

University of Louisville

Faculty Senate Meeting

November 6, 2019

The regular meeting of the Faculty Senate was held on November 6, 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, EUGENE MUELLER, DAVID SCHULTZ, DAVID SIMPSON, SHERRI WALLACE, ELAINE WISE **BUSINESS:** ROBERT BARKER, JOSE FERNANDEZ, BEN FOSTER **DENTISTRY:** BRIAN MARRILLIA, BREACYA WASHINGTON **EDUCATION:** MICHELE FOSTER **KENT:** JOCELYN FETALVER, BIBHUTI SAR **LAW:** ENID TRUCIOS-HAYNES **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE, REBECCA MORGAN **MEDICINE:** FOREST ARNOLD, SAEED JORTANI, RHONDA MATTINGLY, CHIN NG, 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, JOSEPH GUTMANN, TINA JOHNSON, ROSE MILLS **SPEED:** ROGER BRADSHAW, OLFA NASRAOUI, ROMAN YAMPOLSKIY, JACEK ZURADA

ALSO ATTENDING

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI

UNIVERSITY PROVOST: DR. BETH BOEHM

INTERIM ASSOCIATE VP FOR HR: MS. MARY ELIZABETH MILES

STAFF SENATE REP: MS. GINGER BROWN

SGA REP: MS. SABRINA COLLINS

PROVOST OFFICE: DR. TRACY EELLS

ULARP REP: MR. ROBERT STENGER

UofL TODAY: MS. ALICIA KELSO

GUESTS: DR. KRISTIN LUCAS, DR. LYNN BOYD, MS. RHONDA GILLILAND, DR. CYNTHIA LOGSDON

SENATORS NOT REGISTERING ATTENDANCE

A&S: DAVID OWEN **BUSINESS:** REG BRUCE **DENTISTRY:** BRUNO AZEVEDO, BARBARA STRATTON **EDUCATION:** MONICA DELANO, EVAN FREDERICK, MEG HANCOCK **KENT:** JENNIFER MIDDLETON **LAW:** LUKE MILLIGAN **MEDICINE:** YOUSEF ABU-KWAIK, KIM BOLAND, GEOFF CLARK, MATTHEW FOX, PATRICK HARRIS, CHRISTOPHER JONES, RAINER LENHARDT, QIUTANG LI, KATHERINE POHLGEERS **PART-TIME FACULTY:** TIM ROBERTS **PUBLIC HEALTH:** DAVID JOHNSON, RACHEL NEAL

CALL TO ORDER

ACTION ITEM: MEETING MINUTES – WALLACE-BOAZ

The [minutes of the October 2, 2019](#) meeting passed unanimously.

ACTION ITEM: ACADEMIC PROGRAMS COMMITTEE PROPOSALS – NG

The Academic Programs Committee reviewed and approved the following proposals. They are presented today for Faculty Senate approval.

- [Certificate in LGBTQ Health Studies](#)
 - This proposal was submitted by Dr. Dawn Heinecken, Chair of the Department of Women's Gender & Sexuality Studies in Arts & Sciences. She presented the proposal at today's meeting. This undergraduate certificate was developed for collaboration across

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disciplines to benefits students. A six-hour certificate for practitioners already exists on HSC. This is separate from that certificate and will require 15 hours of existing courses. There will be one new online course that will utilize existing modules. The department already has people in place that will handle the administration of the course. This is the first certificate of its kind in the country. It will be useful to students who are interested in medicine or nursing.

QUESTIONS

- Question: Will this be actual health education?
 - Reply: This is theoretical and not practical. It encompasses more sociological aspects like communication and ethics. It is not for applied medicine.
- Question: Why didn't you partner with Public Health?
 - Reply: Timeliness. Scheduling across units takes time. We hope to expand with Education and Public Health.
- Question: What professions are you targeting, if not medicine?
 - Reply: Our graduates will go into social work or counseling. Many students drop out of nursing. This may appeal to them and get them to stay at UofL. This is a very low-cost initiative.
- Comment: As an academic adviser, students are always looking for ways to augment their resumés with extra academic work.

The proposal for the Certificate in LGBTQ Health Studies passed with two opposed.

- [Certificate in Organizational Change in Higher Education](#)
 - This proposal was submitted by Dr. Jeffery Sun, Chair of the Educational Leadership, Evaluation & Organizational Department (ELEOD) in the College of Education & Human Development. The purpose of the certificate program is to prepare postsecondary instructors and faculty members for professional practice related to understanding and managing organizational change within their institutions and units. The program provides breadth in its consideration of the factors that influence organizational change in colleges and universities that is often challenging to obtain through professional practice alone, particularly for academic professionals focused on teaching and learning, as opposed to administrative or student support roles. There are four existing online courses that will fulfill the required 12 credits. As everything required is already online, no new teaching is required.

QUESTIONS

There were no questions. The proposal for a Certificate in Organizational Change in Higher Education, passed unanimously.

- [BS in Business Administration – Management Major](#)
 - This proposal was submitted by Dr. Carl Maertz, Chair of the Management Department in the College of Business. Presenting the proposal today, from the Management Department, are Dr. Lynn Boyd and Dr. Kristin Lucas. This proposal reintroduces the Management major that was suspended in 2008, and introduced as a Management minor. The reason for its suspension was that it was thought to be too general and did

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not provide students with specific skills that would be immediately useful upon graduation. The revised Management major addresses those concerns by providing more targeted course offerings in management, requiring nine hours in another business discipline (accounting, finance, marketing or computer information systems), plus a required internship in management. These changes will provide students with knowledge and experience to accelerate their success.

QUESTIONS

- Question: In 2008, the major concern was the lack of employment. What has changed?
 - Reply (Boyd): We have added two requirements to give it some weight – GPA and work experience.
- Question: Did you look at other schools' programs?
 - Reply (Boyd): Wake Forest had a program with similar requirements. We wanted our concentration to be within business. Their program is spread across the university.
 - Reply (Lucas): The [Ulmer Career Management Center](#) in the College of Business has had requests from employers for Management graduates. Two new courses have been added – HR Management Applications and Managerial Analytics.
- Question: How difficult will it be to arrange internships?
 - Reply (Boyd): The College of Business has a dedicated internship person that can handle this.
- Question: How different is the course work between a minor and a major?
 - Reply (Lucas): The minor requires three courses and allows the internship to count as one of them. The major requires more course work and is more structured. We added the HR Management Applications and Managerial Analytics courses to the major.

The proposal passed unanimously.

REPORT: STUDENT GOVERNMENT – COLLINS

Over four hundred students have used priority registration for spring. Chair Wallace-Boaz announced that Ms. Collins received a scholarship to attend Oxford University in England next summer.

[The full report is online.](#)

REPORT: STAFF SENATE - BROWN

The Staff Senate met on HSC in October. Reports were made by Dr. Diane Tobin the University Ombudsman, and Dr. Justin Mog on the University's Sustainability accomplishments. The next meeting is on November 11th in the Chao Auditorium.

REPORT: FACULTY SENATE CHAIR – WALLACE-BOAZ

Chair Wallace-Boaz said that her report contains a lot of information that others will be reporting on in this meeting. The Student Wellbeing Committee had a good first meeting in October. Four candidates for Executive Vice President for Research & Innovation are scheduled for campus visits. The dates and locations for the open forums are in her report. She encouraged senators to attend, if at all possible.

[The full report is online.](#)

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REPORT: UNIVERSITY PRESIDENT - BENDAPUDI

President Bendapudi updated the Faculty Senate on the following topics:

- **KentuckyOne Acquisition** – The acquisition of all Louisville-based KentuckyOne facilities is complete. More information on the acquisitions can be found [here](#). As a sign of respect, the name changes for the facilities includes a part of the past. Our Lady of Peace, is now UofL Health – Peace Hospital and Saints Mary & Elizabeth Hospital is UofL Health – Mary & Elizabeth Hospital. Jewish Hospital will become UofL Health – Jewish Campus. More information on the changes are [online](#).
- **Cards Come Together** – The inaugural event, held during Homecoming Week, had several hundred participants. President Bendapudi hopes this becomes an annual event.
 - **Raise Some L** – This event was also held during Homecoming Week and raised a record amount, tripling last year to over \$900K.
- **Strategic Plan Implementation** – Work has started to put the action plan into action with eleven committees. For continuity, Dr. Gail DePuy will lead this effort. There will be three subcommittees working on strategies under the Learn, Work and Invest pillars. In addition, there will be two other committees - Grand Challenges and the Cardinal Principles. Grand Challenges will identify broad themes of focus - for example ageing. The Cardinal Principles Committee will consider each principle and develop ways we can use each one.

QUESTIONS

- Question: How does Jewish Hospital lose \$50M a year?
 - Reply: The revenue cycle management (billing and collections) is terrible. UofL has the same system, and we lost money, too. But, we turned ours around for a positive revenue flow. The Jewish Corporation's overhead charge of \$43M was significantly higher than normal. Charges for local advertising and marketing was \$6M. They hired temporary nurses, which cost twice as much as permanent staff and have a higher turnover rate. Also, there was an intangible element, as well, because we used their same people to turn it around. She is going to look at each expense.
- Question: Do we need the \$50M loan from the state?
 - Reply: Yes, we definitely need it. A state loan makes a lot of sense. At Jewish Hospital alone, there are 1900 jobs and \$100M in payroll. The payroll tax to the state is about \$200M a year. The state would lose that income, if we do not get the loan.
- Comment: This will take us to a new level. Current search committees are getting many applicants who want to come here because of the new health programs.
 - Reply: Transplant, rehab and nursing will benefit. And with Peace Hospital, our students will have more opportunities.

REPORT: UNIVERSITY PROVOST - BOEHM

Dr. Boehm reported on several topics, including:

- **HSC Budget** – The university's Chief Financial Officer, Dan Durbin reported that for the first quarter, the School of Medicine's budget is up an actual \$5M from last year.
- **Enrollment** – Struggles with enrollment have become a national issue. Demographics show there are less 18 year olds. We are currently down about 122 students. The provost thanked

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faculty who attended Preview Day. A priority is to ensure students return in January and asked faculty to engage with their students as much as possible. She is asking deans to talk to faculty to help contact students.

- **Advising** - The Advising Task Force, led by Dr. Beth Willey, will coordinate the advising system, so all students have a consistent experience. We are not there, yet.
- **Consensual Sexual Relations Policy** – It is time to review this policy as the last time it was updated was in 2006.
- **Searches**
 - Executive vice President for research & Innovation (EVPRI) – Four candidates have been scheduled for campus visits.
 - Dean, Arts & Sciences – The search committee and search firm will be ready to start in January.
- **Teaching Innovation** – will take place on the [TILL](#) on November 12th. Lunch is provided.
- **Academic Leadership Sessions** – The second session, on Performance Funding, will take place on November 15th at the School of Nursing.
- **The Association of Public & Land-grant Universities (APLU)** – The provost will attend the next meeting this Friday. The focus of this meeting is on achieving equitable student outcomes.

QUESTIONS

- Question: Regarding the EVPHA, there has been a huge exodus of physicians. We need some kind of leadership.
 - Reply (Bendapudi): That position covers the UofL Hospital and four academic units. She does not want to give up hospital leadership for at least two years so she will know exactly what is going on. Right now, what it needs is stability. We will announce a Vice President for Academic Affairs. An EVPHA is too expensive right now. This is the strategy she wants to take right now and is happy to discuss further.
- Question: Regarding enrollment, it is essential to focus on the financial needs of students. Is this being considered?
 - Reply (Boehm): This is included with our planning with Student Affairs and Enrollment Management. The worst thing is to have a student here for three years, then they leave with no degree and a lot of debt, because of finances. We are looking at forgiving a portion of their debt if they register for January.

UPDATE: HUMAN RESOURCES - MILES

Chair Wallace-Boaz welcomed Ms. Mary Elizabeth Miles in her new role as Interim Associate Vice President for Human Resources. Ms. Miles said that HR is here to serve the employees, be partners and make everyone's life easier. As a reminder, today is the last day to sign up in open enrollment for next year and the deadline for Get Healthy Now is November 22nd. HR is preparing for a compensation study for staff. For some faculty who supervise staff, the current system recognizes the person and not the position. This has created a lot of inequity over the years. Before diving into the compensation study, departments will be asked for job descriptions for all staff. The plan is to classify each job. The job description is the first step. This is very important to the compensation study and will give a big picture of the benefits offered at UofL. Ms. Miles told President Bendapudi that she would over communicate to

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the campus community. The HR initiative, [HR Talks/HR Listens](#) was developed to improve communication.

QUESTIONS

- Question: Can you help with error messages received after submitting healthcare choices during open enrollment?
 - Reply: Yes, we can help with that.
- Question: If you do nothing, what happens?
 - Reply: Your healthcare plan will remain the same. If you have an FSA account, no money will be deposited into it.
- Comment: If we could get a notice that our choices have been received, that would be great.
 - Reply: I will take that back.
- Question: Is there any move to a pre-employment assessment? Without it we continue to hire mis-fitting employees.
 - Reply: We are not in a position to use a tool to make sure someone is suited for a job. For skills, knowledge and ability, we work with the units. But for a personality fit, there is not a standardized tool.

REPORT: STANDING COMMITTEES

- **ACADEMIC PROGRAMS COMMITTEE (APC) – Ng**
 - [This report is online.](#)
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – Foster**
 - [This report is online.](#)
- **EXECUTIVE COMMITTEE (XC) – Owen**
- **PART-TIME FACULTY COMMITTEE (PTF) – Fuller**
 - [This report is online.](#)
- **PLANNING & BUDGET COMMITTEE (P&B) – Bruce**
- **REDBOOK COMMITTEE (RB) – Detmering**
 - [This report is online.](#)

OTHER REPORTS: UNIVERSITY-WIDE COMMITTEES

- **FACULTY ATHLETIC REPRESENTATIVE (FAR) –Wise**
 - [This report is online.](#)

NEW BUSINESS

None

OLD BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting adjourned at 4:35 p.m.

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Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator

DRAFT