

University of Louisville

Faculty Senate Meeting

October 7, 2020

The regular meeting of the Faculty Senate was held on October 7, 2019 at 3:00 p.m. on the TEAMS Platform, Chair David Schultz presiding.

SENATORS REGISTERING ATTENDANCE

A&S: DAVID BROWN, TERRY BURDEN, MICHAEL CUNNINGHAM, KAREN HADLEY, ANN HALL, EUGENE MUELLER, NATALIE POLZER, CHRISTOPHER TILLQUIST, SHERRI WALLACE **BUSINESS:** ROBERT BARKER, JOSE FERNANDEZ, KATHLEEN GOSSER, DALE McINTOSH **DENTISTRY:** BREACYA WASHINGTON, **EDUCATION:** MICHELE FOSTER, JASON IMMEKUS, SUSAN LONGERBEAM **KENT:** JOCELYN FETALVER, JENNIFER MIDDLETON, SHARON SANDERS **LAW:** LUKE MILLIGAN, ENID TRUCIOS-HAYNES, MANNING WARREN **LIBRARIES:** ROBERT DETMERING, **MEDICINE:** YOUSEF ABU-KWAIK, KIMBERLY BOLAND, GEOFF CLARK, JENNIFER HAMM, PATRICK HARRIS, SAEED JORTANI, QIUTANG LI, RHONDA MATTINGLY, CHIN NG, VINAY PURI, BEN SCHOENBACHLER **MUSIC:** REBECCA JEMIAN, KRISTA WALLACE-BOAZ **NURSING:** KRISTIN BAISCH, CANDACE HARRINGTON **PART-TIME FACULTY:** ROY FULLER, JOSEPH GUTMANN, TIM ROBERTS, **PUBLIC HEALTH:** DAVID JOHNSON **SPEED:** ROGER BRADSHAW, OLFA NASRAOUI, JACEK ZURADA

GUESTS ATTENDING

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI
UNIVERSITY PROVOST: DR. BETH BOEHM
FACULTY GRIEVANCE OFFICER: PROFESSOR CEDRIC POWELL
UNIVERSITY OMBUDSMAN: DR. DIANE TOBIN
ULARP: MR. ROBERT STENGER
UofL TODAY: MS. SARAH LOPEZ, MS. TALIA HORN
STAFF SENATE REPRESENTATIVE: MS. GINGER BROWN
STUDENT GOVERNMENT REPRESENTATIVE: MR. BEN BARBERIE

OTHERS ATTENDING

ERIN GERBER, JOAN HAMMER, NORA SCOBIE, JENNIFER BRANSCUM, JESSIE MURNOCK, FAROOQ DURRANI, LINDA SMITH, BRIDGETT THORNBERRY, TODD MOORADIAN, MICHAEL WADE SMITH, LAURIE ROBERTS, KATHERINE HAYNES, KRISTEN LUCAS, LAURA AHRENS, NING XIE, JOE NEARY, DEREK FRASER, STEPHEN SWAN, JOSHUA PINKSTON, ANDREW WRIGHT, ROBERT GARRETT, CHARLES SHARP, AUDREY KLINE, REG BRUCE

CALL TO ORDER

MEETING ONE: COMMITTEE ELECTIONS – JEMIAN

Senator Jemian went through each standing and university-wide committees' vacancies. No floor nominations were made for the standing committees. Floor nominations were made by Senator Natalie Polzer and Senator Karen Hadley for the university-wide Student Grievance Committee. A link to the online ballot was sent to senators and remained open until 5:30 p.m.

[The ballot is available online.](#)

University of Louisville

Faculty Senate Meeting

October 7, 2020

MEETING TWO: REGULAR MONTHLY MEETING – WALLACE-BOAZ

PASSING OF THE GAVEL

Chair Wallace Boaz- began by saying what an honor it has been for her to serve over the past four years, as vice chair for two years, and then as chair. Further, she thanked the senate coordinator and Senator Enid Trucios-Haynes, the immediate-past senate chair for help throughout her term. She thanked David Owen and David Simpson for their work as vice chairs and the senators who served on the various senate and university committees.

ACTION ITEM: MEETING MINUTES – SCHULTZ

The [September meeting minutes](#) were approved.

REPORT: UNIVERSITY PRESIDENT - BENDAPUDI

President Bendapudi reported on several topics.

- COVID-19 - Out faculty staff and students have been incredible in taking this pandemic seriously and adhering to the protocols. As flu season approaches, we will need to address the need for vaccinations for anyone coming to or on campus. UofL Health has made a commitment to get 10K free flu shots for west Louisville. We are looking at other underserved areas where we may be able to help.
- CPE - At a president's meeting today, it was reported that the response to flu shots is less than needed. We will be working on how to get every student to get a flu shot and to strongly encourage faculty and staff. We are going into flu season and the symptoms of the flu are very similar to COVID. We need to keep our medical facilities clear to deal with COVID cases. There will be additional dates for flu shots on campus. Also, spring break is canceled at all state colleges and universities. Our state peers are not even having long weekend breaks. They are spreading it out over the semester, a day or two here and there. UK took an extreme step and will start the semester late, have one extra day off and end on time.
- ANTI-RACIST AGENDA – President Bendapudi addressed a letter she sent to the campus community regarding the death of Breonna Taylor. The president heard from a handful of people who misinterpreted her reasons for sending the letter. The intention was to acknowledge the death of one of UofL's own, a young woman who was part of the Cardinal family. This is hardly a unique statement, as people all over the country are speaking out about it. Though the letter stated we need to look at our police, that is not a statement that all police are racist. But, the president said it is extraordinarily important to look at our policies. Further, though she knows many people will disagree, she does not believe UofL should cut ties with Louisville Metro Police. As a university, we believe in education and that change must come from within. Dr. Bendapudi believes every university should be anti-racist because, at its core, racism is intellectual laziness. No race is inherently superior, or inferior, to another.
- BUDGET and RETIREMENT CONTRIBUTION – On July 1, 2020, all salaries were restored to pre-COVID levels and a partial restoration of retirement contributions was made on August 1, 2020. A final decision to reinstate full retirement contributions will be made on December 31, 2020.

University of Louisville

Faculty Senate Meeting

October 7, 2020

There are two reasons for this,. The first is to make sure our spring enrollment is strong. The other reason is that the state has told each agency to prepare for an 8% budget cut. So, we cannot fully restore the retirement contributions until we know where we stand on these two issues. Faculty Senate leadership has suggested that a disclaimer be added to the HR website to explain that the reduction in the University's retirement contribution is a temporary measure. This is a very good idea and HR is working on a statement.

- QUESTION: Can you give an update on CARA's work and report?
 - REPLY: That work was very helpful. It has been given to the president's cabinet. Both Dr. Bendapudi and Dr. Faye Jones will meet with the subcommittees to develop an implementation plan.
- QUESTION: How are we responding to the president's executive order?
 - REPLY: We are not changing anything right now. We have looked at it and we believe we are within the guidelines.
- QUESTION: Is campus safety an issue with enrollment?
 - REPLY: Yes, safety is always a factor in enrollment.
- QUESTION: Do we know where the university stands in regards to infection rate? The dashboard has been very helpful in sharing that information.
 - REPLY (Bendapudi): Yesterday it was 1.88%. We need to be careful on how we present numbers. We need to distinguish between voluntary and mandated testing.
 - REPLY (Boehm): We had an uptick in a dorm and went in to remediate. This showed us it was not as serious as we thought. Students have been mostly compliant.
- QUESTION: In regards to the budget issues, what is the status of searches and faculty positions?
 - REPLY (Bendapudi): We are moving ahead with the provost and general counsel searches. Provost Boehm is working with deans on faculty positions.
 - REPLY (Boehm): The A&S dean search has resumed and we have launched a search for the CEHD dean. There are also some searches on for faculty positions.
- QUESTION: Have any messages been sent out to remind people to use the Cardinal Self-Check app?
 - REPLY: (Boehm): Students get a reminder in the weekly newsletter they receive and reminders are submitted to UofL Today. Though the feedback has been mostly positive, there have been some complaints about the app.

REPORT: STUDENT GOVERNMENT ASSOCIATION – BARBERIE

Mr. Barberie reported that the SGA is watching student success measures related to mid-term reports and data provided by other sources. Also, the SGA will begin messaging students about the mandatory testing and flu shots.

University of Louisville

Faculty Senate Meeting

October 7, 2020

REPORT: STAFF SENATE - BROWN

[The report is available online.](#)

REPORT: FACULTY SENATE CHAIR – SCHULTZ

Dr. Krista Wallace-Boaz gave her last Faculty Senate chair's report. [It is available online.](#)

REPORT: UNIVERSITY PROVOST - BOEHM

Provost Boehm reported on several topics.

- COMMITTEES
 - The Student Well-Being Committee – This committee may reconvene through the year.
 - Amorous Relations Policy Committee – This policy is going to General Counsel before it moves to the Senate's Executive Committee.
 - Faculty Accountability Committee - This committee's report is currently under review by the Executive Committee.
 - Budget Monitoring and Planning Committee – This committee is being recharged.
 - Free Speech Committee – This committee sent its recommendations this summer and they have been added to the Student Code of Conduct, after being approved by the SGA and the Board of Trustees. It is hoped to have a free speech forum towards the end of October to encourage civil conversations around the election.
- PERSONNEL
 - Dr. Boehm applied for and received a grant to hire someone in her office to take on adult learning and degree completion. If it is successful, the tuition revenues will continue its funding beyond the two-year grant. Her perception that COVID had been particularly hard on those without a college degree. Kentucky has many residents who have some college, but no degree. It seemed like a good time to develop this with layoffs coming because of the pandemic. We do not have a person whose only focus is on adult learners. Ms. Ebony Muldrow has been hired and will begin at the end of October.
 - There are no decanal five-year reviews this year.
- QUESTION: Will the full Senate review the Amorous Relations Policy?
 - REPLY: I believe this is for the Executive Committee to review. It may decide to bring it to the full senate.
- QUESTION: Isn't there already a work-force development initiative through the College of Education?
 - REPLY: That is one pocket of people looking at this issue. This new person could recruit students to that program or develop other programs. There's not only one path for these students to take. With A&S and CoB focusing on this population, we wanted this person to be sort of an umbrella for all these various programs.

The provost then discussed issues of concern. The mid-term reports are actually faculty reports that faculty and advisors are responsible for following those up. Last week we learned that about the same number of faculty are participating in following up on those reports, but there were twice as many students marked as *At Risk*. This is a concern for retention. The provost asked faculty with at risk

University of Louisville

Faculty Senate Meeting

October 7, 2020

students in their courses to reach out to them and let them know they are at risk and, if possible, they can make up the work. We also have advisors who are working on a plan to reach out to these students. We sent out a Pivot to Spring survey to students to ask their preference on the teaching modalities. Several questions gauged their satisfaction with their work this semester. This semester the response was 13%, much lower than in the spring. A decision will hopefully be made this week on how courses are presented when the Academic Scenario Planning Committee meets. A discussion took place on the various ways courses may be presented.

REPORT: UNIVERSITY OMBUDSMAN ANNUAL REPORT – TOBIN

The goal of the Ombudsman is to resolve disputes and to discuss and mediate concerns for all faculty, all staff and all administrators. Dr. Tobin's hope is that all participants can develop options and actions plans to implement those options to make the workplace the best it can be. [The annual report is available online.](#)

REPORT: FACULTY GRIEVANCE OFFICER ANNUAL REPORT – POWELL

Professor Cedric Powell reported that the cornerstone of the process is informal resolution. That is why the Ombuds Office is so important in resolving these conflicts before they get to the grievance level. There are two types of grievances – Type One are usually connected to the application of a unit or university policy. Type Two grievances have to do with promotion, tenure and termination. Professor Powell went over the chart included in his report. [The annual report is available online.](#)

REPORT: STANDING COMMITTEES

- **ACADEMIC PROGRAMS COMMITTEE (APC) – NG**
 - [This report is online.](#)
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – JEMIAN**
 - The results of today's election will be sent out tomorrow.
- **PART-TIME FACULTY COMMITTEE (PTF) – FULLER**
 - This committee met and is sending out a broad-based survey to all part-time faculty.
- **PLANNING & BUDGET COMMITTEE (P&B) – TBA**
 - The committee will be seated after today's election.
- **REDBOOK COMMITTEE (RB) – DETMERING**
 - [This report is online.](#)
- **EXECUTIVE COMMITTEE (XC) – MUELLER**
 - [This report is online.](#)

OTHER REPORTS: UNIVERSITY-WIDE COMMITTEES

- **COMMISSION ON THE STATUS OF WOMEN (COSW) –NASRAOUI**
 - Senator Nasraoui, the Senate representative to COSW, reported that the commission is taking nominations for its Gender Equity Award for 2020. [Details are online.](#)
- **FACULTY ATHLETIC REPRESENTATIVE (FAR) – WALLACE-BOAZ**
 - [This report is online.](#)

University of Louisville

Faculty Senate Meeting

October 7, 2020

NEW BUSINESS

None

OLD BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting adjourned at 4:55 P.M.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator