

University of Louisville

Faculty Senate Meeting

October 2, 2019

The regular meeting of the Faculty Senate was held on October 2, 2019 at 3:00 p.m. in the Clinical Translational Research Building on HSC Campus, Krista Wallace-Boaz presiding.

SENATORS REGISTERING ATTENDANCE

A&S: DAVID BROWN, MICHAEL CUNNINGHAM, KAREN HADLEY, DAVID OWEN, EUGENE MUELLER, DAVID SCHULTZ, DAVID SIMPSON **BUSINESS:** BEN FOSTER **DENTISTRY:** BRIAN MARRILLIA, BARBARA STRATTON, BREACYA WASHINGTON **EDUCATION:** MONICA DELANO, MICHELLE FOSTER, EVAN FREDERICK **KENT:** JOCELYN FETALVER **LAW:** ENID TRUCIOS-HAYNES **MEDICINE:** FOREST ARNOLD, PATRICK HARRIS, SAEED JORTANI, QIUTANG LI, RHONDA MATTINGLY, CHIN NG, BEN SCHOENBACHLER, CRAIG SILVERMAN, BRIAN WILLIAMS **MUSIC:** REBECCA JEMIAN, KRISTA WALLACE-BOAZ **NURSING:** SARAH CARTER, KAREN TURNER **PART-TIME FACULTY:** AARON ELLIS, ROY FULLER, JOSEPH GUTMANN **PUBLIC HEALTH:** RACHEL NEAL **SPEED:** OLFA NASRAOUI, JACEK ZURADA

ALSO ATTENDING

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI

UNIVERSITY PROVOST: DR. BETH BOEHM

FACULTY GRIEVANCE OFFICER: PROFESSOR CEDRIC POWELL

UNIVERSITY OMBUDSMAN: DR. DIANE TOBIN

SGA REP: MS. SABRINA COLLINS

UofL TODAY: MS. ALICIA KELSO

SENATORS NOT REGISTERING ATTENDANCE

A&S: AVERY KOLERS, CHRISTOPHER TILLQUIST, SHERRI WALLACE, ELAINE WISE **BUSINESS:** ROB BARKER, REG BRUCE, JOSE FERNANDEZ **DENTISTRY:** BRUNO AZEVEDO **EDUCATION:** MEG HANCOCK **KENT:** JENNIFER MIDDLETON, BIBHUTI SAR **LAW:** LUKE MILLIGAN, JUSTIN WALKER **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE, REBECCA MORGAN **MEDICINE:** YOUSEF ABU-KWAIK, GEOFFREY CLARK, MATTHEW FOX, CHRISTOPHER JONES, RAINER LENHARDT, KATHERINE POHLGEERS **MUSIC:** CHAD SLOAN **NURSING:** KRISTIN BAISCH **PART-TIME FACULTY:** TINA JOHNSON, ROSE MILLS, TIM ROBERTS **PUBLIC HEALTH:** DAVID JOHNSON **SPEED:** ROGER BRADSHAW, ROMAN YAMPOLSKIY

CALL TO ORDER

ACTION ITEM: MEETING MINUTES – WALLACE-BOAZ

The minutes of the [September 4, 2019](#) meeting were unanimously approved as distributed.

ACTION ITEM: REDBOOK COMMITTEE – REVISED CEHD DOCUMENTS – SECOND READING – HARRIS

Senator Harris presented the College of Education's revised bylaws that were approved by the unit faculty and the REDBOOK Committee. The revisions were to clarify language and made no substantive changes. Additionally, to better reflect their focus, two departments in the College of Education requested a name change. The Department of Middle and Secondary Education will change to the Department of Elementary, Middle and Secondary Teacher Education. The Department of Special Education will become the Department of Special Education, Early Childhood and Prevention Science. Both the revised bylaws and the two department name changes passed unanimously.

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The documents ([redlined](#)/[clean](#)) are online.

REPORT: UNIVERSITY PRESIDENT - BENDAPUDI

President Bendapudi returned from the Council on Post-Secondary Education (CPE) meeting in Frankfort to be able to attend this meeting and report on the following topics:

- **CPE:** Presidents from Kentucky's higher education institutions attended today's CPE meeting. The CPE Finance Committee met with the presidents to discuss performance funding. All schools asked for a 10% increase in performance and maintenance funding. Of all the states, there are five that have not invested in education and two that have cut appropriations – Kentucky is in both groups. Business communities in Kentucky are beginning to push for education initiatives that will impact economic development.
- **The Year that Was** – Dr. Bendapudi remarked that a lot was done last year.
 - Graduation rates increased. UofL graduates have the lowest student debt in the state.
 - Strategic Planning – Now it is time to implement the plan. This will be a campus-wide process.
 - KentuckyOne – The acquisition of KentuckyOne is a very important undertaking and much was at stake if we did not step in. The deal closes on November 1st and all KentuckyOne assets will close. The state legislature will vote on the \$50M loan in the upcoming session that begins in January. Meetings with legislators are going well.
- **Questions & Answers**
 - Question (Professor Foster): At the Faculty Senate's July meeting, the Sustainability Report mentioned developing curricula with a sustainability component. Points are awarded for participation and it seemed as though this was driven by an agenda. Who oversees this person?
 - Reply (Provost Boehm): The Sustainability Council, which is made up of all faculty, oversees the work. Dr. Mog was hired by former provost, Dr. Shirley Willihnganz.
 - Comment (Professor Trucios-Haynes): There are no requirements for anyone, but it is a way to promote faculty research. It is part of community engagement and available for anyone interested.

REPORT: UNIVERSITY PROVOST - BOEHM

Provost Boehm reported on several topics, including:

- The REDBOOK Review Committee – This committee submitted a report last month. It is with the president awaiting a decision.
- Student Well-Being Committee – This committee has been charged and will meet next week.
- Advising Task Force – This group has been charged and is ready to go.
- IBM Global Partnership - This group is underway and has met a few times.
- Searches
 - Provost – A search firm has been chosen and the search will begin soon.
 - EVPRI – Airport interviews for the ten candidates will be held next week.
 - Audit Service Director – Sandy Russell has stepped in until the position is filled.

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- A&S Dean Search – The provost is meeting with A&S faculty next week to discuss the search. The A&S faculty vote regarding hiring a search firm was 50-50. President Bendapudi decided to hire one as A&S is so broad.
- Raises – The 2% raise will be applied across-the-board for all faculty and staff on January 1, 2020.
- ACC – provost Boehm will attend an ACC Provost Conference at Clemson and will report when she returns.
- Council on Post-Secondary Education (CPE) – The CPE has hired a consulting firm to review all programs at all state institutions. The firm will focus on programs to sustain, grow, start or sunset. The provost reported that the data they are requesting is huge and virtually too much for us to do. The firm wants all the schools to map the difficulty of each major. Our information is in our course catalog. Provost Boehm is concerned that this is not well-thought out and is basically a cost per credit hour plan. She asked how compensation would be made for the higher costs at the R1 schools.

INFORMATION ITEM: CARDS COME TOGETHER – FITZPATRICK

Dr. Ralph Fitzpatrick, Vice President for Community Engagement, attended today's meeting to promote UofL's annual day of service, now known as Cards Come Together. This year, the week-long event was moved to the fall semester during Homecoming Week, October 22 through October 26th. Plans were developed over the past ten months and opportunities to participate are both on and off campus. The hope is to have 500 volunteers and 500 donations. The kickoff, Wear Red to be Fed, is October 22nd from 11:30 – 1p.m. in the Red Barn. The web site is live and registration can be made there.

[The full report is online.](#)

ANNUAL REPORT: FACULTY GRIEVANCE OFFICER – POWELL

Professor Powell's report covers September 2018 through September 2019. Informal resolutions are the touchstone of the Faculty Grievance Officer, but they may progress to a Grievance Type 1 or Grievance Type 2 level.

Over the year, there were nine Grievance Type 1

- The School of Nursing had four
 - three closed and one withdrawn
- College of Education had two
 - One closed and one denied
- School of Medicine had one
 - Closed
- Law School had two
 - Both were withdrawn

There were four Grievance Type 2

- A&S has one pending mediation
- College of Education had two
 - Both were closed
- School of Medicine has one pending

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QUESTIONS

- Question: What is the nature of complaints?
 - Reply: Usually, it is about the interpretation of policies, mostly from the REDBOOK.
- Question: What are Type 1 and Type 2 and what does closed mean?
 - Reply: The description of the types are in the report. Closed means fully resolved.
- Question: What recourse does one have if a grievance is denied?
 - Reply: Faculty can appeal to the president.
- Question: Over the years have you seen an increase in grievances?
 - Reply: In 2018, two schools had a lot of changes and faculty had a lot of concerns. Four to five has been the norm, but 2018 was a strange year.
- Question: What was denied?
 - Reply (Provost Boehm): It was a Grievance Type 2 for termination.
- Comment: This was not an informative report. Next time, don't name schools.
 - Reply: Will consider your comments.
- Question: Regarding grievances based on REDBOOK interpretation, is there any way the REDBOOK could improve?
 - Reply: No, the REDBOOK is clear. Sometimes, unit documents are unclear.

[The full report is online.](#)

ANNUAL REPORT: UNIVERSITY OMBUDSMAN – TOBIN

Dr. Tobin has seen 122 people over the past year. The goals of the Ombuds is to discuss, mediate and to resolve issues to create a great place to work. The office operates on four pillars: Neutral - not an advocate; Informal – nothing is carved in stone; Independent – does not report to anyone; Confidential – unless there is harm or asked to speak to others. Over time, Dr. Tobin has seen seven trends developing. They are

- Communication Issues
 - Practice active listening. Use appropriate wording. Control emotions. Recognize different cultures.
- Budget Issues
 - No raises creates a lot of stress. As budgets improves, stress should decrease
- Hierarchy in Power Issues
 - There are many variations on this theme. Fear of retaliation is very real.
- Policies and Procedures
 - Knowing what these are and where to find them is difficult as there are so many.
- Untrained Supervisors
- Toxic Work Environment
 - Toxic is a very general term and not all have the same definition.
- Lack of Positive Recognition
 - A little goes a long way.

[The full report is online.](#)

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REPORT: STUDENT GOVERNMENT – COLLINS

Ms. Collins reported that the SGA had passed two resolutions. One on Advising and Feedback. This was good timing as the Provost's new Advising Committee is underway. The SGA is asking for Faculty Senate support of the Election Day Resolution that would excuse students from class who were denied an absentee ballot from their home county to go home to vote.

QUESTIONS

- Comment: What is the number of students impacted by this issue as most are from Jefferson and Oldham counties.
- Question: This is only for students who can prove they were denied and absentee ballot?
 - Reply: Yes.
- Question: How will this happen?
 - Reply: We would like help from the Faculty Senate.
- Comment: If counties are making it difficult to vote, that is not just a UofL problem. It is statewide.
 - Reply: A lot of the information we have is anecdotal.
- Question: Voter repression is a real thing. Is the SGA asking for our endorsement?
 - Reply: Yes.

A motion was made to endorse the SGA resolution to excuse students from class who can prove they were denied an absentee ballot from their home county. The motion was seconded. Several senators expressed concern about voting to endorse the resolution without more information. The vote was called and passed with a show of hands – Ayes 24, Nays 6, Abstentions 1.

[The full report is online.](#)

REPORT: STAFF SENATE – BROWN

[The full report is online.](#)

REPORT: FACULTY SENATE CHAIR – WALLACE-BOAZ

[The full report is online.](#)

DISCUSSION ITEM: ATTRIBUTES OF A UofL PROVOST – WALLACE-BOAZ

About three years ago, the Executive Committee developed a list of provost attributes. This year, the Executive Committee revised the list and brings it to the full Senate for further discussion and endorsement. The discussion began with suggestions and questions.

- Suggestion: Under Essential Qualities, please add: *a demonstrated commitment to United States constitutional rights.*
- Question: Is the list of qualities ranked? At least, they should be in alphabetical order.
 - Reply: May rearrange them with an explanation.
- Question: What if the search committee does not take these recommendations?
 - Reply: We can always respond.

The vote was called and the list of attributes was unanimously endorsed.

[The list of attributes is online.](#)

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REPORT: STANDING COMMITTEES

- **ACADEMIC PROGRAMS COMMITTEE (APC) – Ng**
 - [This report is online.](#)
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – Foster**
 - No report was submitted.
- **PART-TIME FACULTY COMMITTEE (PTF) – Fuller**
 - This committee met and prioritized its work for the year. It will continue working on parking for part-time faculty.
- **PLANNING & BUDGET COMMITTEE (P&B) – Bruce**
 - No report was submitted.
- **REDBOOK COMMITTEE (RB) – Harris**
 - The committee presented its action items above. Additionally, it has reviewed the Speed School's personnel documents and sent suggested changes back to that unit. The review of the Libraries personnel documents has just begun. [This report is online.](#)
- **EXECUTIVE COMMITTEE (XC) – Owen**
 - This committee met twice in September and discussed the attributes for a UofL provost and met with Henry Cunningham to discuss the Faculty Handbook on Community Engaged Scholarship. [This report is online.](#)

OLD BUSINESS

Chair Wallace-Boaz reminded senators to be sure to send meeting information to their unit colleagues.

ANNOUNCEMENTS

Next month's meeting is in the Chao Auditorium.

ADJOURNMENT

The meeting adjourned at 4:55 p.m.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator