

University of Louisville

Faculty Senate Meeting

March 3, 2021

The regular meeting of the Faculty Senate was held on March 3, 2021 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, 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, JASON IMMEEKUS, SUSAN LONGERBEAM, **KENT:** JOCELYN FETALVER, BIBHUTI SAR **LAW:** MANNING WARREN **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE, REBECCA MORGAN **MEDICINE:** KIMBERLY BOLAND, KELLEN CHOI, GEOFFREY CLARK, JENNIFER HAMM, PATRICK HARRIS, SAEED JORTANI, RHONDA MATTINGLY, CHIN NG, VINAY PURI, BRIAN WILLIAMS **MUSIC:** REBECCA JEMIAN, CHAD SLOAN, KRISTA WALLACE-BOAZ **NURSING:** KRISTIN BAISCH, SARAH CARTER, CANDACE HARRINGTON, **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

GUESTS REGISTERING ATTENDANCE

UNIVERSITY PROVOST: DR. BETH BOEHM/DR. LORI GONZALEZ
EXECUTIVE VICE PRESIDENT-RESEARCH & INNOVATION: DR. KEVIN GARDNER
VICE PROVOST - ENROLLMENT MANAGEMENT: MR. JIM BEGANY
CHIEF PROCUREMENT OFFICER: MS. SALLY MOLSBERGER
PROVOST OFFICE DESIGNEE: DR. TRACY EELLS
SGA REPRESENTATIVE: MR. BEN BARBERIE
STAFF SENATE REPRESENTATIVE: MS. GINGER BROWN
ULARP REPRESENTATIVE: MR. BOB STENGER
UofL TODAY: MS. SARAH LOPEZ/MS. TALIA HORN

ALSO ATTENDING

REG BRUCE, ERIN GERBER, JOAN HAMMER, CYNTHIA LOGSDON, ELAINE WISE

CALL TO ORDER

ACTION ITEM: MEETING MINUTES – SCHULTZ

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

REPORT: STUDENT GOVERNMENT – BARBERIE

Mr. Barberie reported that the SGA elections end tonight, and results will be known in a few weeks. On March 19th, he will meet with campus stakeholders to discuss anti-racism course initiatives. He thanked Provost Boehm for her service for the past three years.

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REPORT: STAFF SENATE - BROWN

Ms. Brown reported that the Staff Senate met on February 9th and received reports from President Bendapudi, CIO Rehan Khan and Brian Buford on the Employee Success Center. The Senate made history by approving the new standing Committee on Anti-Racism Efforts (CARE).

[The full report is online.](#)

REPORT: FACULTY SENATE CHAIR – SCHULTZ

Chair Schultz also welcomed Dr. Lori Gonzalez to her first Faculty Senate meeting. Then, he reported on several items of interest that are included in his report.

- The implementation of the new HR platform, Workday will be overseen by Huron.
- The administration is considering an in-person commencement ceremony.
- The new Covid dashboard is up and running.
- Changes to healthcare plans
- Instructors using AI-based exam monitoring are required to take online training. Modules are located on Blackboard.
- Vaccinations are moving to the 1C group, starting with people over 60.
- Summer semester 2021 will look a lot like summer 2020. But fall 2021 will look more like fall 2019, including lessons learned from Covid-19.

[The full report is online.](#)

REPORT: UNIVERSITY PROVOST – BOEHM

The provost reported that President Bendapudi had taken some time off to visit with her new grandson. Dr. Boehm reported on the following topics.

- Vaccines – Yesterday afternoon, 1153 emails went out to faculty, staff and students over 60 years of age with instructions on how to register for the vaccine. If you are in that age group, and did not receive the email, please let Dr. Phil Bressoud know. We hope to get that group vaccinated quickly, then open it up to the rest of our campus community. Hopefully, we can have everyone vaccinated by the end of April.
- Searches
 - Law School – Dean Colin Crawford is leaving on June 1st.
 - A&S – This search will be relaunched.
 - Education – This search is underway. Dean Teresa Reed (Music) will take over as search committee chair to replace Colin Crawford.
- Retirements
 - Gail Rhodes will retire from the Delphi Center this summer. A national search will be held to find a replacement.
 - Ralph Fitzpatrick will retire on May 1st from Community Engagement.

Dr. Boehm thanked the Senate for welcoming her for the nearly three years she served as provost. She said it has been an honor and a highlight as provost to work with the Senate. She is particularly grateful for the group who worked on the Student Well-Being Committee.

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At this time, Dr. Boehm introduced Dr. Lori Gonzalez, who comes from the University of Tennessee-Memphis and will be UofL's new provost as of April 1st.

Dr. Lori Gonzalez said that shadowing Dr. Boehm for the month of March has been like having a driver's permit. She has met a lot of people and had many tours. She looks forward to working with the Senate as she continues Dr. Boehm's good work in supporting the faculty and the critical job they do.

INFORMATION: ENROLLMENT MANAGEMENT – BEGANY

Mr. Begany reported on the current enrollment situation, retention and what the future holds.

- **Current Situation** – Enrollment has grown since 2010 and peaked in fall 2020 with over 23K students. For first-time freshmen, the national data shows an overall downturn of 10.5%. UofL had a 2.7% increase. For graduate students at a four-year public institution, there was an increase of 3.6%. UofL had an increase of 27%. Our biggest contributors to that increase are Business, Education and Public Health.
- **Retention** – The retention rate for the fall 2019-fall 2020 cohort was the highest ever, at 80.9%. However, there has been a 3% dip from fall 2020 to spring 2021. We are concerned about this and are taking steps to reach out to those students who stopped.

QUESTION: Please define GRS.

REPLY: It is a cohort of full-time new freshman. It is how the government measures retention.

QUESTION: Does total enrollment include online students?

REPLY: Yes. It includes every student.

- **Graduation Rates** – In 2015, the graduation rate was 52.9%. In 2020, we are at 60.4%. This is a good milestone. He is really proud of this because it includes the contributions of everyone on campus.
- **Student Billing** – The information on the slide is as of February 22, 2021. The outstanding bills are concerning, but payments have been made since this slide was created and reduced the total outstanding.
- **Projections** – The next ten years will be challenging with the declining demographics and rising costs. The number of Kentucky high school graduates going to a four-year public university will decline over the next ten years. In fall 2023, we will see a temporary increase, but the demographics will flip over the next six years. By 2029, it is projected that UofL will lose 384 students, if we continue to do what we have always done. This will be the reality for universities across the country. It is and will continue to be a struggle. In a 2020 Higher Education Enrollment Trends Pulse Report, 452 institutions in the United States were surveyed. Eighty per cent projected an enrollment decline over the next ten years and twenty projected an increase. In the report, Kentucky was projected to grow by only three per cent to 2030. That is about 600 students, on the high end. This highlights the importance of our future work and to address the various ways students enter higher education.
- **Action Items** – We have developed a plan with eighteen action items.
 - Regional Recruitment

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- Out-of-state areas where we are known. Our recruiters are in Cincinnati, Nashville, DC/MD/VA, Southern California, Philadelphia, Dallas and Chicago. In fall 2021, we will add New England and drop Dallas.
- Need-based Aid
 - Working to substantially add to these funds.
- Target Diversity
 - Since fall 2016, we have had a 17% increase of African-American undergraduate students and 36% of Latinx undergraduate students.
- Adult and Online
 - Hired an assistant vice provost for adult learners. Working with the Delphi Center and added academic programs has helped in this area.
- Holistic Admission
 - In fall 2020, admissions tests were optional.
- Connect with Companies
 - Made grants available for dependent students at UofL's Hospital system, Mortenson and Trilogy Health.
- Implemented a Customer Relationship Management (CRM) system.
 - This allows us to personalize communication between units and students.
- **Looking to the Future** – The focus will be on six areas.
 - Pricing and financial aid
 - Academic programs
 - International students
 - Undergraduate recruiting
 - Graduate recruiting
 - Pathway degree options for evening, weekend, community college and military students.

Mr. Begany said we are in a great position, as we are well known. This allows us to go into markets and successfully recruit. [This presentation is online.](#)

QUESTION: What can we, as faculty, do to help in the future?

REPLY: Faculty are huge for our success. The connection with students in the classroom is very important.

QUESTION: Why don't we recruit in St. Louis?

REPLY: We look at many factors in deciding where to recruit. Some are the number of our alumni in a location, the out-migration of students, the price and the proximity to us. Northern schools cost more, so we do well up there. St. Louis has a lot of schools, so the competition is higher.

QUESTION: Do you keep stats on non-traditional students and the majors they choose and their graduation rates?

REPLY: We began tracking them in 2019 but need to add majors.

QUESTION: What are we currently doing in recruiting international students?

REPLY (Begany): We have hired an international recruiter because we are below where we should be. It is very important for diversity. There is an opportunity for growth.

REPLY (Boehm): We wanted to hire an international recruiter pre-pandemic. During the pandemic, we moved those duties to Dean Mardis, in Student Affairs. It did not seem safe to hire for that position

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since students couldn't come to the U.S. anyway. It will be up to the new provost on how to move forward.

COMMENT: I grew up in Bombay. A large number of my family and friends have been educated in the United States or Europe. There is a very high potential there for recruiting students.

INFORMATION: CANON PRINTER POLICY – MOLSBERGER

The University's Chief Procurement Officer, Ms. Sally Molsberger, reported on the Printer Policy. Last August, we looked at the Canon contract and realized the printing policy was never finalized. This was supposed to happen after the first year of the contract. Prior to 2017, a committee spent a year vetting this issue. In 2017, an RFP was sent out for a new printing service on campus. It was to be cloud-based and would replace the in-house printing and campus mail services and, eventually, individual desktop printers. In April 2018, the contract was finalized with Canon and they were to do an evaluation of the entire campus to right-size the fleet of printers so we could develop minimum payments. This evaluation was never done. The policy was never finalized that would have eliminated departments from purchasing desktop printers with university funds. A twist was added when Canon provided single-use printers to people who didn't want to use the multi-function printers. Due to Covid, the minimums that were created are not being paid. In January 2021, we launched the final proposed policy, only to find that even though it had been vetted before we signed the contract, there is a new institutional compliance policy that requires vetting via *UofL Today*. It was run in *UofL Today* twice, asking for feedback. It is important to note that desktop printers are not being taken away. You may continue to use them. Toner must be bought from our vendor, Staples. And paper must be bought from our stockroom. When these printers die, you will not be able to buy a new desktop printer with university funds. You should use a multi-function printer in your area. We are evaluating our fleet of multi-function printers. There are over 300 devices on campus. The underutilized machines will be moved to an area where it is needed. Also, some of the Canon single-use printers may need to be moved around. These machines are not going towards our minimums and were never part of the contract. We are not adding to either fleet. There are exceptions to the single-use printers for certain labs. Canon realizes that Covid has changed the needs of the university. [This policy is online.](#)

QUESTION: Could you explain 'click charge'?

REPLY: The number of pages printed. We get this number from the network.

QUESTION: Are you taking into consideration the inconvenience of the location of these multi-use printers?

REPLY: Yes, we understand the issues. Please send me or Lisa Ennis an email.

QUESTION: In the contract is there a clause for an event like Covid, that would impact our minimum print?

REPLY: We are in the process of amending the contract. Canon is acknowledging that the three-year old contract is not providing what we need.

QUESTION: Is there a force majeure?

REPLY: Yes, that is what we are working on.

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UPDATE: RESEARCH – GARDNER

Dr. Gardner reported on the following topics.

- **Accreditation Visit** – An optional review of UofL’s IRB processes took place. This ensures that we are doing everything properly. It was a 360 review that went well.
- **Reviews** – This past fall, an external group reviewed the innovation, entrepreneurship and technology transfer functions. These are the services that are provided to researchers on campus and within the research community.
- **Electronic Research Administration System** – We are waiting on Board of Trustees permission to purchase this new system. It will enhance our research infrastructure and put more tools in the hands of researchers.
- **Core Facilities** – A group has been charged to review UofL’s core facilities and to make recommendations on how to organize and support them better and to make sure they serve the needs of our researchers. The review is half-way completed and a report was sent to him. Next, for an external perspective, he will ask core facility directors from other institutions to look at the report and our facilities.
- **Challenges** – Since UofL is a state institution, we must abide by state laws. This sometime presents a challenge with research in so many different areas. Because we are a state agency, we cannot enter into certain types of agreements. We are working to find ways to change the requirements on researchers so they can be able to purchase equipment and enter into agreements more easily.
- **Research Space** – Space continues to be an issue on both campuses. We are trying to ensure the space we do have is shared in the best way.

QUESTION: What is considered a core facility?

REPLY: In general, it is space that is shared among researchers, a shared resource. It serves people equally and does not prefer one over another. It is a university-wide facility and has transparent processes for use and payment. There is no standard definition, but there are accepted expectations among research universities.

QUESTION: Would the library be a fundamental facility rather than a core?

REPLY: Yes. Everyone recognizes the library performs many different critical functions, especially with research.

QUESTION: What types of agreements can researchers in Kentucky not enter into?

REPLY: There are procurement issues with software or services. If we want to conduct a clinical trial with a company in California, we have to use Kentucky state law. They will not want to work with us if that’s the case. They will go somewhere else.

QUESTION: Did your group reviewing the core facilities take into consideration being cost-neutral and a non-revenue generating facility?

REPLY: One thing about core facilities is that they lose money. The charges levied do not cover the expenses to run a facility.

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INFORMATION: INTIMATE RELATIONSHIPS POLICY – EELLS

Dr. Tracy Eells, the Vice Provost for Faculty Affairs gave a brief background on the need for the revision of the Consensual Sexual Relations Policy. In 2019, Provost Boehm requested the policy be reviewed as it had not been since it was developed in 1999. The request was to make it stronger and more student-centric. The original policy, called the Consensual Relations Policy, did not prohibit sexual relations between faculty and students, except when there was an evaluative role. The review committee was co-chaired by Dr. Eells and Dr. Faye Jones, and its membership included representatives from both senates, CODRE, COSW, HR, graduate, undergraduate and professional students, General Counsel, Student Affairs and Risk Management. The committee and subcommittees met about ten times and reviewed literature on the subject. One program that stood out as exemplary was the University of Iowa. Several committee members spoke with University of Iowa to discuss how well their program works. Then, the committee solicited feedback from UofL stakeholders and used that as input. A draft policy was developed, which generated a lot of discussion. Some committee members thought it should be more conservative and some thought it should be less conservative. This produced the current nearly unanimously-approved version that was presented to Provost Boehm in July 2020. It was then reviewed by General Counsel for further suggestions and both faculty and staff senate executive committees. To summarize the rationale for change, Dr. Eells pointed out the following – relationships between faculty and students and supervisors and staff are fraught with risks that include conflict of interest, unfair advantage, favoritism, adverse impact on learning/working environment, potential for exploitation and harm. These are also inconsistent with the culture we are trying to create at UofL. This policy weaves its way through several other policies without conflict, particularly the Sexual Harassment Policy and the Nepotism Policy. The term “consensual” was also problematic, as it is difficult to define, for various reasons. The university does not want to be in the business of regulating relationships that do not impact the working/learning environment. The staff members on the committee were adamant that the staff/supervisor relationship be included. This policy prohibits intimate relationships in the following situations:

- Any relationship with an undergraduate student.
- Graduate and/or professional students’ intimate relationships are prohibited when there is an evaluative role, or the two parties are in the same school or college.
- Graduate and/or professional students’ intimate relationships with undergraduate students are prohibited when there is a supervisory or instructional role.
- Intimate relationships are prohibited between a supervisor and that supervisor’s direct report.

The review committee recognized that situations may arise that could be excepted and developed a process for these requests. As for reporting, anyone can report to any administrator. The report would go to the responsible authority/party. Information is gathered, and a determination is made. The decision is grievable. [This policy is online.](#)

QUESTION: It seems like there is a high potential for abuse. Anonymous reporting could be dangerous. I want to make sure there is due process for all parties, and it does not become a tool for retaliation.

REPLY: This applies to all undergraduates. Age is not a factor. There is an exception process. The policy states “one should report”. Reporting is not mandatory. There is an initial investigation of facts to see if the report is valid. We have a Non-retaliation Policy to address any issues there.

QUESTION: The section regarding undergrad students and staff seems too broad. There are many people on campus that have no contact with students.

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REPLY: The committee had a vigorous discussion and any different opinions. Some were more conservative, and some were less. The bones of the policy are similar to most of the institutions we reviewed. This is the decision of the committee.

REPORT: STANDING COMMITTEES

- **REDBOOK COMMITTEE (RB) – DETMERING**
 - A first reading of the School of Nursing and the Speed School unit documents will be held at the April meeting. [This report is online.](#)
- **ACADEMIC PROGRAMS COMMITTEE (APC) – BRUCE**
 - This committee reviewed the certificate proposals for Pediatric Acute Care and Family Business Management. They will be ready for consideration at the April meeting.
- **COMMITTEE ON COMMITTEES & CREDENTIALS (CCC) – JEMIAN**
 - [This report is online.](#)
- **EXECUTIVE COMMITTEE (XC) – MUELLER**
 - [This report is online.](#)
- **PART-TIME FACULTY COMMITTEE (PTF) – FULLER**
 - This committee met and finalized the summary of the Part-time Faculty Survey. It will be ready for the April meeting.
- **PLANNING & BUDGET COMMITTEE (P&B) – HARRIS**
 - This committee reviewed the finances for the two certificate proposals and returned them to APC.

OTHER REPORTS

- **AAUP REPRESENTATIVE – CUNNINGHAM**
 - The AAUP is developing a proposal to extend the three-year evaluation time for people who created academic/creative scholarship in 2017 and have not been compensated.
- **CODRE – HARRIS**
 - Muriel Harris has taken over as chair of CODRE. CODRE has launched a series of Listening Sessions.
- **COSW – NASRAOUI**
 - The 24-hour lactation room in Ekstrom Library will open soon.
- **FACULTY ATHLETIC REPRESENTATIVE – WALLACE-BOAZ**
 - [This report is online.](#)

NEW BUSINESS

OLD BUSINESS

ANNOUNCEMENTS

ADJOURNMENT

The meeting adjourned at 5:00 p.m.

Respectfully submitted,
Gretchen Henry

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Faculty Senate Coordinator