

# University of Louisville

## Faculty Senate Meeting

The regular meeting of the Faculty Senate was held on January 9, 2019 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:** Breacya Washington **EDUCATION:** Sherri Brown, Justin Cooper, Meg Hancock **KENT:** Bibhuti Sar **LAW:** Enid Trucios-Haynes, Justin Walker **LIBRARIES:** Robert Detmering, Terri Holtze **MEDICINE:** Forest Arnold, Kimberly Boland, Patrick Harris, Chin Ng, Ben Schoenbachler **MUSIC:** Rebecca Jemian, Chad Sloan, Krista Wallace-Boaz **NURSING:** Sarah Carter, Diane Chlebowy, Karen Turner **PART-TIME FACULTY:** Roy Fuller, Joseph Gutmann, Tina Johnson, Rose Mills, Michael Wade **PUBLIC HEALTH:** David Johnson, Rachel Neal **SPEED:** Roger Bradshaw, J.P. Mohsen, Olfa Nasraoui

### **ALSO ATTENDING:**

**UNIVERSITY PROVOST:** Dr. Beth Boehm

**PROVOST OFFICE:** Dr. Tracy Eells

**ULARP REP:** Mr. Bob Stenger

***UofL Today:*** Ms. Alicia Kelso

**AAUP REP:** Dr. Dawn Heinecken

### **GUESTS:**

**ASSOCIATE VICE PRESIDENT- BUSINESS SERVICES:** Mr. Mark Watkins

**EXECUTIVE DIRECTOR - AUXILLARY BUSINESS SERVICES:** Mr. Bob Knaster

### **SENATORS NOT REGISTERING ATTENDANCE:**

**DENTISTRY:** Bruno Azevedo, Ricardo Caicedo, Barbara Stratton **EDUCATION:** Monica Delano **KENT:** Seana Golder, Jennifer Middleton **LAW:** Joanne Sweeny **LIBRARIES:** Dwayne Buttler **MEDICINE:** Yousef Abu-Kwaik, Murali Ankem, Eric Burton, Matthew Fox, Saeed Jortani, Christopher Jones, Jeff King, Rainer Lenhardt, Rhonda Mattingly, David Stirling, Michael Tseng, Brian Wang **PART-TIME FACULTY:** Max Maxwell **SPEED:** Jacek Zurada

### **CALL TO ORDER**

#### **ACTION ITEM: Approval of the December Meeting Minutes**

The [minutes of the December 5, 2018](#) meeting were unanimously approved as distributed.

#### **MEMORIAL: Professor Laurence Knowles – Trucios-Haynes**

Laurence William (Larry) Knowles died on October 17, 2018, in Lake Placid, Florida. Larry was a professor at the Brandeis School of Law, University of Louisville from 1959 until his retirement in 1998. He founded and edited The Journal of Law and Education based at the Brandeis School of Law and produced in cooperation with the School of Law, University of South Carolina. In 1962-1963, he worked with the Education Section of the Commission on Civil Rights, Washington, D.C., to desegregate public

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schools throughout the United States. During leaves of absence, he taught at Emperor Haile Selassie I University, Addis Ababa, Ethiopia, and the Universities of South Carolina, Virginia, and Georgia Schools of Law. Twice he taught at Leeds University in England as part of a professor exchange program between the Leeds and Brandeis School of Law.

Chair Wallace-Boaz asked for a moment of silence in honor of Professor Knowles.

### **ACTION ITEM: Second Reading - Revised Unit Bylaws for Kent School of Social Work – Ferré**

This was the second reading of the [Kent School's revised bylaws](#). The changes included procedural updates and the creation of several standing committees. There was no discussion and the changes were unanimously approved.

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

Mr. Munoz reported that the SGA is looking into more course options in the winter session. The SGA is also continuing to work on retention efforts for struggling students, in and outside the classroom.

### **REPORT: Staff Senate – Brown**

No report was made.

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

Chair Wallace-Boaz reported on several topics, including:

- Constituent groups on HSC – The SGA and Faculty and Staff Senate leaders will meet monthly on HSC to reach out to students, faculty and staff. They will be on HSC the third Monday of each month at noon.
- UofL Foundation – UofL's S&P rating has been upgraded to A+ Stable.
- The Bookstore Advisory Committee is up and running to deal with issues. Vice Chair David Owen is on the committee.
- Board of Trustees – The Trustees Award has been given to Professor Lorrel Brown.
- Tuition Waiver – The state legislature has suspended the program that allows employees of a state university to take classes at another state university. UofL will honor the waiver through the spring 2019 semester.
- Legislative Team – The team will begin when the state legislative session starts in February.
- [The full report is online.](#)

### **DISCUSSION: Great Places to Work – Wallace-Boaz**

Chair Wallace-Boaz and Vice Chair Owen met with HR Director John Elliott. Mr. Elliott would like feedback on UofL and Great Places to Work. Questions to consider:

- What makes UofL a great place to work?
  - The people
  - The location in Louisville
  - The diversity of our students, staff and faculty and the institution's commitment to inclusion and equity
  - Rich in both talent and diversity

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- What changes are needed to make UofL a great place to work?
  - Discussion points mentioned:
    - Investing in our people
    - Recommitting to systemically improving inclusion and equity
    - Do more to build community instead of the narrow focus to find efficiencies
    - Suffer from a lack of community mission
    - We are under-resourced in terms of funding and staffing
    - Transparent and open communication – more opportunities needed for open communication among faculty and staff
    - Work/Life balance
    - More training and development
    - Recognition for hard work
    - Strong team spirit – programs and physical environment need to be designed to accomplish this
  - Additions to the list included:
    - Treat people how they want to be treated
    - Address the unseen systemic issues that negatively affect the environment
    - Invest in buildings and pay raises
    - Create consistency in pay structure across units

Chair Wallace-Boaz will add these to the list and forward to John Elliott.

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

President Bendapudi was attending Mayor Fisher's Town & Gown event, so Provost Boehm gave both reports.

#### **President's Report**

- HSC – Unexpectedly, issues on HSC have taken 75% of the president's time. Without going into detail, Dr. Bendapudi has been negotiating a solution for the community's healthcare needs that will be the best deal for the city and a long-term benefit for the University.
- CEO Health Affairs – Mr. Tom Miller has been hired to turn things around on HSC.
- Strategic Planning – The feedback from the website has been compiled and discussed with the Executive Cabinet. The outline centers on the three pillars of Great Place to Learn-Great Place to Work-Great Place to Invest. Each pillar has two goals:
  - Learn
    - Undergraduate student success
    - Professional and graduate students
  - Work
    - Research – Carnegie designation renewed
    - HR – staff and faculty compensation and professional development
  - Invest
    - Invest in people
    - Philanthropy

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President Bendapudi would like for a faculty member to co-chair the Strategic Planning Committee and will seek nominations for other participants. This will be a three year plan, to be updated in spring 2022. The goal for completion of the plan is May 15<sup>th</sup>.

### Provost Report

- **SACS** – Our accreditation has been reaffirmed for ten years. We have one last report to submit on financials.
- **Carnegie** – Our designation as a Research I university has been renewed.
- **Recruitment Fund** – Funding is still available for recruitment proposals from units. The deadline to submit a proposal is January 11<sup>th</sup>.
- **Revenue Target Steering Committee** – The committee meets next week to show a new model.
- **REDBOOK Review Committee** – Dr. Bendapudi wanted to change the REDBOOK to remove the Board of Trustees approval of administrative appointments, as it ties her hands. Nobody could recall why Board approval was necessary. Even Dale Billingsley did not know why. A committee has been charged to clean up the REDBOOK regarding administrators – titles, job descriptions, etc. The clean up will include obsolete and ambiguous language. This is not a ploy to take authority away from the Board, but to get them to focus on Board business.
- **Enrollment Management Advisory Committee** – This committee is moving forward and looking to grow students' areas of interest and to continue investing there. Dr. Boehm met with the Mayor's Office staff and they urged UofL to create more tech-savvy degrees. They said we offer 120 degrees, but that was counting only Speed and Business degrees. They overlooked philosophy, English and other Humanities. They are asking for 600 more degrees.
  - **QUESTION:** Do we have a Certificate in Data Analytics?
    - **RESPONSE:** Not yet. Applied Sociology uses a lot of analytics that can be applied across many units.
  - **QUESTION:** What's in it for us? We've been here before. There is no more room. And analytics requires a solid background in statistics.
    - **RESPONSE:** More resources are being discussed now, as there is great interest to get started. Kent, Education and Public Health all teach statistics. If we ask what's in it for us, we will not move forward.
  - **QUESTION:** Where did this idea come from?
    - **RESPONSE:** The president would like UofL to be known for data analytics, military and aging. Data analytics is not in response to the Mayor's Office. We were already working on that. Dr. Bendapudi will ask the Strategic Planning Committees to integrate the military, aging and data analytics into the plan.
  - **QUESTION:** How was the REDOOK Review Committee populated and will the revisions come through the Faculty Senate?
    - **RESPONSE:** Yes, the revisions will definitely come through the Faculty Senate. Enid Trucios-Haynes (Law), Kurt Metzmeier (Law), Jonathan Fuller (SGA), John Smith (Staff Senate) and others are on the committee. Again, this is not an effort to undermine the REDBOOK, but to make it consistent and to make administrative appointments easier.

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- **COMMENT:** When hospitals are for-profit, there is a decline in the quality of services. Please encourage the president to consider a non-profit for the Jewish Hospital deal.
  - **RESPONSE:** Dr. Bendapudi is working with three different groups. I will pass this on to her.
- **COMMENT:** Because of past manipulation of the Board of Trustees, I have concerns with revising the REDBOOK to suit the president.
  - **RESPONSE:** That is why we removed “just the President”.
- **QUESTION:** How much did the Belknap Academic Building cost and who approved it?
  - **RESPONSE:** There was a large committee that worked on it using best practices in teaching and learning. There is some discomfort with the new techniques, but the students she took to see it, loved it.
- **QUESTION:** Overall, how did the extra week for the break go?
  - **RESPONSE:** She met with the deans and discussed it. Some thought it was great, and some thought it was bad. She asked them to list pros and cons. The list included: too quickly done; trying to make up for no raises; needs to be re-thought; admissions was closed, which is a bad idea; need a better plan.
- **Faculty Diversity** – In 2013 there were 99 African-American faculty members. In 2016, there were 111. And, in 2018 there are 103. Though this is nothing to be proud of, we have not plummeted in the number of African –American faculty. It is a 4% loss. We lose more white faculty than any other group.
- **CPE** - There was no meeting in December.
- **Searches:**
  - Chief Information Officer/Chief Technology Officer – We are close to a decision.
  - EVP-HA – This is on hold due to the restructuring on HSC.
  - EVP-RI – This search is proceeding. The state has to approve the search committee next week. We are looking for a faculty member or staff person who would be a good chair.
  - School of Music Dean – There are 12 in-person interviews next week. The applicant pool is not as diverse as we would like.
- **Five Year Reviews**
  - Both reviews of the deans of the School of Medicine and the School of Public Health were positive.
- **Other updates**
  - Scholars at Risk – reorganizing for fall
  - Celebration of Teaching & Learning is February 15<sup>th</sup>

### **REPORT: Update on Parking Strategic Plan – Watkins/Knaster**

Mr. Knaster gave a brief background on the parking issues, which include:

- Constrained space
- No budget increase
- Limited availability for visitors, patients and events
- Proximity
- Empty spaces

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- Transportation for remote parking
- New technology – license plate recognition

The revenue for fiscal year 2017-2018 came from permit holders, patients and violations. The expenses for the same time included debt service on the garages (bulk of expenses) and operational costs.

Recommendations to address issues include:

- Budget and plan for new parking
- Add maintenance to budget
- Charge for visitors after 5 PM
- Implement LPR (License Plate Recognition) enforcement. It is faster and more efficient.
- Promote transit services – TARC, biking, etc.
- Implement zone-based parking permits – creates a reserved lot instead of a reserved space
  - **QUESTION:** Will administrators be included?
    - **RESPONSE:** Yes
  - **QUESTION:** How can I be sure to get a space?
    - **RESPONSE:** We shoot for only 90% capacity. We will not oversell spaces.
  - **COMMENT:** In theory, it will work. But on the first day and everyone is here, what will you do?
    - **RESPONSE:** The first year, we will gather data. After that, we can make more informed decisions. This is a strategy, it is not the plan. If we don't find a more efficient system, people will have to park elsewhere.
  - **QUESTION:** Why are we losing parking?
    - **RESPONSE:** We are building more buildings.
  - **QUESTION:** Why don't these new buildings include garages?
    - **RESPONSE:** Garages are very expensive to build and maintain. They are not funded by parking.
  - **COMMENT:** We have had this conversation many times with assurances that they would not oversell. Though the data is difficult to gather, we have to trust it will be as accurate as possible.
  - **COMMENT:** Freshmen at other schools cannot have cars on campus.
    - **RESPONSE:** Commuter students cannot park on campus. Campus parking is for faculty, staff and some resident students.
  - **QUESTION:** Will next year's plan include a price increase?
    - **RESPONSE:** Yes. We are still underwater.
  - **COMMENT:** That will be hard to take without raises.
    - **RESPONSE:** Raises and parking are not connected. Everything is going to increase.
  - **QUESTION:** Will considerations be made or priority access to parking close to work place?
    - **RESPONSE:** We thought to leave people where they are for now and to start from there. We are not changing anything in the first year – only gathering data. The zone permit idea is designed to accommodate where you work.

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The bulk of the changes are for the Belknap Campus. HSC is already in zones/garages. [The presentation is online.](#)

### **REPORT: Standing Committees**

- **Academic Programs Committee (APC) – Ng**
  - This committee had no report.
- **Committee on Committees & Credentials (CCC) – Foster**
  - This committee had no report.
- **Part-time Faculty Committee (PTF) – Fuller**
  - [This report was online.](#)
- **Planning & Budget Committee (P&B) – Bruce**
  - This committee met earlier today to continue discussion on a proposal.
- **REDBOOK Committee (RB) – Ferré**
  - [This report is online.](#)
- **Executive Committee (XC) – Owen**
  - [This report is online.](#)

### **OTHER REPORTS: University-Wide Committees**

- **Faculty Athletic Representative – Wise**
  - [This report is online.](#)

### **NEW BUSINESS**

- None

### **OLD BUSINESS**

- **Faculty Mentorship** – Work is still ongoing.
- **Great Places to Work** – Please send any other comments to the chair.

### **ADJOURNMENT**

The meeting adjourned at 4:55 p.m.

Respectfully submitted,  
Gretchen Henry  
Faculty Senate Coordinator