

University of Louisville

Faculty Senate Meeting

January 13, 2021

The regular meeting of the Faculty Senate was held on January 13, 2021 at 3:00 p.m. on the TEAMS Platform, Chair David Schultz presiding.

SENATORS REGISTERING ATTENDANCE

A&S: DAVID BROWN, MICHAEL CUNNINGHAM, KAREN HADLEY, ANN HALL, EUGENE MUELLER, NATALIE POLZER, DAVID SCHULTZ, CHRISTOPHER TILLQUIST, SHERRI WALLACE **BUSINESS:** ROBERT BARKER, JOSE FERNANDEZ, KATHLEEN GOSSER, DALE McINTOSH **DENTISTRY:** WIL ABSHIER, KATHLEEN FISCHER, BRIAN MARRILLIA, BREACYA WASHINGTON **EDUCATION:** MICHELE FOSTER, EVAN FREDERICK, JASON IMMEEKUS, SUSAN LONGERBEAM, **KENT:** JOCELYN FETALVER, SHARON SANDERS, BIBHUTI SAR **LAW:** LUKE MILLIGAN, MANNING WARREN **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE, REBECCA MORGAN **MEDICINE:** KIMBERLY BOLAND, KELLEN CHOI, GEOFF CLARK, JENNIFER HAMM, PATRICK HARRIS, SAEED JORTANI, MARY NAN MALLORY, RHONDA MATTINGLY, VINAY PURI, BEN SCHOENBACHLER, CRAIG SILVERMAN, BRIAN WILLIAMS **MUSIC:** REBECCA JEMIAN, CHAD SLOAN, KRISTA WALLACE-BOAZ **NURSING:** KRISTIN BAISCH, SARAH CARTER, CANDACE HARRINGTON **PART-TIME FACULTY:** ROY FULLER, JOSEPH GUTMANN, TIM ROBERTS **PUBLIC HEALTH:** RYAN COMBS, DAVID JOHNSON **SPEED:** OLFA NASRAOUI, ROMAN YAMPOLSKIY, JACEK ZURADA

GUESTS ATTENDING

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI
UNIVERSITY PROVOST: DR. BETH BOEHM
SGA REPRESENTATIVE: MR. BEN BARBERIE
STAFF SENATE REPRESENTATIVE: MS. GINGER BROWN
DIRECTOR PARKING ADMINISTRATION: MR. GARY BECKER
PROVOST'S OFFICE DESIGNEE: DR. TRACY EELLS
ULARP: MR. BOB STENGER
UofL TODAY: MS. TALIA HORN

ALSO ATTENDING

REG BRUCE, SUSAN RYAN, MICHAEL WADE SMITH, ELAINE WISE

CALL TO ORDER

ACTION ITEM: MEETING MINUTES – SCHULTZ

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

REPORT: UNIVERSITY PRESIDENT - BENDAPUDI

President Bendapudi reported on several topics, including the following.

- Covid Vaccine - UofL Health and Norton are regional vaccine distribution centers. This week we should be done vaccinating our healthcare workers. After that, we will have an opportunity to vaccinate all our employees. This has generated a lot of discussion. How do we allocate? How do we prioritize? We will distribute by age. Anyone over 65 (faculty, staff or students) will be first. Then, 50 and over. The majority will be vaccinated within the next six weeks.
 - QUESTION: By majority, does that mean students as well as faculty and staff?
 - REPLY: I believe it is across the board.

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- Admissions – The entire team worked extremely hard to keep students in school. From Financial Aid to Advisors and Enrollment Management, everyone worked really hard to help students return. As of January 10th, enrollment is up by 578 students over spring 2020.
- Budget – The Budget Planning & Monitoring Committee will meet tomorrow to review our budget through December 31st. Over time, we will look at areas of investment to help generate revenue. We are getting closer to being able to have big conversations of where we want to invest. The BPMC will be integral in these decisions.
- New Hires – The new provost, Lori Gonzalez will begin in April. At that time, Beth Boehm will return as the dean of The Graduate School. Also in April, Angela Curry will begin as the new general counsel. Tom Hoy is remaining at UofL, but will not be the general counsel.
- MLK Holiday – This is a time to reflect what it means to be a premier anti-racist metropolitan research university and to consider our role in all of that.
- [Growing Mindfulness Kick-off Event](#) – Yesterday, was the kick-off of Brian Buford's online workshops at the Employee Success Center. This was a wonderful event and Dr. Bendapudi encouraged senators to participate when possible.

QUESTION: Is there an update on the restoration of retirement benefits?

REPLY (Bendapudi): The Budget Planning & Monitoring Committee will meet tomorrow to discuss where we are. The strict measures we took early on were the right thing. We do want to restore but must look at several things before we make a final decision.

REPLY (Schultz): There are five faculty senators and four staff senators on this committee. Seek them out if you want to have your opinion heard. The members are listed on the Senate's [web site](#).

QUESTION: Any report on the vandalism at the Floyd Theater?

REPLY (Boehm): Yes, there was some vandalism at the theater on the corner of Floyd and Warnock (catty-corner from McDonald's). We think someone got in with a card swipe and that is being investigated. At times, there have been homeless people in that building, but they have not vandalized anything. We have requested more officer patrol and the doors will be locked after five.

REPORT: UNIVERSITY PROVOST - BOEHM

Dr. Boehm reported on the following topics.

- Retirement – Connie Shumake retired at the end of December. There will be a ZOOM event for Connie on January 19th. If you'd like to say good-bye to Connie, please contact Bob Goldstein for the link. For the time being, Bob Goldstein will serve as the SACS Liaison. Dr. Kay Vetter, who was just hired as the Director of Accreditation and Academic Planning, will work closely with Bob on accreditation and academic planning matters.
- Budget Planning & Monitoring Committee – She and Dan Durbin are co-chairs. The committee will meet tomorrow and discuss the budget surplus we have as a result of sound enrollment and no state cuts. We will discuss how we will invest the surplus, whether we invest in retirement or release contingency funds back to the units, or a combination of both. The committee's recommendation will take back to leadership.
- Testing – There were some snafus at the start of the semester, but we have worked them out. Bluewater Testing Lab, our testing company, changed their registration process, which caused some problems. We will be updating our Covid Dashboard, hopefully by next week. We hope to

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break out faculty, staff and students. Getting data from the Bluewater platform is This semester we are requiring four testing sessions. If you are working completely remotely, there is no need for testing.

- Commissions – Concerns were raised by the Commission on the Status of Women about the uneven impact of the pandemic on our women faculty and staff. The Faculty Senate’s Executive Committee and COSW sent her a draft resolution regarding this issue. It was not ready to come before the Senate today. Some of the issues mentioned in the resolution had been discussed since May in the Academic Scenario Planning Committee. This committee sent its recommendations to the deans. The Faculty Senate had also weighed in on some of the issues, like annual evaluations, and asked the committee to consider this. Every unit has a personnel policy and it is under the unit faculty purview. So, all policies are different. It is not the provost’s job to dictate personnel policy to units. She did speak to each dean and they spoke to their faculty and encouraged them to include a statement of the pandemic’s impact on their work as evidence in their file. Some units have a template for these statements. Please check with your unit.
- Proctoring Software – A committee has worked since September to address concerns that the algorithms in the software are racially biased. The Delphi Center and the Cultural Center will provide bias training that will enable faculty to recognize their own bias when using this software. We hope to unveil training in four weeks.
- Dean Searches
 - A&S – A new dean will not be hired right now. The search committee forwarded three names. We made an offer to one and it was declined. The other two candidates were interviewed and neither demonstrated leadership for more than one year. David Owen will continue until a new dean is hired.
- Enrollment – The Admissions team (Admissions, Enrollment Management, Financial Aid) did a ton of work over Thanksgiving. We were down about 800 students from last year. That would have created a budget crisis. They contacted students to make sure they knew they could register. We had an infusion of CARES funds for Covid mitigation. We gave about \$6M to students over the summer and we have nearly \$6.2M for this spring semester. We distributed the funds by need, so Pell-eligible students got as much as \$1000.

QUESTION: Covid testing in the fall was voluntary. Is that the case for spring?

REPLY: Testing will be open all semester, but there are now four mandatory times. We just want to drive people to make it a regular thing. It will be available anytime, but we are requiring it those four times.

QUESTION: If you get the second vaccine, do you still need to be tested?

REPLY: Nobody has had the second dose, yet. We don’t know what will happen, but will let everyone know when we do.

QUESTION: What is the status of the new app?

REPLY: We are getting a new medical records system and it’s not up yet. The app is connected to that new system. We will let everyone know.

QUESTION: After the second vaccine, will faculty be able to travel again?

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REPLY: We are following CDC guidelines, but, it is possible. The issue is the return quarantine. We are monitoring the situation.

QUESTION: What questions will be on the new app and who will monitor them?

REPLY: I have not seen it, but believe it is an app that is widely used. I can't answer your question, but people in Campus Health and Public Health have said they like it. It comes with the new medical records system.

QUESTION: What does the Academic Scenario Planning Committee think the teaching modalities will be for summer and fall?

REPLY: We don't know yet. We have to figure out the course of the virus. May offer more online. Many prefer face-to-face. We will have to see how things go.

ACTION ITEM: ACADEMIC PROGRAMS – SCHULTZ

The chair reported that the two programs that were presented at the December meeting had significant issues and both were tabled. Up to today, neither program sent the requested revisions to the presenting committees. The Senate has two options in dealing with this situation. One, is to vote to untable them and vote on the proposals in their original state. The other option is to not discuss them and they will die in their original form. If they die today, they may return whenever they are revised and approved by each committee. Senate Parliamentarian, Senator Jacek Zurada said that if no one addresses these motions, then they will die and may return to the Senate in February. Planning & Budget Chair, Senator Patrick Harris said that financial revisions had been made to the proposal for a B.A. in computer Science and that it will be sent to the Academic Programs Committee for consideration and to come to the Senate in February. Provost Boehm added that these programs must go through the Board of Trustees and the CPE for approval before units can advertise them and the time the Senate takes to approve them may delay a successful start in the fall. Senator Harris pointed out that if the committees didn't have to ask for revisions, it would not take as long. Senate Chair Schultz said the process is being streamlined.

ACTION ITEM: REDBOOK COMMITTEE - SECOND READING – A&S DOCUMENTS - DETMERING

REDBOOK Committee Chair, Senator Rob Detmering reported that the committee had worked with Susan Ryan from A&S to work out some details and make sure the language was clear. The main changes to the documents were the clarification of promotions and ranks for term faculty without a terminal degree and the process by which those faculty can be promoted. Also, language was added to allow for electronic voting and clarifying the review process for joint appointments. We found no violations of The REDBOOK. There were no questions and the committee's motion passed.

REPORT: STUDENT GOVERNMENT – BARBERIE

Mr. Barberie reported that he is scheduling meetings with the Diversity & Inclusion Committee. He is also planning to meet with the provost to discuss a course taught at the University of Pittsburgh that may do well at UofL. And, he will meet with Jim Begany to discuss an income sharing agreement program.

QUESTION: Any feedback from students yet on course modalities or scheduling issues?

REPLY: We have done a little constituent outreach, but most of it has been about testing. Student surveys will most likely be done later in the semester.

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REPORT: STAFF SENATE – BROWN

Ms. Brown reported that the Staff Senate does not meet in January. As of January 1st, all furloughed staff had returned to work.

[This report is online.](#)

REPORT: FACULTY SENATE CHAIR – SCHULTZ

Chair Schultz gave an update on his activities over the past month.

- He and Vice Chair Mueller have started meeting monthly with EVPRI Dr. Kevin Gardner. Dr. Gardner is developing committees and leadership. He is also looking at how UofL reports its research data to the Carnegie Classification of Institutions of Higher Education. That data influences our R1 rank. We have struggled to maintain our that ranking and Dr. Gardner is taking steps for more accurate reporting.
- [CARA](#) Group – This group is forming smaller sub-groups and looking at draft plan. More information will come in a few months.
- Board of Trustees – Professor Cate Fosl was names the 2020 Trustees Award winner. The Board approved the naming of the new dormitory for former basketball coach, Denny Crum.
- Shared Governance – The Faculty Senate has very broad representation on administrative committees. The Office of Communications & Marketing will add a section in UofL Today called “Governance” that will highlight what the Faculty Senate does. Chair Schultz will also work with the president’s chief of staff, Michael Wade Smith, to continue to promote the work of the Senate. We want to be sure to represent the faculty to the administration, and, likewise, take what we learn back to our unit faculty. As an example, A&S has monthly Assembly meetings and reports from the Faculty Senate are made. Please take advantage of your unit’s process to share information on the Faculty Senate. [This report is online.](#)

ACTION ITEM: AD HOC COMMITTEE ON ANTI-RACISM - SCHULTZ

Chair Schultz shared the [charge for the committee](#). After reading the charge, the chair urged senators to volunteer for this important committee.

INFORMATION ITEM: COACHe – EELLS

Dr. Eells reported that the results of a faculty satisfaction survey that was distributed last spring will soon be available. The survey was done through the Collaborative on Academic Careers in Higher Education (COACHe) at Harvard University and are part of Dr. Olfa Nasraoui’s National Science Foundation grant. A communication work group was started in December to develop a plan to disseminate the results to the university community. The committee is in need of another faculty senator. If you are interested in serving, please contact Faculty Senate Chair David Schultz.

INFORMATION ITEM: PARKING FEES – BECKER

Mr. Gary Becker, the Director of Parking Administration, was in attendance today to update the Senate on parking fees for the upcoming year. The current year permit fees were approved for an increase of

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between \$10 and \$21, depending on the permit. Then, Covid happened and all parking fees for the rest of 2020 were suspended and there was no increase. What is recommended for this year is that the previously-approved increase of \$10 to \$21, depending on permit, with no additional increase, be implemented. Since Covid hit towards the end of the fiscal year, its financial impact was not too great. This year, though, we will have about \$1.3M less revenue. A saving grace of Covid is that we were able to save some expenses that were estimated between \$800 -\$900K. Unfortunately, we were not able to put anything towards deferred maintenance of our facilities. Over the next three to five years you will start to see maintenance of our facilities, garages and parking lots.

QUESTION: Will there be a refund to faculty?

REPLY: Yes and no. For those who returned their permit, they received refunds. Some faculty kept their permits as they were on campus even in the spring. Other opted not to purchase a permit for the new year.

QUESTION: When would the rate increase take effect?

REPLY: That would be for the 21-22 academic year and begin in fall 2021.

Concerns were raised that the increase, though previously-approved, may need to be reapproved. Chair Schultz assured senators that if it needs to be reapproved it will go through the Tuition & Fee-setting Task Force.

QUESTION: How many permits are purchased each year.

REPLY: We average about 12K and this year about 10K were purchased.

REPORT: STANDING COMMITTEES

- **ACADEMIC PROGRAMS COMMITTEE (APC) – BRUCE**
 - This committee met in December and discussed the Kent School's proposal for a Doctorate in Social Work. We sent revisions and they have been made. Feedback from Planning & Budget influenced the committee to hold off until the February Senate meeting.
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – JEMIAN**
 - No report was made.
- **EXECUTIVE COMMITTEE (XC) – MUELLER**
 - [This report is online.](#)
- **PART-TIME FACULTY COMMITTEE (PTF) – FULLER**
 - This committee met and are still processing the results of its survey.
- **PLANNING & BUDGET COMMITTEE (P&B) – HARRIS**
 - [This report is online.](#)
- **REDBOOK COMMITTEE (RB) – DETMERING**
 - [This report is online.](#)

OTHER REPORTS

- **AAUP REPRESENTATIVE – CUNNINGHAM**
 - AAUP continues to be interested in shared governance. It is concerned with the level of faculty participation and the lack of transparency in decision making. There are so many committee with uncertain membership and no centralized place where you can tell

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what kind of decisions are being made by what group and who is in those groups. For example, just today we were told that a new app will be used to report our Covid status, but nobody knows what the app is or who authorized it. This is a concern to the AAUP. As a consequence of that, we are going to make a resolution in New Business talking about the level of faculty representation on all decision making bodies. Chair Schultz replied that he is working with Michael Wade Smith and OCM on a relational diagram that shows the connections between the Faculty Senate and administrative committees. That way, anyone wanting to get a point made to a committee, will know who they can contact. Also, as for asking for more faculty on committees, we are already very stretched. We need to be careful what we ask for. It would not be good to ask for it and not be able to provide it. We are working on making this information more accessible. Senator Cunningham said he would withhold his resolution and looks forward to the coming information.

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

NEW BUSINESS

None

OLD BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting adjourned at 4:43 p.m.

[The meeting recording is available online.](#)

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator