

University of Louisville

Faculty Senate Meeting

The regular meeting of the Faculty Senate was held on December 5, 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, Elaine Wise **BUSINESS:** Rob Barker, Reg Bruce, Ben Foster, Robert Myers **DENTISTRY:** Ricard Caicedo **EDUCATION:** Sherri Brown, Justin Cooper, Monica Delano, Meg Hancock **KENT SCHOOL:** Bibhuti Sar **LAW SCHOOL:** Joanne Sweeny, Enid Trucios-Haynes, Justin Walker **LIBRARIES:** Dwayne Buttler, Robert Detmering, Terri Holtze **MEDICINE:** Murali Ankem, Forest Arnold, Kimberly Boland, Rhonda Mattingly, Chin Ng, Brian Wang **MUSIC:** Rebecca Jemian, Krista Wallace-Boaz **NURSING:** Sarah Carter, Diane Chlebowy **PART-TIME FACULTY:** Roy Fuller, Joseph Gutmann, Tina Johnson **PUBLIC HEALTH:** David Johnson, Rachel Neal **SPEED SCHOOL:** Roger Bradshaw, J.P. Mohsen, Jacek Zurada

ALSO ATTENDING:

UNIVERSITY PRESIDENT: Dr. Neeli Bendapudi

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: Ms. Alicia Kelso

GUESTS:

Dr. Dale Billingsley, Mr. Brad Shafer

OTHERS:

Mr. John Karman

SENATORS NOT REGISTERING ATTENDANCE:

A&S: Christopher Tillquist **DENTISTRY:** Bruno Azevedo, Barbara Stratton, Breacya Washington **KENT SCHOOL:** Seana Golder, Jennifer Middleton **MEDICINE:** Yousef Abu-Kwaik, Eric Burton, Matthew Fox, Saeed Jortani, Christopher Jones, Jeff King, Patrick Harris, Rainer Lenhardt, Ben Schoenbachler, David Stirling, Michael Tseng **MUSIC:** Chad Sloan **NURSING:** Karen Turner **PART-TIME FACULTY:** Max Maxwell, Rose Mills **SPEED SCHOOL:** Olfa Nasraoui

CALL TO ORDER

ACTION ITEM: Approval of the November meeting minutes – Wallace-Boaz

The [November 7, 2018 meeting minutes](#) were unanimously approved as distributed.

MEMORIAL: Dr. Thomas Crawford - Billingsley

[The memorial to Dr. Crawford is online.](#)

The meeting paused for a moment of silence to honor Dr. Crawford.

University of Louisville

Faculty Senate Meeting

ACTION ITEM: REDBOOK Committee – Unit Bylaws Revision – Ferré

- First Reading – Kent School of Social Work – [Revised Unit Bylaws](#)
- Second Reading – School of Public Health and Information Systems [Revised Unit Bylaws](#)

The revisions were made to clarify language and had no substantive content changes. There was no discussion and the proposed revisions passed unanimously.

REPORT: Student Government Association – Munoz

Mr. Munoz reported on the following SGA activities:

- The SGA budget was approved.
- The SGA will provide feminine hygiene products in all restrooms.
- The SGA is working on student retention and safety initiatives.

REPORT: Staff Senate – Brown

Ms. Brown reported on the following:

- The Staff Senate met on November 12 in the renovated Student Activity Center.
- John Elliott, the Interim VP for Human Resources reported on several subjects.
 - All salaries are posted online.
 - The process for determining compensation is being modernized.
- Bob Knaster, Director of Business Services gave an update on the change in printing services.
- Chief of Police, Gary Lewis gave a report on his department.
- The Staff Senate will meet on December 10th in the SAC.

REPORT: Faculty Senate Chair – Wallace-Boaz

Chair Wallace-Boaz reported on some of her activities over the past month. [The full report is online.](#)

- **Strategic Planning** – Faculty input is requested for planning for the University's future. Please send your name if you are interested in participating.
- **Faculty Toolbox** – HR is developing training modules for faculty in various areas. Please send any ideas for topics that you may be interested in pursuing.
- **Student Mentoring** – The Provost is developing a faculty/student mentoring initiative. Please let her know if you are interested in working on this.
- **Finals and Student Stress** – During finals, a faculty member may be the first to recognize a student under extreme stress. Here is a [link to resources](#) for students in distress.
- **Data Breach** – Emails were sent to everyone impacted by the data breach to Health Equity. More information will be forthcoming and added to her report.

REPORT: University President - Bendapudi

President Bendapudi shared that her first six months in office have been, overall, positive. She thanked Dr. Beth Boehm for stepping into the provost position. She also thanked the Faculty and Staff Senates, as well as the SGA. Continuing on, the President reported on the following topics:

- **SACS** – When Dr. Bendapudi first came to UofL, the SACS situation required that swift and drastic measures be taken. One of the biggest issues with SACS was the days of cash on hand. By raising tuition and making budget cuts, that issue was successfully addressed. For this, she

University of Louisville

Faculty Senate Meeting

thanked CEO Dan Durbin. SACS will announce its decision on our probationary status next week. At a SACS meeting she recently attended, Dr. Bendapudi was told that the financial report the University submitted was thorough and transparent. She is very optimistic and will send out an announcement once SACS has communicated its decision.

- **Strategic Planning** – In January, in close collaboration with the chairs of both Senates, and her strategic subcommittees, work will begin to develop a plan to plot the path to our goal, how we will get there and the metrics to assess our progress. This plan must include research, if we are to maintain our Carnegie R1 designation, which is at risk. We are not in a solid spot and must find a way to increase research, to retain our designation and to recruit the best faculty and students. Because the world changes so quickly, she would prefer a shorter timeline for the strategic plan. She considers five years a good point, instead of the ten year plans of the past. A web site is live and we want all views on what will make this a great place to learn, work and invest.
- **Searches**
 - **HSC** – There are two crucial positions to fill - Executive Vice President for Health Affairs (EVP-HA) and Executive Vice President for Research and Innovation (EVP-RI). The search for the EVP-RI will begin in the spring and be filled by the fall 2019. The EVP-HA search is on hold. For three months, Dr. Bendapudi has spent a large amount of time on HSC issues. She would like more time to get a handle on all areas. The complex financial issues impact the rest of the University. Another huge issue is Jewish Hospital. By January 1, many things will change. Because of confidentiality constraints, she cannot discuss all the details, but Jewish Hospital will not close by January 1. Dr. Kelly McMasters and Dr. Toni Ganzel will fill the EVP-HA position, as Dr. Greg Postel is on a fellowship. Also of concern on HSC:
 - Pediatrics Department – Working on how to move forward.
 - School of Medicine Budget – The reporting lines will be rearranged to align with HSC, Athletics and the University. All will report the same way and to one person.
 - **Athletics** – The community’s interest in the new football coach is overwhelming! The new coach’s salary is 100% from Athletics. She made AD Vince Tyra show her how Athletics would pay for the salary. Vince did a good job of raising the \$38M. We want someone who understands that Athletics is only a part of the University.
- **Fundraising** – Dr. Bendapudi is happy with our current position. She would like many people to be trained on how to speak to donors and training will be provided. People do not invest in needs, they invest in visions.
- **Questions and Answers**
 - Question – Two years ago, a structural defect in the School of Medicine/ULP budget created a \$48M gap that Belknap was told it had to fill. Will you do to HSC what you did with Athletics?
 - Answer – Definitely. Openness and accountability is what we are trying to do.
 - Question – Regarding the email that was sent from Dr. Taylor-Archer, many felt the follow-up was unsatisfactory and question what is going on in that office. It is not a

University of Louisville

Faculty Senate Meeting

diverse office and our tax dollars are paying for it. Many do not like it. An apology would have been more acceptable than a second email explaining the first.

- Answer – Dr. Bendapudi said she reached out to many people and will vet much more carefully in the future. True diversity is not liberal or conservative, but for everyone. We will move on and be very careful from now on.
 - Comment – Some colleagues think a statement should be made about misuse of that position.
 - Comment – We have students who were affected by that email and Dr. Taylor-Archer’s job is to support those students.
- Question – Are you still trying to hire someone to run HSC by May?
 - Answer – Not sure. There is so much in a state of flux right now. It will take a special person to fill the position. It will take some time to find the right person.

REPORT: Interim Vice President for University Advancement – Shafer

Mr. Shafer gave a brief overview of the state of the Office of Advancement when he joined the University last July. Ordinarily, in an institution of this size, there would be 70-75 fundraising employees. Two years ago, there were 40. In July 2018, there were 13. This makes the office virtually non-functioning. With such a small staff, it is no wonder donations were down. Mr. Shafer shared an example – several years ago, a \$10M donation was made to the University. That donor has not been contacted in 14 months. His first priority is to hire more people. It is crucial to establish a leadership team and hire a chief of staff. His plan is to develop a centralized advancement office that will include parents, interns, women and regional offices - all areas that have not been previously included. This plan will be implemented in three phases:

- Phase 1 – Fill out the leadership team and have at least one advancement officer in each academic unit.
- Phase 2 – Fill out the unit teams and create teams in the other areas, as stated above (parents, etc.).
- Phase 3 – In about two years, begin a comprehensive campaign with a goal of a billion dollars. Campaigns will be shorter than ten years.

Faculty can engage in any level of participation – from all-in to hands off. Donors fund visions and faculty have visions. For these to come together, Mr. Shafer is developing ways faculty can engage by training for various roles in the fundraising cycle. By working together through coordination, collaboration and communication, Advancement can help faculty find funding. If faculty have relationships with former students who are successful and are willing to make referrals to Advancement is a good way to participate. Finally, he has never had a donor ask how much faculty and staff have donated. They want to know how many faculty and staff have given. They don’t care about the amount. They care about the commitment. We need people to give – any amount. The Law School had 96% participation in the 2018 Day of Giving.

• **Questions and Answers**

- Question – Years ago we gave to metro United Way. What happened?
 - Answer – Because of all the chaos over the past few years, it did not happen. It will be reinstated in 2019.

University of Louisville

Faculty Senate Meeting

- Question – The Libraries have no graduates. Where do they fall? We have not heard of any major donations to the Libraries.
 - Answer – Libraries are the same as colleges, with a different constituency. There is no alumni base, but emeritus faculty give to libraries and research. We will include libraries when we do estate planning.
- Question – As Interim, do you plan to leave?
 - Answer – He would not have come here to be Interim for six months and move on. He was appointed and must go through the search process.
- Question – The morale of faculty and staff is low and to ask them to donate seems counterproductive to raising morale.
 - Answer – It's the per cent of givers, not the amount given that impresses donors.

REPORT: University Provost – Boehm

- **SACS** – As President Bendapudi reported, the SACS meeting was very positive.
- **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 last year and about twenty were funded. There is about \$800K left for this year. See your dean. Proposals are due on January 11, 2019.
- **Administrative and Other Personnel Actions**
 - **Administrative Searches**
 - The search is underway for the Chief Information Officer (CIO). No search firm will be hired.
 - **Dean Searches**
 - School of Music – The search committee decided to not hire a search firm and is handling all the applications. Forty-four applications have been submitted.
 - **Five-Year Dean Reviews**
 - The review committee for the School of Public Health has sent the report to Dean Blakely. After his review of the report, it will be sent to Provost Boehm.
 - The final report for Dean Ganzel at the School of Medicine is with her, waiting for a response. Afterwards, it will be sent to the provost.
- **Public and Land Grant University Clusters** – Provost Boehm and Dr. Beth Willey attended a meeting of the Association of Public Land Grant Universities (APLU) in November. With the goal of closing the achievement gap and to award more degrees by 2025, the APLU is working to identify 100 change-ready universities to work together in transformation clusters. Each cluster will consist of ten universities and develop practices to address shared challenges. UofL is in the Metropolitan Cluster. The focus for this cluster is 'Achieving'. This will include Faculty Engagement and Student Success (Mentoring); Financial Aid and Financial Understanding and How Students Get Derailed. The Provost said she found this cluster interesting, as there are other schools similar to UofL. It will focus on evidence that helps students and discontinue things that do not.

University of Louisville

Faculty Senate Meeting

- **REDBOOK Review Committee** – Provost Boehm will charge a committee to clean up the REDBOOK. It has not been revised for eight years. Senator Enid Trucios-Haynes will chair the committee and start in January.
- **Academic Leadership Program** – This will not meet in December.
- **Winter Break** – Break begins on Monday, December 17, 2018 through Tuesday, January 1, 2019.
- **Questions and Answers**
 - Question – Do you have 2019 enrollment numbers?
 - Answer – We are up 3% for in-state and 3.6% for out-of-state over last year. And last year the numbers were way up.
 - Comment – Like the idea of finding the answer to what derails students. Do you need help?
 - Answer – Joe Dablow has three success coaches. They are calling students who have not registered. 42% are on academic hold and 42% are on financial hold. We are looking into those issues.
 - Question – Do funds exist to help students complete their degree?
 - Probably not for a full semester’s tuition, but maybe for one class. The money is in Financial Aid. We are giving more need-based aid, fewer full rides and no longer stacking scholarships.
 - Question – Are students impacted by the Alcohol/Haven program?
 - Answer – Currently, there are 122 students on Alcohol/Haven holds. We are reviewing policies that inhibit students from returning.

COMMITTEE REPORTS: Faculty Senate Standing Committees

- **Academic Programs Committee (APC) – Ng**
 - [This report is online.](#)
- **Committee on Committees & Credentials (CCC) – Foster**
 - No report was made.
- **Part-time Faculty Committee (PTF) – Fuller**
 - No report was made.
- **Planning & Budget Committee (P&B) – Bruce**
 - [This report is online.](#)
- **REDBOOK Committee (RB) – Ferré**
 - As above.
- **Executive Committee (XC) – Owen**
 - The Executive Committee met once in November. Discussions on faculty mentorship, morale and budget concerns took place.

OTHER COMMITTEE REPORTS: University-Wide Committees with Faculty Representation

- **Faculty Athletics Representative (FAR) – Wise**
 - [This report is online.](#)
- **Human Resources Advisory Committee (HRAC) - Bruce**
 - [This report is online.](#)
- **Commission on Diversity & Racial Equality (CODRE) – Mohsen**

University of Louisville

Faculty Senate Meeting

- The commission is restructuring its committees to align with its charge.

NEW BUSINESS

None

OLD BUSINESS

None

ANNOUNCEMENTS

- The 2019 [Celebration of Teaching and Learning](#) will take place on February 15, 2019 on ShelbyHurst Campus. Author Maryellen Weimer will be the keynote speaker. [Registration is online.](#)

ADJOURNMENT

The meeting adjourned at 4:50 p.m.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator