

University of Louisville

Faculty Senate Meeting

December 4, 2019

The regular meeting of the Faculty Senate was held on December 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 **EDUCATION:** MONICA DELANO, MICHELE FOSTER, EVAN FREDERICK **KENT:** JOCELYN FETALVER, BIBHUTI SAR **LAW:** LUKE MILLIGAN, ENID TRUCIOS-HAYNES **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE **MEDICINE:** FOREST ARNOLD, KIMBERLY BOLAND, GEOFFREY CLARK, QIUTANG LI, RHONDA MATTINGLY, CHIN NG, BEN SCHOENBAECHLER, CRAIG SILVERMAN, BRIAN WILLIAMS **MUSIC:** REBECCA JEMIAN, KRISTA WALLACE-BOAZ **NURSING:** KRISTIN BAISCH, SARAH CARTER **PART-TIME FACULTY:** ROY FULLER, JOSEPH GUTMANN, TINA JOHNSON, TIM ROBERTS **PUBLIC HEALTH:** DAVID JOHNSON **SPEED:** ROGER BRADSHAW, OLFA NASAROUI, ROMAN YAMPOLSKIY

ALSO ATTENDING

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI

UNIVERSITY PROVOST: DR. BETH BOEHM

SCHOOL OF DENTISTRY DEAN: DR. GERARD BRADLEY

VICE PROVOST – ENROLLMENT MANAGEMENT: MR. JIM BEGANY

STAFF SENATE: MS. GINGER BROWN

SGA: MS. SABRINA COLLINS

PROVOST OFFICE DESIGNE: DR. TRACY EELLS

ULARP: MR. BOB STENGER

UofL TODAY: MS. ALICIA KELSO

OTHERS ATTENDING:

MS. JOANNE WEBB, DR. CYNTHIA LOGSDON, MR. JOHN KARMAN, MS. RHONDA GILLILAND

SENATORS NOT REGISTERING ATTENDANCE

DENTISTRY: BRUNO AZEVEDO, BARBARA STRATTON, BREACYA WASHINGTON **EDUCATION:** MEG HANCOCK **KENT:** JENNIFER MIDDLETON **LIBRARIES:** REBECCA MORGAN **MEDICINE:** YOUSEF ABU-KWAIK, MATTHEW FOX, PATRICK HARRIS, SAEED JORTANI, CHRISTOPHER JONES, RAINER LENHARDT, KATHERINE POHLGEERS **MUSIC:** CHAD SLOAN **NURSING:** KAREN TURNER **PART-TIME FACULTY:** AARON ELLIS, ROSE MILLS **SPEED:** JACEK ZURADA

CALL TO ORDER

ACTION ITEM: MEETING MINUTES – WALLACE-BOAZ

The minutes of the [November 6, 2019](#) meeting were unanimously approved as distributed.

University of Louisville

Faculty Senate Meeting

December 4, 2019

ACTION ITEM: ACADEMIC PROGRAMS COMMITTEE – NG

The Academic Programs Committee approved the [Proposal for a B.S. Degree in Urban Studies](#) that was presented today. APC Chair, Dr. Chin Ng gave a brief background on the program. The department of Urban and Public Affairs will collaborate with the Geography and Sociology departments to explore the functions of cities and how to solve problems. Following Urban Affairs lead, the three departments will contribute to the curriculum and structure of the program. The proposal is modeled on successful programs at peer institutions – Cincinnati, Temple and Pittsburgh. There is no similar program in Kentucky. It will require no new resources and is projected to produce twenty-five degrees per year. The proposal passed unanimously.

INFORMATION ITEM: REDBOOK COMMITTEE – FIRST READING OF UNIT DOCUMENTS – DETMERING

As these were first readings, no discussion was held. A discussion and voting will take place at the January 8, 2020 meeting.

- Bylaws – [School of Dentistry](#) – The revised bylaws were minor clarifications.
- Personnel Documents – [Speed School](#) – The revised personnel documents were extensive. Term appointments were reworked and a Code of Conduct was added.

ACTION ITEM: COMMITTEE ON COMMITTEES - SPECIAL ELECTION – FOSTER

An election was held to fill a vacancy on the Executive Committee. Senator Jose Fernandez from the College of Business was elected.

REPORT: STUDENT GOVERNMENT – COLLINS

Ms. Collins reported that she is working on the following:

- Space management with the provost
- SGA web site with IT
- Bookstore scholarship with Financial Aid

REPORT: STAFF SENATE – BROWN

Ms. Brown reported the Staff Senate met on November 11th and received the following updates:

- The Kentucky One acquisition from University President, Dr. Bendapudi
- Construction and parking impacts from Director of Parking, Gary Becker
- HR update on job descriptions from Interim HR Director, Mary Elizabeth Miles
- Meets again on Monday, December 9th in the Chao

REPORT: FACULTY SENATE CHAIR – WALLACE-BOAZ

Dr. Wallace-Boaz reported on the following:

- Parking – Due to upcoming construction, the long-term plan has been put on the shelf. The construction will create some temporary changes. The Executive Committee will meet with Mark Watkins to discuss.
- Student Well-being Committee – This new committee has met and is forming subcommittees. One of these will look at faculty roles. If you are interested in serving on this committee, please contact her at krista.wallaceboaz@louisville.edu.

University of Louisville

Faculty Senate Meeting

December 4, 2019

- EVPRI Search – There are three candidates that will visit campus.
- Provost Search – An announcement on this search will be made soon.
- Raises – Information is in the report.
- Members are needed for the committee to review the Consensual Sexual Relations Policy.
 - Senator Trucios-Haynes volunteered.

[The full report is online.](#)

REPORT: UNIVERSITY PRESIDENT – BENDAPUDI

Dr. Bendapudi began by encouraging senators to take care of themselves by managing stress. She mentioned that at the academic leadership meetings on HSC, the first minute is dedicated to members centering themselves. The president said she is very happy the Student Well-Being Committee has started and then continued to report on the following topics:

- Graduation
 - Dr. Bendapudi asked senators to attend the graduation ceremony on December 13th, if at all possible. She said it will really mean a lot to the students to see their professors in the audience.
- Board of Trustees
 - There are three new members on the Board of Trustees – Scott Brinkman, John Buford and John Chilton. In January, two more terms are ending. Governor Beshear may reappoint Bonita Black and Ron White or appoint new members. Half of the board will be new members.
- State Loan
 - We are continuing our one-on-one conversations and getting good support. The Louisville delegation is nearly unanimous in its support.
- Grand Challenges Committee
 - This committee has engaged scholars across the University to recommend issues where we can improve.
- Provost Search
 - A search firm has been identified. Co-chairs of the committee are Kent School Dean David Jenkins and Dentistry Dean Gerard Bradley. There is broad representation on the committee, with emphasis on faculty and students.
- Questions
 - Question: Where are we on Phi Beta Kappa?
 - Reply (Bendapudi): There is a process for application. When we looked at our application it needed strengthening. It is still on the radar.
 - Reply (Boehm): we will strengthen our application and apply in three years.
 - Question: How will you orient the new Board of Trustees to our campus?
 - Reply: She has tried to do this by having the meetings at other places on campus, beyond the Jefferson Room in Grawemeyer Hall. It would be great to have faculty attend to discuss what they're doing. The annual retreat is also a good time for this.

University of Louisville

Faculty Senate Meeting

December 4, 2019

- Question: With so many members on the Grand Challenges Committee from the medical field, there is a concern that any non-medical challenge will be overlooked.
 - Reply: The challenges concern all of us. Other disciplines are represented on the committee. I hear your concerns and will keep this in mind.
- Question: Has an EVPRI been selected?
 - Reply: We are still getting our ducks in a row. We will announce by the end of the month, with a start date of July 1, 2020.

PRESENTATION: BUDGET MODEL – BRADLEY/BEGANY

School of Dentistry Dean Gerard Bradley presented the new budget model that the Budget Model Work Group recommended to Provost Boehm. The work group had a broad representation from across the university. The group agreed on a framework that uses credit hour tuition allocation to incentivize units and increase enrollment. The allocation of tuition revenues will be based on credit hours per unit. Undergraduate units will get 70% of the revenue, graduate will get 75% and professional, 85%. Unit fees will returned to the unit at 100%. Dean Bradley said that there is a lot of data on this. The new model is based on the following principles:

- Convert to a decentralized model
- Academic focus is first
- Expand incentive opportunities
- Align incentives with the Strategic Plan
- Support responsibility and authority for end goals
- Allocate resources to accomplish goals
- Use standard information systems and metrics for analysis
- Communicate broadly in a timely manner
- Recognize barriers in changing budget models

Dean Bradley said that no budget model is perfect and briefly explained other models. The committee started meeting in July 2019 and expects implementation to begin by July 2020.

- Questions
 - Question: Will this increase enrollment or foster pilfering students from other units?
 - Reply: There will be a committee to review courses and programs. The hope is that all units grow, but for those that do not, the provost will have funds to help.
 - Question: How does this model account for 10K more students?
 - Reply: A different committee is looking at the central support units – libraries, IT and the Delphi Center.
 - Comment: This sounds like the financial of education. Schools will be encouraged to increase class size, which goes against what we say we want to be.
 - Reply: A dean won't increase enrollment without faculty to teach. The School of Dentistry saw a gap and filled it by enrolling ten extra students. Academic integrity is number one here. There are a lot of global opportunities.
 - Comment: The subsidy is a challenge. It is not a level playing field and some units cannot compete. It could decimate a unit.

University of Louisville

Faculty Senate Meeting

December 4, 2019

- Reply: This committee was charged to bring a budget model forward. It is up to the provost to decide. As a dean, I would like a way to change my bottom line. We can change to anything we want. No model is perfect.
- Comment: Concern that units will offer more 200 level courses because more students take them.
 - Reply: There will be a committee to review courses and programs.
- Question: Would the Speed School go to a differentiated tuition?
 - Reply (Bradley): That is beyond this committee's purview.
 - Reply (Begany): There is a committee looking at that, but no decision has been made.

[The full presentation is online.](#)

REPORT: UNIVERSITY PROVOST - BOEHM

Dr. Boehm reported on the following topics:

- A&S Dean Search – A search firm has been selected populated and the committee has been charged. Dean Craig Blakely will chair the committee. The search firm will visit campus tomorrow to speak with A&S faculty. Dr. Boehm met with A&S faculty to discuss the interim position.
- InterFolio – The new digital platform for faculty documents is up and ready for training in January. Event invitations will be sent soon. Also, live streaming will be available.
- Questions
 - Question: Is there any news on the salary equity study?
 - Reply (Boehm): There is no money for that.
 - Reply (Michael Wade Smith): Though we cannot currently address it, we may do what Athletics did and chip away at it a little at a time.

INFORMATION ITEM: BENEFITS DESIGN WORK GROUP – SCHULTZ

Senator Schultz reported that he and Senator Patrick Harris serve on this committee that began meeting in July 2019. The work group was tasked with developing a three-year health benefits plan. The committee will make recommendations to the president's cabinet and he is asking for faculty feedback. Currently, employees using each of the four healthcare options are - EPO 18%, PPO 22%, PSA-hi 225, and PSA-low 10%. Possible changes under discussion are adding a Health Savings Account (HSA) and eliminate the Health Reimbursement Account (HRA), roll the EPO into the PPO, and eliminate the EPO. Senator Schultz asked for feedback, recommendations or questions.

- Comment: Would want to know if any particular group be negatively impacted by any of the changes and would want that to be discussed.
- Question: What changes will be made to the PPO, with the largest number of participant?
 - Reply: Changes will not be made to the PPO, but would fold the EPO into it.
- Question: What is the difference between an HAS and an HRA?

University of Louisville

Faculty Senate Meeting

December 4, 2019

- Reply: In a nutshell, the money put into an HSA is yours and remains yours, even if you leave UofL and, any money not spent in an HRA by the deadline rolls back to the University.
- Question: Please explain the new hire waiting period.
 - Reply: Currently, new hires are covered immediately. This causes HR trouble because the new hire's information is not entered quickly enough, but they are covered.
 - Comment: In an HRAC meeting, they said they would eliminate this, but here it is again.

[The Benefits Guiding Principles are online.](#)

REPORT: STANDING COMMITTEES

- **ACADEMIC PROGRAMS COMMITTEE (APC) – NG**
 - [This report is online.](#)
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – FOSTER**
 - Election result: Senator Jose Fernandez was elected to the Executive Committee.
- **PART-TIME FACULTY COMMITTEE (PTF) – FULLER**
- **PLANNING & BUDGET COMMITTEE (P&B) – BRUCE**
- **REDBOOK COMMITTEE (RB) – DETMERING**
 - [This report is online.](#)
- **EXECUTIVE COMMITTEE (XC) – OWEN**

OTHER REPORTS: UNIVERSITY-WIDE COMMITTEES

NEW BUSINESS

OLD BUSINESS

ANNOUNCEMENTS

ADJOURNMENT

The meeting adjourned at 4:55 p.m.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator