

University of Louisville

Faculty Senate Meeting

November 4, 2020

The regular meeting of the Faculty Senate was held on November 4, 2020 at 3:00 p.m. on the TEAMS Platform, Chair David Schultz presiding.

SENATORS REGISTERING ATTENDANCE

A&S: TERRY BURDEN, MICHAEL CUNNINGHAM, KAREN HADLEY, ANN HALL, EUGENE MUELLER, NATALIE POLZER, DAVID SCHULTZ, CHRISTOPHER TILLQUIST, SHERRI WALLACE **BUSINESS:** ROBERT BARKER, KATHLEEN GOSSER, DALE McINTOSH **DENTISTRY:** WIL ABSHIER, BRIAN MARRILLIA **EDUCATION:** MICHELE FOSTER, JASON IMMEKUS, SUSAN LONGERBEAM **KENT:** JENNIFER MIDDLETON, SHARON SANDERS **LAW:** MANNING WARREN **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE, REBECCA MORGAN **MEDICINE:** YOUSEF ABU-KWAIK, KELLEN CHOI, GEOFFREY CLARK, PATRICK HARRIS, SAEED JORTANI, QIUTANG LI, MARY NAN MALLORY, RHONDA MATTINGLY, CHIN NG, KATHERINE POHLGEERS, VINAY PURI, BEN SCHOENBACHLER **MUSIC:** REBECCA JEMIAN, CHAD SLOAN, KRISTA WALLACE-BOAZ **NURSING:** KRISTIN BAISCH, SARAH CARTER, CANDACE HARRINGTON **PART-TIME FACULTY:** ROY FULLER, JOSEPH GUTMANN, TINA JOHNSON, ROSE MILLS. TIM ROBERTS **PUBLIC HEALTH:** **SPEED:** ROGER BRADSHAW, ROMAN YAMPOLSKIY

GUESTS ATTENDING

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI

UNIVERSITY PROVOST: DR. BETH BOEHM

UNIVERSITY CHIEF FINANCIAL OFFICER: MR. DAN DURBIN

DIRECTOR OF CAMPUS HEALTH SERVICES: DR. PHILLIP BRESSOUD

UNIVERSITY CHIEF INFORMATION OFFICER: MR. REHAN KHAN

EXECUTIVE DIRECTOR INFORMATION TECHNOLOGY: MR. BRAD ANDERSEN

DIRECTOR DISBURSEMENT SERVICES: MS. MARY ALEXANDER-CONTE

SGA REPRESENTATIVE: MR. BEN BARBERIE

STAFF SENATE REPRESENTATIVE: MS. GINGER BROWN

ULARP REPRESENTATIVE: MR. ROBERT STENGER

UofL TODAY: MS. SARAH LOPEZ, MS. TALIA HORN

ALSO ATTENDING

MR. MICHAEL WADE SMITH, DR. REG BRUCE, MS. JESSIE MURNOCK, MS. VICTORIA SCHULZ, DR. SHERRI BROWN

CALL TO ORDER

ACTION ITEM: MEETING MINUTES – SCHULTZ

The [October meeting minutes](#) were unanimously approved as distributed.

REPORT: STUDENT GOVERNMENT – BARBERIE

The SGA is tracking the student flu drive and offering incentives to students who participate. There is a significant number of students who have taken the flu shot off campus. It is also monitoring student withdrawal requests and student success measures as final approach.

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REPORT: STAFF SENATE - BROWN

The Staff Senate met on October 8 on TEAMS and discussed how its ad hoc Anti-Racism Committee can become a standing committee. As this is open enrollment month, a presentation on health benefits was made. Sixteen staff remain on furlough. The next meeting is November 10 on TEAMS.

[The full report is online.](#)

REPORT: FACULTY SENATE CHAIR – SCHULTZ

Chair Schultz gave an overview of his report. He also encouraged senators to participate in shared governance by joining committees when possible. There are many opportunities to work with the administration through committee work.

Searches – The chair participated in interviews for the provost and A&S dean candidates.

Board of Trustees – The board was updated that the terms of the UofL Health loan and the integration of Kentucky One systems are doing well. The board also approved a new dormitory on the Belknap Campus. The financial audits of UofL, the UofL Foundation and the UofL Research Foundation were approved by the boards of each entity.

Committees – All Faculty Senate standing committees have been filled and elected a chair.

[The full report is online.](#)

REPORT: UNIVERSITY PRESIDENT – BENDAPUDI

As reports will be made by others, President Bendapudi reported on the anti-racism agenda. If racism is the concept that skin color confers superiority/inferiority, then anti-racism is the opposite – skin color does not confer inherent superiority or inferiority. Dr. Bendapudi hopes that we are at a point where we all realize that no one can control the color of their skin. Further, she believes every university should be anti-racist because racism is basically intellectual laziness. The president has asked the Commission on Diversity and Racial Equality (CODRE) to take the lead in the initial round of developing ideas on how we can become anti-racist. The commission has reached out to over 120 people collect recommendations. These will become reforms, actions and steps in four major categories - faculty, students, staff and administrators. There will be a representative from the administration sitting in on meetings for each of these groups. For example, Dr. Michael Mardis, Dean of Students will represent on the student committee and VPHR Mary Elizabeth Miles, will represent on the staff committee. These committees will come together to prioritize the next steps and to create a plan of action. This plan will be ready in early 2021.

- QUESTION: Will the retirement match be restored?
 - REPLY: We are waiting to see the spring enrollment numbers and if the state makes any budget cuts. We should know by the end of December.

REPORT: UNIVERSITY PROVOST – BOEHM

The provost reported on several topics, including:

- Policy Reviews
 - Faculty Accountability Policy – This is a new policy and will come to the Faculty Senate before it is approved by the Board of Trustees.

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- Amorous Relations Policy – This is the old Consensual Sexual Relations Policy. It is currently under review with General Counsel and will come to the Faculty Senate before it is approved by the Board of Trustees.
- University-wide Committees
 - The Budget Model Work Group has been charged and will meet soon.
 - The Task Force on Tuition and Fees is underway and chaired by Gail DePuy and Rick Graycarek.
 - The Budget Planning & Monitoring Committee – This committee has met and is chaired by Provost Boehm and CFO Dan Durbin.
 - Free Speech Committee – Dr. Jeff Sun, chair of the committee, held a successful dry run forum last week.
- Spring Updates
 - Reminder – Belknap Campus will be open over the holidays for students who do not leave.
 - Petition for Pass/Fail – A student petition to change the grading system for fall and spring to pass/fail has been denied by the Academic Scenario Planning Committee. The reason for the denial is that it could impact our SACS accreditation.
 - Late start – The spring semester will begin on January 11, 2021. In order to keep the end of semester date, spring break will be canceled. A long weekend will be granted during the semester.
 - Proctoring Software – A committee is reviewing the current software for racial bias. A recommendation will be made soon.
 - Student Well-being Committee – There is interest in continuing this committee. It will be chaired by the provost and Faculty Senate chair.
 - Adult Learning – The provost has hired Ms. Ebony Spencer Muldrow, an assistant provost for adult learning. The position is supported by a grant the provost received.
 - Searches
 - A&S Dean – This search is underway and candidates are coming in.
 - CEHD – This search is just beginning with the hope to have a new dean in place by July or August 2021. A search firm has been selected. The search committee will meet in January.
- QUESTION: Many students have now gone completely online and are not showing up for the in-person part of a hybrid class. Could faculty convert their courses to fully online for the last 2-3 weeks of the semester?
 - REPLY: The provost will take this to the Academic Scenario Planning Committee when it meets tomorrow. The deans also have a say in this. The provost understands the faculty frustration, but to change this late in the semester would be difficult.

REPORT: BUDGET UPDATE – DURBIN

Mr. Durbin updated the Senate on the budget. The current year's budget was balanced through two things. By holding some unit funds for a contingency and eliminating three months of retirement contributions, the budget was balanced. By September 1st, retirement contributions were partially

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restored. Now, as of the end of September, the University is almost \$3M ahead of budget. The reasons for this are the fall enrollment was larger than anticipated and, in July, the state returned \$1.2M it had taken in June. Also, across the board, units are living within the budgets they were given. With this, there are also some challenges. In September, the state budget office sent a letter asking how UofL would cope with an 8% budget cut. That is \$10M. A response was sent, but it is not known what will happen. It will be a matter for the upcoming legislative session. Another concern is spring enrollment. Fall enrollment was good, but spring is worrisome. The impact of Covid-19 on the spring semester is an unknown. At the end of December, a review the books will show our spending, what revenues there are and see if there is a chance to release some of the contingency funds and retirement. The steps taken last spring, though painful, put us in the position to possibly do that in December. Athletics is under extreme financial pressure. Ticket revenue is down and the attendance restrictions are adding to the pressure. We are very aware that we do not want to subsidize athletics with academics. Mr. Durbin spoke about a financial firewall with HSC when he first came to UofL. That is the same with Athletics. We are working with them on some athletics-specific solutions to get them through the rest of the year. The last thing we want is for Athletics to go away.

This is the same budget presentation that was made to the Board of Trustees. It is in the [Chair's report](#).

REPORT: COVID-19/FLU – BRESSOUD

The Director of Campus Health Services, Dr. Phil Bressoud updated the Senate on the Covid-19 pandemic's impact on UofL. Sharing the university's Covid dashboard, he went over the numbers. At the time, about 45K people had been tested through the university's services, with a 1.9% infection rate.

Some of the issues that the testers face are

- individuals going off campus, so the results are unknown
- individuals not recognizing symptoms and, therefore, not being tested
- failure to use mitigation efforts once off campus by attending parties, dinners and travelling without proper PPE and/or precautions
- students not responding to Campus Health calls or emails

There have been reports of people trying to change the date of exposure/symptoms to shorten the time in isolation or quarantine. Some change their story, making it difficult to connect the dots.

Campus Health usually has a staff of about 30, but is currently down 5-6 people. It is trying to fill the nursing and clinical spots as quickly as possible. It is using agency nurses to fill short term needs. Plans include

- expanding the data on the dashboard and using IR's analytics. IR has been very responsive.
- Develop a winter break schedule to provide testing on both campuses until January 4, 2021.

- QUESTION: Do you have a number split between faculty and students?
 - REPLY: Not yet. His guess is it is about 80% students.
- QUESTION: What is the protocol for returning to campus after you have tested positive?
 - REPLY: There are two ways to decide. One – Wait 10 days after diagnosis. If you have 24 hours symptom-free, you may return. Do not return if you still have symptoms. The other way, from the Health Department, is if you live in congregate housing (dorms, apartments) or places with common areas, and someone in your common area has the

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virus, wait 14 days. If you have no symptoms, you may return. Do not return if you have symptoms.

- QUESTION: How do you determine the end of quarantine?
 - REPLY: End of quarantine is by date of diagnosis. Testing does not determine the end of quarantine.
- QUESTION: Is there a plan to remind students to use the Cardinal Self-Check app?
 - REPLY (BRESSOUD): We can remind them but they will enter anything they want. They can enter information to get into a class or to get out of a class. There's not much confidence in the apps. In January, we are getting a new electronic medical records system that will have a built-in app.
 - REPLY (BOEHM): The feedback we have received on the Cardinal Self-Check app has not been positive. We are looking at something else in January.
- QUESTION: How far back does contact tracing go?
 - REPLY: Two days prior to the date of the test or the onset of symptoms. Whichever is earliest.
- QUESTION: What is the turnaround time for a test done at Cardinal Station?
 - REPLY: A couple of hours.

Here is the [link to the Covid dashboard](#) that Dr. Bressoud referred to in this discussion.

UPDATE: IT & PeopleSoft REPLACEMENT – KHAN/ANDERSEN

Mr. Khan gave an update on the plans to replace PeopleSoft, the core administrative system for the university's operations. The system was originally developed in the 1990s. Being well over 20 years old, it has some inherent deficiencies that lead to increased costs and a poor user experience. Information Technology has been working with the campus community and exploring replacement platforms. They are specifically looking at cloud-based platforms that will significantly improve compliance, efficiency and provide a better user experience. They want to be able to take advantage of mobile services and enhance self-services. This is a multi-year initiative and will begin by updating the HR systems, followed by financials. The final phase will be the student information systems. Mr. Brad Andersen, the Executive Director of IT, continued with the presentation. A reason to change now is PeopleSoft was purchased from Oracle and its support for it will end in 2031. That may seem like a long time from now, but it takes between two and three years to install one system. The reason to start with HR is because support for it ended in January of 2018. Support is currently purchased from a third party vendor for things like tax and regulatory updates. This vendor will continue to renew annual contracts, as needed. The current system has many limitations. For example, Human Resources was recently asked to provide data for the pandemic. To get the job done was a huge undertaking. With a modern system, data can be retrieved much easier and more quickly. The security for an aging system does not get better with age and we cannot predict what the future security issues will be with PeopleSoft. A modern system will address modern business needs. Looking at Oracle and Work Day products, demo sessions were conducted with over 77 UofL stakeholders and 14 institutions of higher education using either one were interviewed, to get their feedback. Also, Gartner, a technology research company that gives you information on top vendors and the pros and cons of each was engaged. There are many other R1 schools using Work Day, so UofL would not be out on its own. Based on all the information gathered, Work Day was the system

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of choice. A recommendation was made to the Provost Boehm and CFO Durbin to select Work Day as the replacement system for Human Resources. The next step is to finalize the contract between UofL and Work Day. Then we will choose an implementation partner. We are looking at two implementation companies – Huron and Collaborative. We will be meeting with each to hear their presentations. Once one is chosen, we will kick off in January 2021. Then, the data in our current system will be cleaned. The goal is to go live in July 2022.

- QUESTION: Do the other modules for financials and student information work well with Work Day?
 - REPLY: Yes, they do. The founders of Work Day are the original founders of PeopleSoft. So, we do not see any issues with integration with our current system. We are planning on using Work Day for HR and financials. The student information system will not change for at least four years. So many things can change by then, that we are not looking to change right now.

Ms. Mary Alexander-Conte, Director of Disbursement Services, said there are features in Work Day that her department is excited about. Many features will make her department more self-sufficient.

- QUESTION: How long until PeopleSoft sunsets?
 - REPLY: There is no firm date, but at least one to two years. Then the information will be offline but accessible for queries.

REPORT: STANDING COMMITTEES

- **ACADEMIC PROGRAMS COMMITTEE (APC) – NG**
 - [This report is online.](#)
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – FOSTER**
- **EXECUTIVE COMMITTEE (XC) – MUELLER**
 - [This report is online.](#)
- **PART-TIME FACULTY COMMITTEE (PTF) – FULLER**
- **PLANNING & BUDGET COMMITTEE (P&B) – HARRIS**
 - [This report is online.](#)
- **REDBOOK COMMITTEE (RB) – DETMERING**
 - [This report is online.](#)

OTHER REPORTS: UNIVERSITY-WIDE COMMITTEES

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

NEW BUSINESS

None

OLD BUSINESS

None

ANNOUNCEMENTS

None

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ADJOURNMENT

The meeting adjourned at 4:55 p.m.

Respectfully submitted,

Gretchen Henry

Faculty Senate Coordinator