

University of Louisville

Faculty Senate Meeting

September 4, 2019

The regular meeting of the Faculty Senate was held on September 4, 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, MICHAEL CUNNINGHAM, KAREN HADLEY, AVERY KOLERS, DAVID OWEN, EUGENE MUELLER, DAVID SCHULTZ, DAVID SIMPSON, SHERRI WALLACE, ELAINE WISE **BUSINESS:** ROBERT BARKER, REG BRUCE, JOSE FERNANDEZ, BEN FOSTER **DENTISTRY:** BRIAN MARRILLIA, BARBARA STRATTON, BREACYA WASHINGTON **EDUCATION:** MONICA DELANO, MICHELE FOSTER, EVAN FREDERICK **KENT:** JOCELYN FETALVER, BIBHUTI SAR **LAW:** LUKE MILLIGAN, ENID TRUCIOS-HAYNES, JUSTIN WALKER **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE, REBECCA MORGAN **MEDICINE:** KIM BOLAND, GEOFFREY CLARK, PATRICK HARRIS, QIUTANG LI, RHONDA MATTINGLY, BEN SCHOENBACHLER, CRAIG SILVERMAN, BRIAN WILLIAMS **MUSIC:** REBECCA JEMIAN, CHAD SLOAN, KRISTA WALLACE-BOAZ **NURSING:** KRISTIN BAISCH, SARAH CARTER, KAREN TURNER **PART-TIME FACULTY:** AARON ELLIS, ROY FULLER, JOEPH GUTMANN, TINA JOHNSON, ROSE MILLS, TIM ROBERTS **PUBLIC HEALTH:** DAVID JOHNSON, RACHEL NEAL **SPEED:** ROGER BRADSHAW, OLFA NASRAOUI, ROMAN YAMPOLSKIY

ALSO ATTENDING

DR. BETH BOEHM, MR. MICHAEL WADE SMITH, DEAN DAVID JENKINS, MR. TODD KNEALE, MS. GINGER BROWN, MS. SABRINA COLLINS, DR. TRACY EELLS, DR. ELIZABETH PATTON, MS. RHONDA GILLILAND, DR. CYNTHIA LOGSDON, MS. ALICIA KELSO

SENATORS NOT REGISTERING ATTENDANCE

A&S: CHRISTOPHER TILLQUIST **DENTISTRY:** BRUNO AZEVEDO **EDUCATION:** MEG HANCOCK **KENT:** JENNIFER MIDDLETON **MEDICINE:** YOUSEF ABU-KWAIK, FOREST ARNOLD, MATTHEW FOX, SAEED JORTANI, CHRISTOPHER JONES, RAINER LENHARDT, CHIN NG, KATHERINE POHLGEERS **SPEED:** JACEK ZURADA

CALL TO ORDER

Before the meeting started, new faculty senators rose as Chair Wallace-Boaz introduced them.

ACTION ITEM: MEETING MINUTES – WALLACE-BOAZ

The meeting minutes from [June 5](#) and [July 3](#) were unanimously approved as distributed.

ACTION ITEM: APPROVAL OF THE 2019-2020 MEETING CALENDAR – WALLACE-BOAZ

The [2019-2020 meeting calendar](#) was approved.

ACTION ITEM: REDBOOK COMMITTEE - FIRST READING – CEHD REVISED UNIT DOCUMENTS - HOLTZE

As this is a first reading, no discussion was held. The second reading, discussion and voting will take place at the October meeting. [The revised bylaws are online.](#)

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ACTION ITEM: ACADEMIC PROGRAMS COMMITTEE – PROPOSALS – BARKER

- Certificate in [Teaching English as an International Language](#)
 - The proposal for a Certificate in TEIL passed unanimously.
- MS in [Couples & Family Therapy](#)
 - The proposal for an MS in Couples & Family Therapy passed unanimously.

ACTION ITEM: COMMITTEE ELECTIONS - FOSTER

The Committee on Committees & Credentials held an election for vacancies on several committees.

[Election results are online.](#)

REPORT: STUDENT GOVERNMENT – COLLINS

Ms. Collins reported that the Undergraduate Research Journal, a new Student Recognized Organization (SRO), could benefit from faculty input. If interested, please contact Ms. Collins.

REPORT: STAFF SENATE - BROWN

The Staff Senate will meet on September 9th for a lunch meeting in the University Club. Reminder that the new form for staff evaluations are due October 31st.

REPORT: FACULTY SENATE CHAIR – WALLACE-BOAZ

Chair Wallace-Boaz reported on several topics, including:

- University-wide Committees – There are new university-wide committees that will need faculty representation. A call will go out when these committees are ready.
- Standing Committees – All of the Senate's standing committee were charged earlier this afternoon. They will elect chairs and liaisons to the Executive Committee soon.

[The full report is online.](#)

REPORT: OFFICE of the PRESIDENT– SMITH

As President Bendapudi was unable to attend today's meeting, Mr. Michael Wade Smith, Chief of Staff and External Affairs in the President's Office, reported on several topics, including:

- **The Strategic Plan** – The plan that was presented to the Board of Trustees was also distributed at this meeting. Mr. Smith summarized the plan that will guide our activities over the next three years, as we work towards becoming a great place to learn, to work and to invest. Under each of the three pillars (learn, work, invest), there are strategies and under those, actions to take to achieve them. Each pillar has its own metrics to measure achievements. Mr. Smith reported that Dr. Gail DePuy was hired to lead the plan's implementation, and over the next two weeks, an committee will be created to drive the plan over the next three years. More information will be coming soon. There will also be a Grand Challenges group and a Cardinal Principles Committee. Everyone will be invited to the Strategic Plan kick-off will be later this month.
- **Searches**
 - Provost – Work begins next week. An RFP for a search firm has gone out and the expectation is to have a new provost in place by July 1, 2020.

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- General Counsel – An RFP has gone out and it is intended to have a new general counsel on campus by July 1, 2020.
- Executive Vice President of Research & Innovation (EVPRI) – This search is on-going and it is expected that we will make an offer and announcement in October. There are three to five finalists who will visit campus on September 23rd and 30th and October 7th.
- Executive Vice President of Health Affairs (EVPHA) – There are many ways/models to use to run HSC. Not all of the hospitals are teaching, so the current model may not be the correct one. This decision comes from President Bendapudi.
- Other open positions will be filled on an interim basis until the new provost is hired.
 - Associate Vice President for Human Resources
 - Vice Provost for Diversity & Equity
 - Associate Vice President Risk Management

- Comment: The EVPRI search sounds further along than was communicated.
 - Reply (Smith): The search committee is meeting next week.
 - Reply (Boehm): The airport interviews are not finished.
- Comment: That's a lot to do by the end of the month.
 - Reply (Smith): We wanted a very diverse pool. Late October is our target date.
- Question: Will this be addressed on HSC?
 - Reply (Smith): Something is coming from President Bendapudi.
- Question: Is the answer pending on the legislature approving the \$50M?
 - Reply (Smith): We have been assured that the House supports it and that it will pass. The Senate is a bit harder. We need 16 votes and there are nine Democrats. The Republican senators are dealing with the pension issue and we are a hard sell. This will not be a sweep, by any means. We are working to make it happen.
- Question: Will we get it with or without the state's \$50M?
 - Reply: Yes. We signed on the line. It is a risk, but we would not have done the deal if we thought it would hurt the University.
- Question: The original reports said the Catholic Church has to approve the deal. Is that true?
 - Reply: Yes, we are going to the Pope and must get a decree from the Vatican. We will not be able to use the names Saints Mary and Elizabeth or Our Lady of Peace and all statues must be removed.
- Question: What is the contingency plan if the legislature doesn't approve the \$50M?
 - Reply: We are not thinking of a contingency plan. Plan B is Plan A. We are getting these facilities anyway. We just acquired a \$1.5B healthcare system with no debt.
- Question: What about Attorney General Beshear, who may be the next governor?
 - Reply: We have kept him in the loop. He was instrumental in helping us get the \$40M from the Saints Mary & Elizabeth Foundation.
- Question: Have you contacted alumni in the legislative areas to help us?
 - Reply: We were told that may hurt us.

[This report is online.](#) The [full Strategic Plan is also online.](#)

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INTRODUCTION: SCHOOL OF MUSIC DEAN TERESA REED – WALLACE-BOAZ

Chair Wallace-Boaz introduced the new dean of the School of Music, Dr. Teresa Reed.

Dr. Reed said she had received a warm welcome from the school's faculty. She invited senators to the School of Music's Faculty Gala on September 8th. She has been impressed with UofL over the past three months she has been here. She appreciates the local connection between the school and the community, as well as its international footprint with the Grawemeyer Award for Composition. Dr. Reed thanked the senators for their warm welcome.

REPORT: UNIVERSITY PROVOST – BOEHM

Dr. Boehm reported on several topics, including:

- Retention & Recruitment Initiatives – Her office was given \$5M for recruitment and retention projects. Applications were submitted and over the past two years the Provost's Office has approved and funded 57 projects. Of those, 30 have shown real progress. For example – a summer camp for out-of-state students had 50 students pay to attend (not the full amount). They were very excited to be here and made great friends.
- Revenue-target Steering Committee – This committee has made a lot of progress and have developed a plan. Gerry Bradley and Jim Begany will come to the Senate to report.
- REDBOOK Review Committee – The committee's report was submitted and now figuring out the next steps.
- Enrollment Management Committee – This is a yearlong project to help increase enrollment that Dr. Boehm hopes to have in time for the new provost to implement. A top priority to be addressed is to improve advising. To this, an Advising Task Force, led by Dr. Beth Willey, will research the best practices in coordinated advising (consistent).
- Student Mental Health – Dr. Boehm is developing a committee to study this and has asked Dr. Wallace-Boaz to co-chair with her. She has asked six to seven experts to join the committee, as well.
- IBM Implementation Committee – Provost Boehm has asked Dr. Ann Larson to chair this committee.
- Council on Post-secondary Education (CPE) – The CPE is discussing program reviews for various programs. Program cost is one of their review criteria. She is concerned because UK and UofL are research institutions, which make us more expensive to attend, will make some of our programs more vulnerable.
- Searches
 - A&S Dean – A survey was sent to A&S faculty and staff. After the data is collected and reviewed, we will decide when to start the search.
 - Associate Provost for Global Education – This search will start at the end of this semester and take pace mostly in the spring. She is still working on the needs of the position.
- Question: Found it curious that student mental health, which ties into great place to learn, work and invest, did not make it into the Strategic Plan.

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- Reply (Smith): It is codified in the strategic goal – to Learn. It is not specifically mentioned but is referred to in the “whole student”. This is currently very relevant in higher education.
- Reply (Boehm): Students raised their own fees to address student mental health. We are working on bringing the counseling center back to campus. She expects a decision to be made soon.

REPORT: HEALTH BENEFITS FOR 2020 – KNEALE

Mr. Kneale reported that open enrollment for 2020 begins on October 23rd and runs through November 6th. As background, Mr. Kneale reported that in May 2019, the Benefits Design Work Group was formed by the President’s cabinet to review medical benefits. The work group was charged to develop and implement a three-year plan. To begin the work it was necessary to determine three things:

- Where are we now?
- Where is the market/our competitors?
- How much of our plan is used?
 - Our usage in 2019 was \$65M for 11 thousand people.
 - In 2020, that will go up about 5-7%.

Costs of insurance plans are based on a universal tier ratio system. Our ratios were off. This means that premiums were also off. The increases for 2020 range from -0.2% to 9.8%. It will be a multi-year process before we get to where we need to be. This three-year strategy will bring other changes.

For 2020, there will be no change to the vision benefit. Dental coverage is used a lot and will increase to between 5.8% to 7%. The only change to health plans for 2020 is an increase for ER use from \$100 to \$150. If you are admitted to the hospital from an ER visit that fee is waived. We are trying to educate people on the proper use of the ER. Many use it as their primary physician, which raises costs for all of us.

- Question: How will you educate?
 - Reply: Town halls, flyer and a tie in to open enrollment.
- Question: Will the Get healthy Now \$40 discount remain?
 - Reply: Yes.
- Question: Should we expect an increase over the next three years?
 - Reply: That is probably fair. Right now, we have four plans. If we change plans, that could change. If we add a high-deductible HSA, it could change.

REPORT: STANDING COMMITTEES

- **ACADEMIC PROGRAMS COMMITTEE (APC) – Ng**
 - As above – Certificate in Teaching English as an International Language and MS in Couples & Family Therapy
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – Foster**
 - As above – Special election for committee vacancies – [Election results](#)
- **PART-TIME FACULTY COMMITTEE (PTF) – Fuller**
 - No report was made.

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- **PLANNING & BUDGET COMMITTEE (P&B) – Bruce**
 - No report was made.
- **REDBOOK COMMITTEE (RB)**
 - No report was made.
- **EXECUTIVE COMMITTEE (XC) – Owen**
 - [This report is online.](#)

OTHER REPORTS: UNIVERSITY-WIDE COMMITTEES

- Commission on Diversity & Racial Equality (CODRE) - Mohsen
 - [This report is online.](#)

ANNOUNCEMENTS

If you would like to serve on a committee, please contact Chair Wallace-Boaz.

ADJOURNMENT

The meeting adjourned at 4:55 p.m.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator