this group that looks at statewide university issues. It is meeting on Tuesday, September 12, 2017.

University of Louisville

Faculty Senate Meeting

- Board of Trustees (BOT) – The Board held many meetings over the summer. Its subcommittee on Tenure & Nepotism met today to review both tenure and nepotism policies. Regarding tenure, it decided to use input from the Faculty Senate’s Executive and REDBOOK Committees.
 - Question: Why are they revising the Nepotism Policy?
 - Answer: The last time it was updated was in 1992. The Board wants to align with best practices and examine practices at other schools.
 - Question: What is the impetus to revise these policies? And, will they listen to the Faculty Senate?
 - Answer: At today’s meeting, we only discussed the process to review our tenure policy. Our review will reveal that most of our peer and aspirational schools have tenure, and I hope the Board will understand its value.
 - Question: Why are they looking at tenure?
 - Answer: The Board feels a need to review all of our policies. Tenure is in the national discussion on higher education. Many articles on the subject are in the *Chronicle of Higher Education*.
 - Question: Are term appointments under review?
 - Answer: It is not clear if the Board is focused on those appointments.
 - Regarding Transparency – Board members have agreed to have the Chair and President speak to the media after Board meetings. It wants one voice sending one message. Chair Trucios-Haynes prefers not to speak to the media immediately after Board meetings, but is happy to answer any faculty questions.
 - Question: Is there a timeline for the Board to select a search firm?
 - Answer: The Board met in a closed meeting on August 26 to interview three search firms for the RFP process. It is not public information yet, but will be announced next week.
 - Question: Why was the meeting closed?
 - Answer: The understanding is that state law requires that all RFPs are confidential until a selection is made and reported.
 - Question: What is the faculty role in the presidential search?
 - Answer: The faculty have a seat on the Board of Trustees and other advisory committees, including the Presidential Search Faculty Consultation Committee. The Board has not finalized the process, which includes the search firm. She is advocating for a letter outlining the proposed search process.

REPORT: Acting University President – Dr. Greg Postel

Dr. Postel reported on many issues, including:

- **Move-In Week** – Congratulations to office of Student Affairs and Housing for the well-coordinated efforts to get the thousands of students moved on to campus. He visited

University of Louisville

Faculty Senate Meeting

the dorms and parents saw the care that was taken to get their student moved in. First impression was great!

- **DACA** – The federal government’s decision is a big concern for us. A letter went out today. About eighty students are directly impacted, but it threatens our international community. It is our intent to discuss with our elected officials to find a reasonable solution. A senator mentioned that legal counseling was available at another institution. Dr. Postel liked that idea and stated that UofL would offer that service to our students.
- **SACS** – This is a big month for us. On September 19, the SACS team will visit our campus for several days. We are ready. This morning the Leadership Team met to discuss everything and we checked off all the issues and are not in violation of any standards. Very few universities have been through this, so we are facing the fear of the unknown. A team of six will visit, led by President Teresa Sullivan of the University of Virginia. At the end of the visit, we will have an exit interview that will give us an idea of where we stand, though the final decision will not come until December.
 - **Question:** Worst case scenario – what happens if we don’t pass in December?
 - **Answer:** The chances of losing accreditation are almost zero. The worst case would be to drag it out another six months, which may be possible. We have addressed all issues.
 - **Question:** Are we in communication with state government to prevent political involvement?
 - **Answer:** Yes. Dr. Postel has met with and knows the governor and attorney general, so he can be candid with them. The President of the Kentucky State Senate, Bob Stivers, will be here to interact with the SACS visiting team. The issues around the governor and the Board of Trustees were addressed in state statutes last year.
- **Security** – At the Board of Trustees meeting next week he will discuss campus security. Our statistics are pretty good, but we cannot be lulled to sleep. We are not in a zero-crime area. His concerns are about the reality of security. We have three security forces: University Police; Louisville Metro Police; and, private security (at UofL Hospital). Most crimes occur on the fringe of campus and responsibility can be fuzzy. We are working on clarifying boundaries. Since Wayne Hall’s retirement, we will conduct a national search for a police chief.
- **Campus Housing** – There are non-students living in some of the affiliate housing. That is a problem. He is going to meet with the affiliates and insist these buildings change to student-only housing. Student housing should be for students, with RAs, only.
- **Interim Vice President for Advancement** – Brian Robinson has taken over the Advancement duties. Donors are feeling safe to donate to UofL, again. We have had a couple of million dollar gifts. Things are looking positive. For example, two very large

University of Louisville

Faculty Senate Meeting

donations of \$50M each, have been pledged – one now and the other in December. On HSC, two large gifts are coming in soon for Pediatrics and Cardiac Research.

- **Board of Trustees** – The Board will meet next Friday. One of SACS standards that was in question is Financial Sustainability. At the end of the last fiscal year, on June 30, 2017, we are \$20M to the positive. SACS will see the bad years, 2014-2015 and 2015-2016, in comparison to this good news. Thanks to all who have been patient through these difficult moves to get our finances straight. We are sustainable.
- **UofL Hospital** – The hospital continues to do extremely well after the changeover on July 1, 2017. Since then, eighty-five nurses have been hired. The hospital's budget was balanced based on occupancy of 260, but the actual number is 290.
- **Jewish Hospital & Frazier Rehab** – The sale is not going well. There are a couple of companies looking at the sites, but not necessarily a buyer. He is very concerned, as UofL owns the land and the buildings. There are challenging issues tied to all this – there are 57 medical residents involved, \$26m in program funding, 200 patients are seen daily, and the Spinal Cord Institute is located there. These are significant concerns. This will be discussed at the next Board meeting.
- **NCAA** – The appeal documents have been filed. The NCAA will respond in about two weeks. After that, UofL responds and then an appeal hearing will be held in Indianapolis.
- **Open Forums** – Forums are being scheduled for early October. These will be panel discussions with about five participants to present. Dr. Postel would like an open discussion and to receive responses on “*What Could Be*” and the other pillars of the [2020 Plan](#). These forums will be ongoing, as he wants to build for the future, instead of fixing problems.
 - **Question:** Is there any chance that we could manage the facilities on HSC?
 - **Answer:** Yes. There are 2 groups studying ways that could be done. All the variables are being modeled. No sure yet if it would be UofL or UMC.
 - **Question:** What will UMC's relationship with UofL be?
 - **Answer:** This depends on what happens to Jewish Hospital and Frazier Rehab. When that is all settled, probably in the next twelve months, we will be able to make decisions that are not possible right now.
 - **Question:** Can you explain UofL's contract cancellation with the abortion clinic?
 - **Answer:** Ken Marshall, a KentuckyOne employee, signed a transfer agreement that was not approved by KentuckyOne, so it was invalidated. He was not authorized to make that agreement. When UMC took over in July, no agreement existed. The UMC board has not acted on it because there is an open litigation between the clinic and the state. Our attorney advises us to wait to vote on the transfer. Anyone who needs it, is given care at UofL Hospital, no questions asked. The dispute is between the state and the clinic. UofL Hospital does not turn away patients for any reason.

University of Louisville

Faculty Senate Meeting

REPORT: Interim University Provost – Dr. Dale Billingsley

Dr. Billingsley reported on various topics, including:

- **DACA statements** from the university and various campus organizations will be collected and posted at a single site, to be announced by UofL Today later this week.
- **Beginning of term and the new academic year**
 - *First-year move-in and Welcome Week* in a new format were successful and well organized. A good increase in the number of living-learning communities (Speed LLCs doubled in number with bundled scheduling, practically filling Community Park; Honors Program students now occupy Kurz Hall) also allowed their participants to settle in a day ahead of Move-in.
 - *Enrollment and tuition revenue*
 - Headcount down about 400 compared to fall 2106. The large graduating class of May 2017 reduced the number of continuing students, and, in the first-year class, a higher than usual proportion of Jefferson County “melt” may indicate the negative effect of intensive local news reporting, but otherwise no complete analysis of the enrollment is yet available. Tuition revenue impact of undergraduate losses was mitigated by a 20% increase in Brandeis enrollments and stable graduate enrollments.
 - Six-year graduation rate for GRS 2011 is 54.4% estimate, up from 52.8% the year before, and the GRS 2016 first-year retention rate is 80.6%, up from 79.7% the year before. If we can move the GRS 2017 cohort to 85% first-year retention, we can break 60% graduation rate in 2020 with no negative impact on our access mission.
 - Initiatives for traditional-age recruitment of Fall 2018 appear to be going well by the count in first applications in total and from the new targeted regions:
 - Fall 2017 Applications received: 802 (from TN, OH, IL: 84)
 - Fall 2018 Applications received (comparable date): 2237 (from TN, OH, IL: 300)
 - *New initiatives*
 - Winter term: 37 sections from five units will be offered online between Fall Commencement and the beginning of Spring term from four units. Student interest in this compact term appears to be good already; the website announcing the program will open this week at louisville.edu/wintersession. Advisors will have enrollment information for spring priority registration later in the fall.
 - Resource stewardship and non-traditional prospect pools, an important source for rapid enrollment growth, will require our reconsideration of facility use and course offerings weekends, evenings, and at ShelbyHurst. Entrepreneurial development of new faculty contract models to support

University of Louisville

Faculty Senate Meeting

year-round, full-schedule offerings will also be explored as a means to increase enrollment.

- **BOT Tenure and Nepotism Committee**

The committee had one organizational meeting 12 July. Today was the second meeting at which the committee reviewed the nepotism policy and heard concerns from the staff trustee. After discussion, the committee recommended the endorsement for a draft policy from HR (with modest changes and disclosure provisions). The committee then considered the aggressive timeline proposed by the BOT action establishing the committee (which requires a report by 16 November) and agreed to work as hard as possible to come to a recommendation concerning whether any REDBOOK changes on tenure policy, but probably not before the January BOT meeting. The committee agreed to proceed as with the nepotism policy, that is, to collect the REDBOOK-equivalent statements on tenure in the constitutional documents of the ACC and our benchmark schools; to review those statements (and any other proper guidance) for best practices; and to propose any appropriate changes to REDBOOK as necessary. University representatives on the committee noted that this breadth of research will result in way more pages of material than did the similar inquiry on nepotism.

- **University Ombuds**: Mindy Eaves (from JCPS) started August 14; her office is on the 2nd floor of the Administrative Annex (between Grawemeyer and Brigham). She will visit departments, conducting training sessions, and speaking with the senates and various committees over the next several months.

- **Speed decanal search** continues in spite of distractions. Search firm used the summer months to solicit candidates and applicants for our open Dean search. On August 24, consultants with the entire Speed Search Committee for preliminary discussions about the applicant pool, with the goal to bring in final candidates late Fall. Nominations remain open. Meanwhile, interim Dean Gail DePuy and her staff give the school strong direction.

- **Budget Advisory Committee**

- *Authorization to Hire* - Process seems to be smoothed out since grants-funded positions have been integrated into the tracking scheme without approval required. Backlog is zero although some denials have been appealed. Depending on the October quarterly review, terms of approval may be revised.
- BAC has now turned toward a review of priorities for FY19 funding, aligned with values and principles culled from strategic plans and ordered by priority to inform investments and reallocations for the next biennium. Recommendations from the committee will be reported to the senates as they develop during this term.

University of Louisville

Faculty Senate Meeting

- **New Construction ready for occupancy summer 2018**
 - Belknap Academic Building and SAC renovation are on schedule to be ready for move-in next summer, open for classes fall 2108 to coincide with the promulgation of Cardinal Core, the university's revised general education program.
 - At HSC, the Pediatric Medical Office Building (170K+ square feet) is also slated to open on time in July 2018.

REPORT: Diversity Plan - Vice-Provost for Diversity & International Affairs Mordean Taylor Archer

Dr. Mordean Taylor-Archer presented the University's Diversity Plan that was two years in the making. The plan covers all levels of personnel, and graduation and retention rates. A discussion took place on the achievement gap.

REPORT: University Libraries – Dean Robert Fox

Dean Fox updated the Faculty Senate on the state of the University Libraries. Due to the budget cuts, the Library's largest journal package subscription, *Science Direct*, will not be renewed. It is the largest package with 400 titles and the greatest expense at \$2.2M. The two next most expensive journals cost \$900K, each. Most others are in the \$100K range. The cost of journals rises about \$300K per year, with no increased budget for seven years. All subscriptions are paid through December 31, 2017. Thirty staff have been laid off.

- **Question:** Can cut journals be acquired through interlibrary loans?
- **Answer:** Yes, but that will spike usage. The first 5 articles from a journal are free, and then a copyright fee is charged.
- **Question:** Is there a copyright clearance fee?
- **Answer:** We have agreements with are universities. We have done a lot to mitigate costs.

REPORT: Standing Committees

- **Academic Programs Committee (APC) – Farrier**
 - [This report is online.](#)
- **Committee on Committees & Credentials (CCC) – Foster**
 - Vacancies exist on several committees. An election will be held at the October meeting.
- **Part-time Faculty Committee (PTF) – Mills**
 - No report
- **Planning & Budget Committee (P&B) – Owen**
 - This committee worked with APC on the proposed B.S. in Neuroscience.
- **REDBOOK Committee (RB) – Metzmeier**
 - No report

University of Louisville

Faculty Senate Meeting

- **Executive Committee (XC) – Wallace-Boaz**
 - [This report is online.](#)

OTHER REPORTS: University-Wide Committees

These University-Wide Committees reports are online: [AAUP](#); [FAR](#); [HRAC](#); [PSFCC](#)

Old Business

None

New Business

- DACA – the Executive Committee is developing a statement.
- Senator Beth Willey requested the Executive Committee investigate how the faculty can respond to the transfer agreement between the hospital and the abortion clinic.

Announcements

- The Faculty Senate will meet on HSC next month in the Dental School, Room 119.
- There will be an election to fill the few remaining vacant seats.

Adjournment

The meeting adjourned at 5:03 p.m.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator