

# University of Louisville

## Faculty Senate Meeting

The regular meeting of the Faculty Senate was held on November 7, 2018 at 3:00 p.m. in the Chao Auditorium, Ekstrom Library, Belknap Campus, Krista Wallace-Boaz presiding.

### SENATORS REGISTERING ATTENDANCE:

**A&S:** David Brown, John Ferré, Avery Kolers, David Owen, Eugene Mueller, Ryan Schroeder, David Schultz, David Simpson, Clare Sullivan Christopher Tillquist, Elaine Wise **BUSINESS:** Rob Barker, Reg Bruce, Ben Foster, Robert Myers **DENTISTRY:** Ricardo Caicedo, Barbara Stratton, Breacya Washington **EDUCATION:** Sherri Brown, Justin Cooper, Monica Delano, Meg Hancock **KENT:** Bibhuti Sar **LAW:** Enid Trucios-Haynes, Justin Walker **LIBRARIES:** Robert Detmering, Terri Holtze **MEDICINE:** Matthew Fox, Chin Ng, Ben Schoenbachler **MUSIC:** Rebecca Jemian, Chad Sloan, Krista Wallace-Boaz **NURSING:** Diane Chlebowy, Karen Turner **PART-TIME FACULTY:** Roy Fuller, Joseph Gutmann, Tina Johnson **PUBLIC HEALTH:** David Johnson **SPEED:** Roger Bradshaw, J.P. Mohsen

### ALSO ATTENDING:

**UNIVERSITY PROVOST:** Dr. Beth Boehm

**STAFF SENATE REPRESENTATIVE:** Ms. Ginger Brown

**STUDENT GOVERNMENT REPRESENTATIVE:** Mr. Lazaro Munoz

**PROVOST OFFICE:** Dr. Tracy Eells

**ULARP REPRESENTATIVE:** Mr. Bob Stenger

**UofL TODAY:** Mr. Ira Green

### GUESTS:

**SCHOOL OF NURSING:** Acting Dean Dr. Sonya Hardin

### OTHERS:

Gail Bertocci, Dawn Heinecken, Connie Shumake

### SENATORS NOT REGISTERING ATTENDANCE:

**DENTISTRY:** Bruno Azevedo **KENT:** Seana Golder, Jennifer Middleton **LAW:** Joann Sweeney **LIBRARIES:** Dwayne Buttler **MEDICINE:** Yousef Abu-Kwaik, Murali Ankem, Forest Arnold, Kimberly Boland, Eric Burton, Saeed Jortani, Christopher Jones, Jeff King, Patrick Harris, Rainer Lenhardt, Rhonda Mattingly, David Stirling, Michael Tseng, Brian Wang **NURSING:** Sarah Carter **PART-TIME FACULTY:** Max Maxwell, Rose Mills **PUBLIC HEALTH:** Rachel Neal **SPEED:** Olfa Nasraoui, Jacek Zurada

### CALL TO ORDER

#### **ACTION ITEM: Approval of [October 3, 2018 Meeting Minutes](#) – Wallace-Boaz**

The October meeting minutes were unanimously approved as distributed.

#### **ACTION ITEM: REDBOOK Committee – Unit Bylaws Revision – Ferré**

- First Reading – School of Public Health and Information Systems [Revised Bylaws](#)

The revisions were made to clarify language and had no substantive content changes. Discussion and questions will take place at the December meeting.

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### **ACTION ITEM: Academic Programs Committee – Program Proposal – Ng**

- Proposal for [MS Degree in Bioengineering](#)

The intent is to enable UofL engineering graduates to enroll in the program to address the needs of this rapidly growing field. The proposal came to the committee in May, but it was delayed until the new Speed School dean was on campus to endorse it. The proposers, Dr. Bertocci and Dr. El Baz were in attendance to answer questions.

Q: Is there a difference in positions for Masters and Bachelors degrees?

A: Yes, the BA is a foundation and the Masters provides a deeper level of information, as well as research. National statistics show that 50% of BA students go into an advanced program for another degree.

Q: Are there regional and/or state jobs for these degrees?

A: Yes. It is about the same as the national need.

Q: Why are there two tracks and what is the advantage of each?

A: Some students are not going into research and can opt for the non-thesis track. Others may be interested in a PhD and will choose the thesis track. Also, some students who are already employed, may not want the thesis track.

Q: Is the six hours allotted for a thesis enough?

A: Yes, it is enough time to get the thesis done.

Chair Wallace-Boaz called for the vote and the proposal was unanimously approved.

### **REPORT: Student Government Association – Munoz**

Mr. Munoz reported on several initiatives the SGA is working on, including:

- Prayer space for students of the Muslim faith
- Additional space for parking bikes on campus.

### **REPORT: Staff Senate – Brown**

Ms. Brown reported that the Staff Senate met on October 8<sup>th</sup> in the Dental School. President Bendapudi gave a report and a presentation was made regarding the UofL Day of Giving. Mark Watkins and Gary Becker gave updates on the custodial and parking changes. HT has rescinded the 30 day waiting period for benefits to begin for new hires. The Senate will meet again in November in the SAC Ballroom.

### **REPORT: Faculty Senate Chair – Wallace-Boaz**

The Chair reported on the following topics:

- **Phi Kappa Phi** - After a period of suspension, the provost is hoping to relaunch this student honorary society, and is asking for four faculty members to spearhead the effort. It had been administered by Dr. Carrie Donaldson, before she became ill and could no longer manage it. The lack of an administrator led to its demise.
- **Senate Meeting Summary** – The Faculty Senate meeting summary provided by *UofL Today* is what senators will send out to their unit colleagues. It has links to all the meeting documents.

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- **Human Resources** – The change to delay benefits for 30 days for new hires has been rescinded. Benefits will begin immediately. Also rescinded, was the elimination of the two-employee family health insurance rates.
- **Board of Trustees** – Dan Durbin presented a financial report that highlighted financial results of FY 2018.
- **Trustees Award** – The deadline for nominations for a faculty member (or group of faculty) that have had an extraordinary impact on students is December 1, 2018. Please let your unit colleagues know, as this is a very prestigious award that includes \$5000 and recognition at commencement.

[The chair's full report is online.](#)

### **GUEST: School of Nursing – Acting Dean Sonya Hardin**

Senator Diane Chlebowy, from the School of Nursing, gave a brief introduction for Dean Hardin.

Dean Hardin told the Senate that she comes from a long line of caretakers – her mother and daughter are nurses and her grandmother was a Cherokee Indian healer. Her major goal for the school is to see that every individual who wants to be a nurse gets that opportunity. As she prepares students, she tries to instill integrity, innovation, influence, interprofessional work, and to invest in these four characteristics in the students themselves and in others. Dr. Hardin said she is glad to be at UofL and excited to build the School of Nursing.

### **REPORTS: University President and Provost – Boehm**

As President Bendapudi was out of town, Provost Boehm gave both reports.

### **REPORT: UNIVERSITY PRESIDENT**

- **Strategic Planning Committee** – Coming later this month and beginning in January, the Executive Committee, populated with senior leaders, will begin meeting. A broader steering committee and work groups will consist of faculty, staff, students, alumni and other leaders to drive the process. The shared governance groups will be asked to nominate leaders to serve on various groups.
- **HSC** – There are many projects underway that have implications for the larger university. The president has asked several people to lead some of the projects to ensure she has direct knowledge of the progress on these initiatives. These initiatives are:
  - **KentuckyOne Health and Jewish Hospital Transition** – Given the current uncertainty around Jewish Hospital, a process has begun of transitioning service lines to ULH and elsewhere. Migration of these services will begin in January and continue through the summer. Because of the complexity of this project and the need for additional bandwidth in the project planning, Dr. Bendapudi has asked Dr. Gerry Bradley, Dean of the Dental School and an HSC leader in a more neutral role, and Dr. Mary Nan Mallory, Vice Dean for Clinical Affairs at the School of Medicine, to lead in this effort. I also charged them with open lines of communication with all parties and with presenting the president with strategies to address the concerns raised during these moves.
  - **UofL Health** – The project to create a new university healthcare entity – University of Louisville Health – is ongoing. This new enterprise will be comprised of the hospital and

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the physician clinical practices. There are still many decisions to be made. Dr. Kelly McMasters, Board Chair of ULP and General Counsel Tom Hoy will lead this important endeavor.

- **School of Medicine Budget** – It is no surprise to anyone at UofL that we are in a tight financial situation. Balancing the complex budget of the School of Medicine is a core area of focus and will require ongoing attention to resolve. Dr. Toni Ganzel, School of Medicine's dean and Dr. Jeff Bumpous, ULP Treasurer, will lead this project and deliver a plan for balancing the combined SOM and ULP budget in the current year.
- **Department of Pediatrics** – The alignment of UofL pediatricians and pediatric subspecialists with a hospital network is still in negotiation. Dr. Kim Boland, Chair of Pediatrics will lead this project with the assistance of Celeste Carter, HSC Director of Finance and Administration.
- **Housing** – Because of our commitment to students' health and safety, the recent issues in Threlkeld Hall were immediately addressed and remediated within 24 hours.

### REPORT: UNIVERSITY PROVOST

- **SACS** – The University is not on probation. The probation was lifted in December 2017. We are in the process of completing the ten-year review process that was delayed by the probation action and restarted in March 2018. In December 2018, the SACSCOC (SACS Commission on Colleges) will vote on the reaffirming of the University's accreditation for the next ten years.
- **Recruitment and Retention Funds** – This is the \$5M set aside to fund unit proposals for activities that will assist in student recruitment and retention. Nearly fifty proposals were submitted and about twenty were funded.
- **Revenue Target Steering Committee** – The committee is developing a detailed charge based on a three-year model.
- **Enrollment Management Advisory Committee** – Here are the current reports from the three subcommittees - Enrollment (Jim Begany); Retention and Persistence (Michael Mardis); and Summer Bridge School (Beth Willey):
  - **Enrollment** – The Enrollment Subcommittee has completed assignments for subgroups. The subgroups include Environmental Scanning, Academic Programs, Undergraduate Recruiting, Graduate Recruiting, Military/Online and International. The Environmental Scanning group has met several times and is working on data needs for each of the subcommittees to aid with decision-making. The other groups are now setting up meetings with their members. Most of their work will begin after January 1<sup>st</sup>, to allow the scanning work to be completed. The goal is to complete a three-year Strategic Enrollment Plan by late spring.
  - **Retention and Persistence** – The subgroups are: Financial Support and Funding; Advising and Meta-Majors and Changing Majors; Coordinated Early Intervention; Faculty Engagement; Special and At-Risk Populations; and, Policies, Protocols and Practices Detrimental to Graduation. Subcommittees will also continue to monitor the following initiatives: High DFW classes – impact of early alerts, supplemental instruction, and effectiveness of pre-requisites; Perceived value of degree (Expectancy Value Theory); Exit assessment for students not returning to the University; Continued evaluation of

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data and CPE performance metrics and how the University's performance can be maximized; Effective implementation and assessment of student mentoring and alumni programs; Offering of off-semester courses ; and, Review of retention proposals, funded and non-funded, by the provost.

- **Summer Bridge School** – The subgroups are:
  - **Fast Track** – This group will explore the possibilities of creating summer programs that will attract high-achieving students to campus during July summer term to earn enough credits to begin their first year as sophomores.
  - **Underprepared** – This group is working on three different initiatives:
    - Mandatory July session
    - Math “boot camp” or “camp” type experience
    - Early start or Smart Start summer term
  - **Continuous Enrollment** – This group is examining data on what classes students are asking for (a survey has been sent and will soon close), what classes they take elsewhere and transfer back to UofL, and what populations have the highest demand in summer – student-athletes, Metro College, etc. The committee is also promoting the “15 to Finish” campaign and the use of summer terms 1 and 2 to make sure all students are meeting progression markers.
- **Council on Post-Secondary Education (CPE)**
  - **CPE President** - Aaron Thompson became the CPE's fourth president on November 1, 2018. He outlined several priorities, including the following:
    - CPE will examine a new out-of-state tuition rate that seeks to enroll more students to offset the declining in-state tuition rates.
    - There will be an increased emphasis on the fidelity to student success efforts. Simply implementing high-impact practices is not enough.
    - There will be more discussion around mission differentiation.
    - Accelerated degrees will be another priority.
  - **Council of Chief Academic Officers (CCAO)** – Provost Boehm and Dr. Beth Willey made a presentation to the Council of Chief Academic Officers in late October about several innovations that UofL had recently implemented. It included the opening of the new academic building, a new early alert system and flexible course scheduling.
  - **Statewide Leadership Program** – The CCAO is working on the concept of a statewide leadership program.
- **Administrative and Other Personnel Actions**
  - **Administrative Searches**
    - Searches are underway for the Chief Information Officer (CIO), the Executive Vice President for Health Affairs (EVP-HA) and the Executive Vice President for Research and Innovation (EVP-RI).
  - **Dean Searches**
    - School of Music – Advertisements have been placed and applications are being submitted. A search firm was not hired, so the committee is managing the application process.

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- **Five-Year Dean Reviews**
  - The review committees for the School of Public Health and the School of Medicine are drafting reports and will be shared with each dean within the next few weeks. The final reports will be sent to the provost before the winter break.
- **Other Items of Interest**
  - Unit Bylaws – Revisions to the bylaws of the schools of Medicine and Dentistry were approved by President Bendapudi.
  - The next Academic Leadership Program will be held on November 28<sup>th</sup>. Presentations will be:
    - Endowed Chair Accounts and Department Chair Roles in University Advancement – by Keith Sherman (University Foundation), Brad Shafer (University Advancement) and Dan Durbin (University Finance).
- **Campus Events**
  - Thanksgiving Break – Wednesday, November 21<sup>st</sup> at noon through Friday, November 23<sup>rd</sup>.

A brief discussion took place after some faculty senators expressed dismay, as well as that of some of their constituents', regarding the recent email message that was sent to the University community from Dr. Mordean Taylor-Archer, the Vice Provost for Diversity and International Affairs. Many felt the message gave the appearance of a University political endorsement, and timed just before the mid-term elections. Asked who approved the email, and if personal opinions are permitted in University emails, the provost replied that there is not a formal process for posting emails. Further, everyone in the president's and provost's offices is new and were not prepared. In the past, University employees have been asked to use their personal emails/stationary for political purposes. We need to reiterate that UofL does not advocate for any one political party, policy or position and that individuals must use their personal accounts for political purposes. The provost said the lack of an established process led to the oversight. Senators voiced concerns that this is not the first incident to come from that office and were surprised the Administration has allowed it to continue. Further, they pointed out the gravity of possibly offending Republicans in the state government, from whom we are seeking funding. Dr. Boehm assured the Senate that she has spoken to donors and is addressing the issue, but, as a personnel matter, she cannot discuss any actions.

Then, asked if the space at University Hospital was sufficient to house all the UofL programs currently at Jewish, Dr. Boehm replied that was part of the current negotiations. Dr. Chin Ng added that they are looking at all spaces, but some cannot be moved to UofL Hospital.

### **INFORMATION ITEM: Panel Discussion and Forum - Eells**

The idea for an event, *Voice, Diversity and Governance: Managing the College Classroom in Today's Political Environment*, came from Professor Lyle Sussman, who will also be the facilitator. It will be held by the Faculty Affairs/Provost's Office, in conjunction with the Faculty Senate. It is also endorsed by the Faculty Senate Executive Committee. After receiving feedback from discussions with the Executive Committee and others, this event will be held in two sessions next semester. The first event will be a panel discussion, open to everyone, with speakers in the following areas: an expert on the First Amendment; an academic freedom expert; a faculty member; an administrator; and a student. There

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will be time for discussion and to develop next steps actions. The second event will be for department chairs. Planning is underway, and Dr. Eells welcomes any input.

### COMMITTEE REPORTS: Faculty Senate Standing Committees

- **Academic Programs Committee (APC)** – Ng
  - [This report is online.](#)
- **Committee on Committees & Credentials (CCC)** – Foster
- **Part-time Faculty Committee (PTF)** – Fuller
  - [This report is online.](#)
- **Planning & Budget Committee (P&B)** – Bruce
  - This committee has two vacancies. Senators Christopher Tillquist and Eugene Mueller volunteered. Chair Wallace-Boaz will appoint both to the committee.
  - [This report is online.](#)
- **REDBOOK Committee (RB)** – Ferré
  - [This report is online.](#)
- **Executive Committee (XC)** – Owen
  - [This report is online.](#)

### OTHER COMMITTEE REPORTS: University-Wide Committees with Faculty Representation

- **Faculty Athletics Representative (FAR):** [November Report](#) – Wise
- **Human Resources Advisory Committee (HRAC):** [November Report](#) - Bruce

### NEW BUSINESS

None

### OLD BUSINESS

Senator Ben Foster reiterated that if/when a UofL employee is speaking to a group, they are to announce they are not speaking for the University.

### ANNOUNCEMENTS

Chair Wallace-Boaz asked senators to decide who will send out the meeting information to their unit colleagues.

### ADJOURNMENT

The meeting adjourned at 4:20 p.m.

Respectfully submitted,  
Gretchen Henry  
Faculty Senate Coordinator