University of Louisville
Faculty Senate Meeting
June 3, 2020

The regular meeting of the Faculty Senate was held on June 3, 2019 at 3:00 p.m. on the Microsoft TEAMS platform, Krista Wallace-Boaz presiding.

SENATORS REGISTERING ATTENDANCE
A&S: BUSINESS: DENTISTRY: EDUCATION: KENT: LAW: LIBRARIES: MEDICINE: MUSIC: NURSING: PART-TIME FACULTY: PUBLIC HEALTH: SPEED:

ALSO ATTENDING

SENATORS NOT REGISTERING ATTENDANCE
A&S: BUSINESS: DENTISTRY: EDUCATION: KENT: LAW: LIBRARIES: MEDICINE: MUSIC: NURSING: PART-TIME FACULTY: PUBLIC HEALTH: SPEED:

CALL TO ORDER

ACTION ITEM: MEETING MINUTES – WALLACE-BOAZ
The minutes from March, April and May were approved as distributed.

ACTION ITEM: LIBRARIES REVISED BYLAWS AND PERSONNEL DOCUMENTS – DETMERING
Senator Detmering, Chair of the REDBOOK Committee presented the second reading of the Libraries revised unit bylaws and personnel documents. There was no discussion and the vote was taken online following the meeting. The motion to approve the Libraries revised unit documents passed. Link to Bylaws. Link to Personnel Document.

ACTION ITEM: PROPOSALS FOR CERTIFICATES – NG
Senator Ng, Chair of the Academic Programs Committee presented two proposals for certificates. One in HR Leadership from the College of Education and the other from the Speed School.
The proposal for a Certificate in Human Resources Leadership comes from the College of Education and Human Development and professors Dr. Matt Bergman and Dr. Brad Shuck. The 12-hour certificate is designed for students in the military, the corporate world and other professional settings in HR leadership, specifically HR development. The certificate aligns with existing courses and hopes to feed students into the full degree program. All courses are offered online or in the evening. The vote to approve the certificate passed.
The second certificate in Artificial Intelligence in Medicine was presented by Dr. Hermann Frieboes and Dr. Ayman El-Baz from the Speed School of Engineering. Dr. Frieboes explained that AI in medicine is the application of computational methods in machine learning to analyze medical problems, including medical and healthcare data and to study various patient data and different diseases. Traditionally, this work has been done manually or with simple tools. Now, with computer advancement, it can be done in a more systematic way and leverage the power of the computer to get better insight into these problems. The certificate offers an area of concentration for students to sharpen their skills who already have a degree in engineering or a related field, who wish to seek professional advancement. The 15-hour certificate is comprised of courses that already exist, either online or in the classroom. No new

courses are needed, at this time, though more may be added as demand increases. International students are anticipated for the online program. This is an exciting collaboration between Speed and the School of Public Health. All the courses already exist and students will already have a master's degree or are working. This certificate will help UofL stand out in this field.

Questions

- Question: How is this different from data mining in current applications?
    - Reply: This will focus on medical data and healthcare sciences applications and is, therefore, more specialized and narrowly focused.
- Question: What is the level of involvement between Speed and Public Health?
    - Reply: There are five courses for 15 credits. Public Health provides the electives.
- Question: What ethics training will graduates have?
    - Reply: The certificate itself does not offer an ethics course. That would come from the other areas the students have had training. The UofL master's degree has an ethics requirement.
- Question: Who would seek our graduates?
    - Reply: Google, Simmons and Microsoft are all very interested. A student who trained in my lab was hired by Google. Right now, training in medical data is different that general data mining.
- Question: How much demand will there be for this certificate?
    - Reply: Many companies. I have received emails from Google, Microsoft, Facebook and IBM. A company in Kentucky asked three or four of my students to visit for potentially working there.
- Question: If this is medical data mining, how does an engineering-focused certificate elevate the medical aspect of the data? Will this be an appropriate educational experience?
    - Reply: Yes, by its nature, it is interdisciplinary in collaboration with UofL medical center, across the nation and worldwide.
- Question: How is this different from the Master's in Public Health with respect to online data analytics? Exactly, what kind of medical data is studied?
    - Reply: We mean all kind of medical data – medical imaging, X-rays, 3D, functional imaging, MRI, nuclear scans. These do not exist in the Public Health programs.
- Question: This is a very timely certificate and is sure to be very popular. Are you open to students from other schools, like neuropsychology?
    - Reply: Yes.

After the online vote was taken, the motion to approve the certificate passed.

REPORT: UNIVERSITY PRESIDENT - BENDAPUDI

President Bendapudi began by saying that there are two epidemics that UofL is going to be dealing with over the coming semesters – Covid-19 and racism. She is concerned that once the protests end, the next big news item will take our attention and the focus on racism will fade. Dr. Bendapudi pledged that UofL will live by the words we speak and that means that this year we will be systematic and intentional about an anti-racist agenda throughout our university. We really need to be vehemently vocal and ardently anti-racist. I hope you will join us and hold us accountable. There will be a lot more on this in

the coming year, but for the present, I received a letter form the Black Student Union with two requests. One was to rename the Honors House, which we have to do. Changing the name has to be approved by the Board of Trustees at its June meeting. The second request was to sever our ties with LMPD. To clarify, we do not have a written agreement with LMPD. Since we are a metropolitan university, we are not a typical college campus. On HSC, you can hardly tell where the campus ends and the city begins. We are intertwined. So, geographically, because it is important to prevent crime and keep our employees safe, we have to work with LMPD. She understands the frustration and she called a meeting with ULPD Chief Gary Lewis, Dr. Faye Jones, Dr. Cherie Dawson-Edwards and the BSU leaders to discuss the issue. We came up with a solution, though not perfect, but it is our reality. Within Belknap Campus, only ULPD officers will be used. For HSC and Shelby campuses, we rely on LMPD to keep them safe. With the Southern Police Institute, as well as officers working in the Criminal Justice degree programs, we have a lot of their officers working with our employees and students. LMPD officers are also used for athletic events. Now, officers for athletic events will be hired by ULPD, not athletics. Further, all officers used at athletic events will undergo training and be under ULPD supervision. For a headline, it may sound good to say we are not going to use LMPD officers, but the reality is that we are an urban university and we have to work with them to protect our students, faculty and staff. We will be holding a forum next week to explain what we will do - ULPD will be the lead law enforcement agency for UofL; Dr. Dawson-Edwards will conduct an equity audit on the Criminal Justice programs; and, redevelop the officer training to include student input.

Questions

- Question: Can ULPD be disarmed? And, are ULPD members of the Fraternal Order of Police? Does the FOP impact training for our officers?
  - Reply: I don't know the answer to the first two questions, but will ask Chief Lewis and report back. Athletics will no longer hire LMPD officers for events. That will go through the ULPD office.
- Question: Many faculty of color are overwhelmed with various campus obligations. Are there any plans to support faculty of color in the tenure process? And is there a way to provide room on the annual work plan to include mentoring?
  - Reply: The unpaid labor syndrome is so common and overwhelming. I have spoken with every dean to address these issues in their units. At another institution, there was a very successful program where every student or underrepresented minority had an adult mentor.
- Question: At a Faculty Senate meeting on HSC, in June 2019, I asked the provost about the loss of black faculty and was told to meet with her to discuss. Since that time, more black faculty have left and are leaving. The College of Education has lost three of its black tenured faculty. Dr. Faye Jones has met with the full black professors and plans on meeting with the associate and assistant professors. It's very important to practice what you preach.
  - Reply: We are trying. Please hold me accountable. The last time I saw the data, it was flat. We need to do more and I commit to that.

REPORT: STUDENT GOVERNMENT – BARBERIE

The SGA worked with Institutional Research to create a student survey that will go out tonight seeking information on student concerns regarding a hybrid education. The survey will break down the info by unit. We hope for some good feedback.

REPORT: STAFF SENATE – BROWN

The Staff Senate voted to not hold elections for officers until next spring.

The full report is online.

REPORT: FACULTY SENATE CHAIR – WALLACE-BOAZ

The Chair reported on several topics, including:

- The Pivot to Fall report is linked within the full report (link below). Please complete the form, also linked.
- Covid-19 Advisory Group – This group includes faculty and staff and will advise both Senate's leadership and unit representatives. Six units were requested to send a representative – Dentistry, Education, Kent, Medicine, Nursing and Public Health. We also have a student and AAUP representative. Meetings are online on the second Wednesday of each month from 3-4 and will continue over the summer and into the new academic year.
- BOT Budget Workshop – The report is linked within the full report. Please send any feedback to the Budget Planning & Monitoring Committee. Those members are listed on the Faculty Senate web site.

The full report is online.

UPDATE: RESEARCH – GARDNER

Dr. Garner updated the Senate on the research reopening process. Currently, Phase 2 is underway and that includes the reopening of 140 approved requests for lab-based research to reopen. Three or four of those labs have requested undergraduate students to join the research, and those were approved, as well. If the current phase continues to do well, and we have the appropriate physical plant staff and PPE, the next phase of moderate density will take place on July 1 or July 15. Additional research town halls are being held every 1-2 weeks and are well-attended. The three grand challenges set out for research are - To empower the community, to advance health and to engineer the future economy. He hopes that in the coming weeks and months that these advancements can be made. He is leading the Safe Return to Work subcommittee. The committee wants the ability to keep those who can to work remotely and the flexibility to be sensitive to employees' needs.

REPORT: UNIVERSITY PROVOST - BOEHM

The provost reported on topics that included:

- The Pivot to Fall document will be online this week. The SGA and BSU were asked to provide feedback on the document. There is a forum on Friday to address the document. The online form for input has 123 responses, so far. We are collating them to make changes to the document. Provost Boehm is not making any promises about changes as that is a committee decision. We are paying close attention to the public health guidelines, research on HSC and we

are ready to pivot, if we have to. Scenario planning is thinking of both the best and the worst case. We have a hybrid model that can shift if/when we need to. One decision that has been made is that we will no longer charge for online courses over the full load. Students can take any combination of classes, online, face-to-face and not be charged more for hours over full-time. This will go to the Board of Trustees in June.

Questions

- Question: Why do you think it's a good idea to move forward with 50% of courses must be face-to-face when feedback is still coming in? That puts lecturers and grad assistants at risk.
  - Reply: We are not working in bad faith. That's why we asked the SGA to send out a survey. That will be good information for faculty and administration. Hybrid is a compromise. National surveys show that students want to be on campus. The ACC has decided to return to campus. We are not out of line with what other schools are doing. The hybrid is to help faculty and students. The faculty you mention are from one school out of 12. The feedback has been variable. If students return and overwhelmingly decide they prefer online, we will tweak the plan. A problem with having first year students come directly from a bad end of high school experience, is that many have said they will not pay for that experience again. So, we are trying very hard to be sensitive students' needs, especially, to first and second year students.
- Question: Is the 50% cap, flexible?
  - Reply: It is a unit decision, but it is a hard suggestion. This is about student concerns and needs, while keeping everyone safe. Students learn best face-to-face. A lot depends on what happens in August. There is also a big concern that new students have the ability to learn our technology. This spring, a significant number of our courses allowed students to have face-to-face. There were 338 students who never checked back into Blackboard. When they were contacted, some of them didn't know how to get into Blackboard and others felt their faculty didn't know how to, either. It's not just students. It's important to get everyone online-literate.
- Question: Synchronous/Asynchronous? UofL does not require students to have internet or computer access. This is difficult for many students. They use labs or libraries to access course materials.
  - Reply: We are making sure those students in need get the technology. All dorms will stay open during breaks and are equipped with Wifi.
- Question: The petition regarding faculty opting out of face-to-face and needing to provide reasons.
  - Reply: This is like a generic doctor's note. We don't need to know why someone cannot teach face-to-face. But, again, I make no promises until we know better what's going on.
- Addressing Senator Foster's remarks about the loss of black faculty at last June's Senate meeting, Dr. Boehm recalls she had presented that data at a previous Senate meeting and asked Dr. Foster to contact her to discuss it instead of reporting it again. The data does show we are flat because tenured faculty leave and are replaced with non-tenured faculty. That is the issue – we are not growing because people leave. The provost said she is concerned about leadership roles and hired the dean of the School of Music and the Chief Information Officer, both persons

of color. The provost chose five faculty members to send to the ACC Leadership Development Program, three were persons of color. Also, she was working with several faculty of color to develop a leadership program for African American faculty that was set to begin in March, but the committee decided to wait until we are back on campus and can meet in person. Last year, Dr. Boehm tried to meet with all those faculty who left to find out why. Some met with her and some refused. It is really important to recruit and retain faculty of color.

REPORT: STANDING COMMITTEES

- **ACADEMIC PROGRAMS COMMITTEE (APC) – NG**
  - The committee presented the two certificate proposals above. The committee's monthly report is online.
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – FOSTER**
  - Elections will be held in September.
- **PART-TIME FACULTY COMMITTEE (PTF) – FULLER**
  - No report was made.
- **PLANNING & BUDGET COMMITTEE (P&B) – BRUCE**
  - This committee now meets regularly with the Budget Planning & Monitoring Committee.
- **REDBOOK COMMITTEE (RB) – DETMERING**
  - The committee presented the revised unit documents from University Libraries above.
- **EXECUTIVE COMMITTEE (XC) – SIMPSON**
  - The Executive Committee endorsed the AAUP's statement of solidarity and Dan Durbin answered questions about retirement fund payments. This report is online.

OTHER REPORTS: UNIVERSITY-WIDE COMMITTEES

- **FACULTY ATHLETIC RPERESENTATIVE (FAR) – WISE**
  - This report is online. Chair Wallace-Boaz thanked Senator wise for her dedicate years of service.
- **HUMAN RESOURCES ADVISORY COMMITTEE – BRUCE**
  - This committee met on Monday and discussed staff furloughs and the problems with the state's unemployment insurance payments.

NEW BUSINESS
OLD BUSINESS
ANNOUNCEMENTS

ADJOURNMENT
The meeting adjourned at 5:05 p.m.

Respectfully submitted,
Gretchen Henry

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Faculty Senate Coordinator