

# University of Louisville

## Faculty Senate Meeting

July 1, 2020

The regular meeting of the Faculty Senate was held on July 1, 2019 at 3:00 p.m. on the TEAMS platform, Krista Wallace-Boaz presiding.

### **SENATORS REGISTERING ATTENDANCE**

**A&S:** DAVID BROWN, MICHAEL CUNNINGHAM, KAREN HADLEY, AVERY KOLERS, EUGENE MUELLER, DAVID SIMPSON, DAVID SCHULTZ, CHRISTOPHER TILLQUIST, SHERRI WALLACE, ELAINE WISE **BUSINESS:** ROBERT BARKER, REG BRUCE, JOSE FERNANDEZ, BEN FOSTER, DALE McINTOSH **DENTISTRY:** BRIAN MARRILLIA, BREACYA WASHINGTON, **EDUCATION:** MICHELE FOSTER, EVAN FREDERICK, MEG HANCOCK, SUSAN LONGERBEAM **KENT:** BIBHUTI SAR **LAW:** ENID TRUCIOS-HAYNES **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE **MEDICINE:** YOUSEF ABU-KWAIK, FOREST ARNOLD, KELLEN CHOI, GEOFF CLARK, JENNIFER HAMM, SAEED JORTANI, RHONDA MATTINGLY, CHIN NG, VINAY PURI, BEN SCHOENBACHLER, BRIAN WILLIAMS **MUSIC:** REBECCA JEMIAN, CHAD SLOAN, KRISTA WALLACE-BOAZ **NURSING:** SARAH CARTER, KAREN TURNER **PART-TIME FACULTY:** AARON ELLIS, ROY FULLER, JOSEPH GUTMANN, TINA JOHNSON, ROSE MILLS, TIM ROBERTS **PUBLIC HEALTH:** RYAN COMBS, DAVID JOHNSON **SPEED:** ROGER BRADSHAW, OLFA NASRAOUI, ROMAN YAMPOLSKIY, JACEK ZURADA

### **ALSO ATTENDING**

**UNIVERSITY PRESIDENT:** DR. NEELI BENDAPUDI

**UNIVERSITY PROVOST:** DR. BETH BOEHM

**PROVOST DESIGNEE:** DR. TRACY EELLS

**STUDENT GOVERNMENT:** MR. BEN BARBERIE

**STAFF SENATE:** MS. GINGER BROWN

**ULARP:** MR. BOB STENGER

**UofL TODAY:** SARAH LOPEZ

### **OTHER GUESTS:**

MICHAEL WADE SMITH, JESSIE MURNOCK, SCOTT LaJOIE, CYNTHIA LOGSDON, AMANDA MITCHELL, MATTEW ROSSMANN, ANITA MOORMAN, ERIN GERBER, AMY SCHOENBACHLER, LAUREN HEBERLE, MARVA JOHNSON, DOT KERR

### **SENATORS NOT REGISTERING ATTENDANCE**

**DENTISTRY:** BRUNO AZEVEDO, BARBARA STRATTON **EDUCATION:** MONICA DELANO **KENT:** JOCELYN FETALVER, JENNIFER MIDDLETON **LAW:** LUKE MILLIGAN, WARREN MANNING **LIBRARIES:** REBECCA MORGAN **MEDICINE:** MATTHEW FOX, PATRICK HARRIS, KATHERINE POHLGEERS, CRAIG SILVERMAN **NURSING:** KRISTIN BAISICH

### **CALL TO ORDER**

### **ACTION ITEM: MEETING MINUTES – WALLACE-BOAZ**

The minutes of the [June meeting](#) passed unanimously as distributed.

### **REPORT: FACULTY ROLES IN STUDENT WELL-BEING – BRUCE/LAJOIE**

# University of Louisville

## Faculty Senate Meeting

July 1, 2020

As an introduction, Senate Chair Wallace-Boaz gave some background on this report. Last year, Provost Boehm reported on a conference she had attended where the subject of student well-being was discussed. This led to the formation of the Student Well-Being Committee, co-chaired by Provost Boehm and Senate Chair Wallace-Boaz. There were three subcommittees – General Wellness, Suicide Prevention and Faculty Roles. Senator Reg Bruce and Professor Scott LaJoie, members of the, Faculty Roles subcommittee presented its recommendations today. As we move into the fall semester, it's important to think about the mental health of our students and how faculty play such an important role in it. Senator Bruce added that after hearing Provost Boehm's report last year, we saw the need to do more to demonstrate our care for our students. Professor LaJoie added that the committee was charged to develop recommendations from input from faculty and staff representatives from both campuses and to assist faculty in supporting and promoting the well-being of our students. The overall theme was *Faculty Showing Grace*, with five recommendations ranging from class attendance to grading policies. The full presentation is [online](#).

- Question: If we allow students to turn in assignments after the deadline, what will the impact on their mindset be when they enter the work place where this will not be tolerated?
  - Reply (LaJoie): That's a good point and we did discuss it in the committee. We concluded that during this time, when so many things are up in the air, it is more important to show compassion and flexibility with our students. These are not necessarily recommendations we see going forward after the pandemic.
- Question/Comment: When you allow students to miss an exam without a doctor's excuse, it will interfere in how you review the exams and will create a literal mess. It will be the same students for every exam. But, if they were really sick and have a doctor's note, it will decrease the number of students who just didn't want to take the test.
  - Reply (Boehm): We are aware that students cannot always get a doctor's note. If we have a surge in the fall, we really don't want to overwhelm the healthcare system with students coming in with non-Covid presenting symptoms. We're looking for that sweet spot where students are responsible and not overwhelming the healthcare system with minor issues.
  - Reply (Wallace-Boaz): The work of this committee began before the pandemic to take a look at where we were in fall 2019 with student mental health issues. I believe the pandemic hitting in March may have driven discussions in a new direction or may have accelerated recommendations to faculty. I hope this committee continues to meet as our faculty, staff and students' needs will change over the course of the pandemic and beyond. Thanks to Senator Bruce and Professor LaJoie for their work and reporting back to the Senate.

### **REPORT: STUDENT GOVERNMENT – BARBERIE**

Not much to report from SGA.

- A Town Hall was held yesterday and it was sparsely attended. Hopefully, by sharing the recorded meeting via social media, will help students with questions about coming to campus in August.
- In July, as part of our anti-racist education, the top four officers are reading *How to be an Anti-Racist*. If anyone is interested, I can send them a copy of the book.

# University of Louisville

Faculty Senate Meeting

July 1, 2020

## **REPORT: STAFF SENATE - BROWN**

The Staff Senate met in June. We heard from President Bendapudi and Mary Elizabeth Miles. There was a lot of discussion on furlough issues. The next meeting is July 14 on TEAMS.

[The full report is online.](#)

## **REPORT: FACULTY SENATE CHAIR – WALLACE-BOAZ**

The Chair's report is online, but a few items to highlight are

- The Pivot to Fall plan has been released by the provost. Thanks to all who submitted comments or feedback through the various venues.
- Board of Trustees met on June 25<sup>th</sup> and approved the FY21 operating budget.
- Dan Durbin's video on our current budget situation is linked in the report.
- The search for a provost has restarted and it is hoped to bring candidates to campus in September.
- Rehan Khan, our CIO, has worked to restructure our technology committees. If you are interested in serving on any of the subcommittees, please email me.

[The Chair's full report is online.](#)

## **REPORT: UNIVERSITY PRESIDENT – BENDAPUDI**

The President began by thanking those senators and others for their work on the Student Well-Being Committee and inviting them to report to the Board of Trustees. Dr. Bendapudi then reported on the following:

- UofL Health – Looking at it now, it is hard to imagine what condition we (UofL and the city) would be in if the deal did not go through. With the acquisition of all the new facilities, financially, there was an expected three year turnaround with a first-year loss of about \$8M. Then, because of the pandemic, a shut down from March to May, of all elective and non-essential surgeries put us further behind. Our healthcare workers took on the extra work and made up for the backlog. It looks like we will be on track to break even, or slightly positive, but we won't know until all the information is in and we get the final numbers.
- SGA – The SGA leadership, the president's leadership team and the deans are reading the book, *How to be an Anti-Racist*. Not everyone will agree with every point made, but it is a way to start the conversation and to develop an agenda of anti-racism for the coming year. We will work on how we can approach this with faculty, staff and students. We want to do more than talk and will try to live up to the Cardinal Principles. The president believes that higher education is one of the best ways to transform lives.

## **REPORT: UNIVERSITY PROVOST - BOEHM**

Today's report is a shortened version of the full Diversity Report. The [full version is online](#). Asked specifically about the loss of African American faculty. The report shows a loss of faculty across the board, with the highest number being African American. Not as an excuse, but looking at the loss of faculty as a whole, the intense budget cuts starting in 2016. Since then, we have lost 115 faculty overall and thirteen African American faculty. It is troubling, and due in part to the budget cuts, though not to

# University of Louisville

## Faculty Senate Meeting

July 1, 2020

deny issues of inclusion, which we know exist. It may be bad again next year, as we continue to struggle from the 2018 hiring freeze and 5% cuts across the board. The 2019 numbers on the chart show the hires that were approved, given the budget cuts. I think the coming year will be difficult, as well, because units are still operating with the 5% cut going forward and then in March, Covid-19 hit, which halted hiring. Last fall, deans were encouraged to hire faculty of color and according to timing, some units were more successful than other. The College of Business hired three African American faculty and a couple of women in traditionally male-dominated fields, like CIS. In other areas, the numbers are disappointing. In Arts and Sciences, out of 18 hires made in December 2019 by the outgoing dean, 17 were white. The provost is talking with Dr. David Owen, Interim A&S Dean about how to change that going forward. Moving on to the statistics for staff and students, the provost finished the presentation to take questions.

- QUESTION: Based on your numbers, about 11% of the staff and students are black and 5% of faculty. Can we commit to getting to 11% for faculty?
  - REPLY (Boehm): I will tell you we want that as a goal, but the pipeline for black faculty is not that high. That's why as dean of the graduate school I focused on increasing black students in the Masters and PhD programs. As you know, this is now a big focus nationwide and we are competing with other schools. At a conference last year for presidents and provost, one university announced it had \$100M to recruit African American faculty. So, you can see what the competition is. But, they couldn't spend that money because there weren't enough African American faculty in the pipeline. That doesn't mean we will stop, but if I told you we promise to get to 11% for African American faculty, we would fail, because there are not enough people in the pipeline.
    - REPLY (Bendapudi): I am all for setting a goal. Universities talk a good game, but do poorly on diversity. I want to set a goal, but maybe that number is too low, or too high. But, I see where you are coming from. If it's 11% of staff and students, why not faculty? Let me take it to the Board of Trustees. It would be untrue to say we can do this in one, two or three years. But, we can influence during that time. Make sure hiring pools are diverse, etc. We will focus on this.
- QUESTION: Are their universities similar to us that have been successful in this area? And, what can we do to make the ground more fertile to be able to deliver on this issue?
  - REPLY (Bendapudi): I have a couple of examples in mind, but it is not always a money issue. The schools that have made strides, set goals and were adamant about it. Ohio State had a dean of diversity and equity in its business school in 1996. So, these are not radical new ideas.

Provost Boehm returned to finish her report. In her office discussions on how to increase diversity have included ideas such as putting pressure on deans and faculty search committees. We could delay searches that do not include a diverse pool, which may go beyond diversity, depending on the unit or department's demographics. There are other ideas to explore on this issue. Another thing to follow up on was a n SGA report made at the last Board of Trustees meeting. The outgoing SGA president, Jasper Noble, reported on some issues they saw as instructor accountability, such as posting syllabi and grades on Blackboard; posting mid-term grades and other fairly simple things. Some of the trustees picked up on this and found it incredible that some faculty didn't do this and couldn't be made to. Years ago, when the provost was the Faculty Senate chair, this came up before the Senate and the students were firmly

# University of Louisville

## Faculty Senate Meeting

July 1, 2020

told that this was a faculty academic freedom issue. You may disagree, but it is time to reconsider this issue. Right now, we get about 80% compliance with faculty putting syllabi on Blackboard. It is a SACS requirement. So, 20% could be endangering our accreditation. We should take a serious look at this in the fall.

The provost reported on the promotion and tenure approvals made by the Board of Trustees in June. A new position is being created for an assistant provost for adult learners and degree completion. It is grant-funded for two years and will be housed in the Delphi Center because most adult learners are online.

The A&S dean search will resume this month. The hope is to bring candidates to campus in September and October and to have a selection completed in November.

- QUESTION: Will flu shots be available on campus? And what is the protocol for returning to campus?
  - REPLY: We have purchased enough flu shots for about 15K people. They will be free sometime after the start of the semester. They will not be required, but we are strongly encouraging everyone to take one. For COVID testing, we have plenty of tests, but we are not testing everyone because you could be negative today and then be positive tomorrow. So, right now, we will focus on people with symptoms. We have also discussed testing people coming to Louisville from a hot spot somewhere in the country. We have also discussed testing the students in the dorms, which would get a lot of people who have traveled. We are still developing and firming up plans and working on contact tracing. Kevin Gardner and Phil Bressoud have taken the lead on that and are working with people in the state and community on the best way to address those issues.
- QUESTION: Will a classroom have to be shut down for 48 hours if a student who was in it tests positive for Covid-19?
  - REPLY: That is a really tough question. We are trying to get clarity on that. We are still figuring that out. I will ask the Coordinating Committee at its meeting tomorrow. If I get clarification, I'll send a note to the Senate.
- QUESTION: Each student, staff and faculty will get one mask correct?
  - REPLY: Yes, and it's washable. Just like socks, we hope you have more than one mask.

### **REPORT: STANDING COMMITTEES**

- **ACADEMIC PROGRAMS COMMITTEE (APC) – NG**
  - [This report is online.](#)
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – FOSTER**
  - Elections for officers will take place at the September meeting and committee elections in October.
- **PART-TIME FACULTY COMMITTEE (PTF) – FULLER**
  - No report this month.
- **PLANNING & BUDGET COMMITTEE (P&B) – BRUCE**
- **REDBOOK COMMITTEE (RB) – DETMERING**

# University of Louisville

Faculty Senate Meeting

July 1, 2020

- No report this month.
- **EXECUTIVE COMMITTEE (XC) – SIMPSON**
  - [This report is online.](#)
  - [Statement of Solidarity](#) After a brief discussion, a friendly amendment was added. Voting was open until midnight. The amended statement passed.

## **OTHER REPORTS: UNIVERSITY-WIDE COMMITTEES**

- **FACULTY ATHLETIC REPRESENTATIVE (FAR) – WISE**
  - [This report is online.](#)
- **HUMAN RESOURCES ADVISORY COMMITTEE (HRAC) - BRUCE**
  - Met in June and will meet again this week. A report will be made in September.

## **NEW BUSINESS**

None

## **OLD BUSINESS**

None

## **ANNOUNCEMENTS**

This is our last meeting for this academic year. Committee chairs, please send in your annual report to be posted for the next meeting on September 2, 2020 on TEAMS.

## **ADJOURNMENT**

The meeting adjourned at 4:40 p.m.

Respectfully submitted,  
Gretchen Henry  
Faculty Senate Coordinator