

University of Louisville

Faculty Senate Meeting

April 7, 2021

The regular meeting of the Faculty Senate was held on April 7, 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, EVAN FREDERICK, JASON IMMEEKUS, SUAN LONGERBEAM **KENT:** JENNIFER MIDDLETON, BIBHUTI SAR **LAW:** **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE, REBECCA MORGAN **MEDICINE:** FOREST ARNOLD, KIMBERLY BOLAND, GEOFF CLARK, JENNIFER HAMM, PATRICK HARRIS, MARY NAN MALLORY, CHIN NG, VINAY PURI, BEN SCHOENBACHLER, **BRIAN WILLIAMS,** **MUSIC:** REBECCA JEMIAN, KRISTA WALLACE-BOAZ **NURSING:** KRISTIN BAISCH, SARAH CARTER, CANDACE HARRINGTON **PART-TIME FACULTY:** ROY FULLER, JOSEPH GUTMANN, TINA JOHNSON, TIM ROBERTS **PUBLIC HEALTH:** RYAN COMBS, DAVID JOHNSON **SPEED:** OLFA NASRAOUI, ROMAN YAMPOLSKIY, JACEK ZURADA

GUESTS IN ATTENDANCE

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI
UNIVERSITY PROVOST: DR. LORI GONZALEZ
UNIVERSITY GENERAL COUNSEL: MS. ANGELA CURRY
EXECUTIVE VICE PRESIDENT FOR RESEARCH: DR. KEVIN GARDNER
GRADUATE SCHOOL DEAN: DR. BETH BOEHM
SGA REPRESENTATIVE: MR. BEN BARBERIE
STAFF SENATE REPRESENTATIVE: MS. GINGER BROWN
PROVOST OFFICE DESIGNEE: DR. TRACY EELLS
UofL TODAY: MS. TALIA HORN, MS. SARAH LOPEZ

OTHERS IN ATTENDANCE

ISABEL BOTERO, LYNN BOYD, REGINALD BRUCE, REBECCA CONRAD, THEO EDMONDS, HEATHER FOX, ERIN GERBER, RICHARD GERMAIN, JOAN HAMMER, LESLIE HARPER, FAYE JONES, CAMERON LISTER, ANDREW MANIKAS, RYAN QUINN, SARA ROBERTSON, MICHAEL WADE SMITH, ELAINE WISE

CALL TO ORDER

ACTION ITEM: APPROVAL OF THE MINUTES - SCHULTZ

The [minutes of the March](#) meeting were unanimously approved as distributed.

REPORT: STUDENT GOVERNMENT - BARBERIE

Mr. Barberie attended a meeting to discuss gender inclusive housing in the new residence halls. Currently, it appears that the plan will include two gender inclusive floors and two standard traditional floors. That discussion is ongoing. He will start to transition Ms. Alexa Meza into the AVP role for the coming academic next year.

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REPORT: STAFF SENATE - BROWN

This [report is online](#).

REPORT: FACULTY SENATE CHAIR - SCHULTZ

Chair Schultz reported on several topics.

- **HR updates.** Recently, information regarding changes to the health plans, the discovery benefits and the retirement plans has been sent out. The Vice President-HR, Ms. Mary Elizabeth Miles, will come to the May meeting to give an overview of what these changes are and how they impact faculty.
- **Shared governance** – This group recently met and developed a committee structure. There will be four faculty, four staff and four administrative positions, as well as one person from the Board of Trustees. Michael Wade Smith will also be co-chairing with Staff Senate Chair John Smith and Chair Schultz.
- **The Budget Planning & Monitoring Committee's** subcommittee on New Funding has received 46 different requests for funding. If you have questions, please send them to Senator Sherri Wallace or Chair Schultz.
- **The Follett Inclusive Access Ad hoc committee** is working with the Provost's Office to start working on this initiative.

[The full report is online.](#)

REPORT: UNIVERSITY PRESIDENT - BENDAPUDI

President Bendapudi reported on several topics and introduced the new provost, Dr. Lori Gonzalez and the new general counsel, Ms. Angela Curry.

- **Kosair** – UofL has had a relationship with Kosair for close to 100 years. That partnership has realized \$50M from Kosair Charities to UofL in many different forms. To mark this partnership, a socially-distanced celebration was held and recorded. It shows the many ways the Kosair gifts have impacted UofL. Everything from immunotherapy for cancer to neuro recovery with children with spinal cord injuries and to the Peace Hospital and NICU. It's just really a remarkable thing. It was uplifting for me and I hope that you all have a chance to see it. [The video is available, here.](#)
- **Mass Vaccinations at Cardinal Stadium** - I want to make sure to remind everybody is that starting Monday, April 12th, we're going to do the mass vaccination site at Cardinal Stadium. We have the capacity to give about 4000 vaccinations a day. There are still plenty of openings, so please share in your neighborhoods. [LINK TO VACCINATION INFORMATION.](#)
- **Team Introductions** - The biggest thing for me is to introduce two members of my team. I feel rejuvenated and excited and a big thank you to Beth Boehm as Provost and also to Tom Hoy as General Counsel. Luckily, we retain both of them. Beth this going back to be Graduate School Dean and Tom Hoy has generously agreed to stay on for a transition period and to finish up some of the other projects. But now, I have two remarkable people to introduce to you. Some of you have already interacted with them. More of you I hope will have a chance to. Let me begin with Dr. Lori Gonzalez. I heard from so many of you through the interview process describing her enthusiasm, her earnestness, her dedication to the mission, her collaborative spirit, how she listened.

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- **Dr. Lori Gonzalez** - Thank you Neeli, I appreciate it. I met with David and Eugene yesterday and I said by the time the Senate meeting comes around, I will be seven days into the job, so I don't really have much of a report to make. I will say about the vaccines that we are not going to require testing in April. I like to start all my reports with that much good news, so people are smiling, at least when I start. I just want to say I'm really looking forward to working with the Senate. Working with David and Eugene as we move things forward that we want to improve the quality of our faculty lives. That's going to be one of the commitments that I have working on student success issues. We continue to work on the diversity and inclusion agenda that we have, and so I've just been in meetings trying to get to know everyone that I can on campus. One of the invitations that I will accept if you offer is to come to one of your faculty meetings at the department level, so please let me know when I can come and talk with faculty here. What the needs are, because they're different by discipline. They're different by college. I'd like to get a flavor for what's needed, how the Provost office can break down barriers for you as you do this really important work. If anyone has any questions for my first full Senate meeting, I'm happy to answer them.
 - **QUESTION:** We're really pleased you're here. This may be a question that you're not prepared to answer, but I would like to throw it out there for you. Last spring, Provost Boehm provided the tenure track faculty with a one-year extension on their tenure track with a letter stating that it was because of Covid in the spring. Those of us who were early, you know we're told that we didn't have to accept that extra year early that we could wait to see how we do. I have had tenure track faculty to ask me if you will honor that as well.
 - **REPLY:** Absolutely. Beth is moving to the Graduate School, so I didn't take all her files and promises and throw them out the window. She was gracious enough to let me shadow her in March, which really was wonderful. So, we're also meeting every week, so you know, promises she made to you, and particularly as you're on the road to tenure, there's enough anxiety. I'll stand by any of her promises.
 - **QUESTION:** I have a question about the testing, and this comes from the fact my sister works out of Albany, New York and is one of the persons in public health who was put in charge of contact tracing in the state of New York. She said that testing should actually continue to catch variants. And I'm wondering if you can find out if that's actually true. Should we, in fact, maybe keep requiring testing or encouraging it because of the variants?
 - **REPLY:** Thank you we meet every week. I'll bring that forward. So, I will take that back and if it is different, we will send out a notice about that.

President Bendapudi - Now I hope you can all see why I'm so excited to have Lori here. I'm also very, very pleased to introduce to you, Angela Curry as our general counsel. The GC is an incredibly important role on any University campus.

- **Ms. Angela Curry** - Thank you so much for inviting me. I am just humbled and honored to be here among such esteemed faculty. I'll give a very brief overview of my background and then talk a little bit about what it is exactly that I do. People may not know what the general counsel

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does, so I'll kind of walk through and add a little personal background. I'm a native of Lexington, Kentucky. For those of you that have heard the rumors about maybe another institution there, don't be concerned. I have received my Cardinal vaccine. I'm 100% U of L. So, while Lexington is the city of my birth, Louisville is very much my chosen city. I left Lexington at 17 to attend Spelman College. It's a women's college in Atlanta. From there, I went on to Boston University. One fun fact about Boston is that at any given time during the academic year, there are about 150,000 students there, given all the colleges. So, lots of seminars, classes, and snow. Which is why at my earliest convenience I returned to Kentucky, began my legal career at the Kentucky Public Service Commission. And from there I went out to service general counsel at different institutions, including Fisk University in Nashville, Kentucky State University in Frankfort, and most recently, at the Presbyterian Church Foundation. The biggest take away from me and my work in legal counsel is that no matter the organization, whether it's public or private, whether it's faith based or secular, wherever human beings are involved, there is meaningful work, important work, and there is never a dull moment. One of the most interesting things about my position here is that I only have one client. That client is the University of Louisville. It's really, really interesting. I have one client and my client has many, many human representatives. So, in our shared governance model, what that means is that my client is represented by the faculty, by staff and by students. So, of course you know I protect my clients legal interest in different ways. Sometimes that means dealing with external legal matters, making sure that their resolved in a timely matter. But more importantly, it involves making sure that the client meets its legal obligations to our faculty, to our staff and to our students. So, I feel very, very fortunate because some lawyers have hundreds of clients. I have one who has about 29,000 faces, and that makes my job very interesting. I'll stop there, except to say that for me, the University of Louisville was a natural, irresistible choice. When I look at our 22,000 students, I think about 1/5 of them coming from families where they are very first in their family to attend college. When I think about the fact that nearly 40% are Pell eligible, which means they have the highest economic need and the fact that nearly 25% of them come from diverse backgrounds, what I see is an institution that truly reflects the city and the state. So, it's truly an honor to be here. It's a privilege to serve. Thank you.

- **QUESTION (to Dr. Bendapudi):** In a recent email, you mentioned the legislative budget and you say it's very good news. Can you share us some of the things that we should be cautious about?
 - **REPLY:** You know that the General Assembly and the governor are saying that they are going to support higher education. We will see what happens there. I will tell you that we are on better financial footing than we have been for several years. If you look at where our revenues come from, it is state funding, tuition, research, and philanthropy. Philanthropy has taken a hit. As you can imagine, everybody felt like there was so much uncertainty during the pandemic. But we're starting to see people pay upon their pledges.

REPORT: RESEARCH & INNOVATION - GARDNER

Dr. Kevin Gardner, the Executive Vice President for Research and Innovation reported that 2020 was good for research from an awards perspective. A record \$170 million was awarded to UofL researchers.

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That is the highest amount for UofL. Another high mark came in research expenditures. This is the information reported to the National Science Foundation and is included in the R1 calculation. That number is about \$198M. The research expenditure number includes things like institutional support for research and expenditures on grants, plus institutional expenditures. We also had a grassroots effort to identify grand challenges. These represent both our research strengths and the aspirations that we have as a University to make an impact in the world. These grand challenges are at the highest level of empowering our communities, advancing our health and engineering our future economy. There are examples of the type of work that includes the empowering our communities: Robot Classmates is an interdisciplinary project that uses robots to help children with autism develop skills to succeed in the classroom; the Youth Violence Prevention Research Center is a strong suit of the University and funded by the CDC. There are five of these across the US. This project is in its sixth year right now in partnership with West Louisville. In advancing our health, we have the Co-Immunity Project to better understand and control Covid-19 and our Biocontainment Laboratory has developed and tested six products that are in clinic or will be soon. In engineering our future economy, with our airport innovation, we are working with the to improve travelers' experiences and the overall airport operation.

[The full presentation is online.](#)

ACTION ITEM: ACADEMIC PROGRAMS - BRUCE

- CERTIFICATE PROPOSAL – [FAMILY BUSINESS MANAGEMENT](#)

The Academic Programs and the Planning & Budget committees reviewed the Family Business and Management Advising certificate coming out of the College of Business. As Director of the Family Business Center and certificate proposer, Dr. Isabel Botero provided a brief overview of the certificate program. Between 70 and 90% of businesses are family-owned or family-owned and operated. This certificate offers six courses on different aspects of family businesses and provides a toolkit to help navigate various issues.

There were no questions or discussion. The vote to approve the certificate passed.

- CERTIFICATE PROPOSAL - [PEDIATRIC ACUTE CARE](#)

The School of Nursing has come forward with this certificate proposal for pediatric acute care nursing. It will prepare students for board certification in pediatric acute care. The APC met with the proposers and Planning and Budget reviewed the budget materials and made some recommendations. Revisions were made to the proposal. After further review, APC supports this program. The certificate proposer, Dr. Sarah Robertson, Director of the Doctor of Nursing Practice program provided a brief overview. If a person is already a nurse practitioner with another specialty, they can come back and take the additional specialized courses and can receive this additional certificate. This was requested by Norton Healthcare directly to us. They have family nurse practitioners who are taking care of acute pediatric patients. The Board of Nursing is requiring a pediatric acute care certification to work with the sickest patients. Norton is hiring Family Nurse Practitioners (FNPs) and requiring this certification. It is very important to with our community partners to get these FNPs trained with the appropriate certification. There are no new courses, as they are already offered. The certificate has a maximum of 23 credits and credit may be given for work done in their previous Nurse Practitioner program.

- **QUESTION:** Will these courses be online, in person or both?

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- **REPLY:** We have a hybrid format at the School of Nursing. We choose to not put everything completely online because there is an amount of each course that needs procedures. We need to visually see what the students are doing. The students are on campus during the intensive times. The lecture content will be online and available for them in that format.

With no further discussion, the vote to approve the certificate passed.

ACTION ITEM: UNIT DOCUMENT REVISIONS - FIRST READINGS - DETMERING

Senator Detmering, Chair of The REDBOOK Committee, presented the unit documents for their first reading. Discussion and questions may take place next month at the second reading.

- **REVISED BYLAWS – [SCHOOL OF NURSING](#) | [SUMMARY OF CHANGES](#)**
The School of Nursing completed a thorough revision of its bylaws. The major changes from the previous iteration related to committee structure and membership, as well as the processes for voting. The REDBOOK Committee had a number of questions and suggestions about the document that would improve clarity and the School of Nursing made those changes or explained their rationale for not making them. The REDBOOK Committee approved moving the document forward for the first reading.
- **REVISED BYLAWS – [SPEED SCHOOL](#) | [CLEAN VERSION](#)/[TRACKED VERSION](#)**
The changes the Speed School made related to REDBOOK compliance, updates to their committee structure and ways of facilitating electronic voting in online meetings. Both the clean version as well as a tracked version are included. The committee is also moving this forward for the first reading and a vote will be taken at the May meeting.

INFORMATION ITEM: PART TIME FACULTY SURVEY - FULLER

Senator Fuller thanked Chair Schultz for the opportunity to report on the committee's survey. The Part-time Faculty Survey was administered in October and November 2020. For comparison, the same, or similar questions were asked that had been on the 2010 survey. The 19% response rate on the current survey reflected 240 individuals. Two major concerns that the survey raised were the lack of compensation for course prep when a course is canceled and the low number of part-time faculty who receive annual evaluations. A majority of respondents reported that they are satisfied with their part-time position at UofL.

- **COMMENT:** The whole evaluation process is really uneven. Evaluations are administered in many different ways across the university. It may be a good idea to use this as a catalyst to improve the evaluation process.

INFORMATION/DISCUSSION ITEM: PROPOSED FACULTY ACCOUNTABILITY POLICY - EELLS

Dr. Tracy Eells gave a brief background for the policy. Going back to March 2019, the Provost charged a committee to make some recommendations regarding expectations for faculty behavior and the disciplinary actions that may be taken as a result of not meeting those expectations. That group was chaired by Rhonda Bishop, who was head of the compliance office, at that time, and a number of other administrators and some faculty. At that time a draft document was produced in August of 2019. That document was reviewed by the Faculty Senate Executive Committee and its feedback was given to the

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committee. Then, a series of changes occurred, Rhonda Bishop left the university and there was a second provost in charge. In December of 2019, the committee was reconstituted. The second charge was similar to the first. The committee was asked to finalize its recommendations with a specific focus on proposing a progressive discipline policy for faculty that is consistent with the REDBOOK and is also consistent with other university policies and values and applicable law. The provost asked the committee to also delineate a process through which complaints of faculty misconduct are addressed in a matter that is consistent across the university, is equitable and incorporates expertise within the university. That committee met for number of months and gathered feedback from the faculty senate, the Commission on Diversity and Racial Equity (CODRE) and the Commission on the Status of Women (COSW). This feedback was incorporated into a draft report that was delivered to the provost in August of last year. The focus of the policy is on faculty misconduct and is not work related. There is already a policy that addresses misconduct for administrators and staff. This policy will fill the gap that exists for faculty misconduct, where, currently, there is no means to address it. The current practice at UofL is on an ad hoc basis. This policy will add consistency and equity across units.

At this time Chair Schultz told the Senate that only discussion will take place today. No motion will be taken on this issue. The Provost's Office has given the Senate one month to discuss and bring it to the May meeting. He encouraged senators to read the document and to solicit feedback from their unit colleagues. He would like to develop a single document response to the policy after the May meeting.

- **COMMENT/QUESTION:** There are different approaches that can be taken. One is a process that focuses on collaborative problem-solving. Another is one focused on discipline and punishment. This policy seems to be focused on the latter, not investigation, sharing of perceptions and thinking of best practices. Why was this path chosen over one more collaborative and collegial, that embodies the principles of care and respect that makes this a great place to work?
 - **REPLY:** We do want to promote a collaborative approach. A collaborative approach may precede any action taken on the basis of this policy. There are many collaborative opportunities to take before invoking the policy.
- **QUESTION:** Could these preliminary steps be specified? The way it reads now is that writing someone up is the first step.
 - **REPLY:** Yes, changes can be made. The initial draft policy included what we called a "coffee cup conversation". This was a casual conversation to initiate a solution to a complaint/problem. Feedback from various sources felt that any invocation of this policy should be in writing to document it. That is not to say that the lowest level of discipline could not be a verbal warning and would not go into the personnel file.
- **COMMENT:** As a former department chair, I wish I had had this available to me as I had several instances where this could have helped. I encourage senators to look at the examples given in the policy. These are not minor issues. These are major behavioral issues. State and federal laws can address some of these, but there are no tools to address the others.

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- **QUESTION:** Why does it say the steps of discipline may, or may not include a verbal warning, then a written warning and then to unpaid leave. It seems like there is a lot of leeway between discipline steps Is there something more standardized if it is to be uniform across units?
 - **REPLY:** The idea is for a progressive discipline. So, for the first time, the lowest level of disciplinary action is to be taken. If the problem persists, then discipline becomes increasingly severe. Depending on the offense, the initial disciplinary action could be at a different level. For example, giving alcohol to underage students. A verbal warning would not satisfactorily address this behavior.
- **QUESTION:** How would anyone be able to clear those offenses? Or, does that record stay with them for the tenure of their employment at UofL? Or what if the faculty member takes immediate action to improve? It seems a little unfair.
 - **REPLY:** A written discipline is added to the faculty personnel files and recorded in the Faculty Affairs office. The intent of keeping a record is to insure consistency and equity across units. Documents placed in a faculty member's personnel file cannot be removed, per state law.

At this time, Chair Schultz closed the discussion to allow time for the following reports.

INFORMATION ITEM: [CULTURAL WELL-BEING SURVEY](#) - JONES

Dr. Faye Jones, the Senior Vice President for Diversity and Equity presented results of the Cultural Well-Being Survey that was done in October. The Climate Survey recently closed, and those results will be available later this year. This evaluation will show how the Cardinal principles have been implemented and how effective they are. Theo Edmonds and Cameron Lister, the owners of the survey are going to give some of the results. This is just small portion of the preliminary data.

Mr. Theo Edmonds explained that there are three parts to the presentation, Understanding, Cultural Analytics and Measurement. To Understand, it is important to put things into context. Social change occurs when culture and systems intersect and become more fluid. The data we are sharing today indicates tremendous opportunities for innovation. For Culture and Innovation, UofL is well-placed with the Cardinal Principles to not only succeed, but to lead in the innovation marketplace. Organizations that reflect the times can break through and lead. The goal of this data is how to support inclusive innovation mindsets and culture change management and seeing the relationship between them. The Cultural Well-Being Index was created at UofL's NSF funded [Center for Health Organization Transformation](#) (CHOT) in the School of Public Health. Hope, trust and belonging are the measures of inclusion and how well they are implanted is what gives meaning to things like the Cardinal Principles or organizational beliefs. Those beliefs and how well they are implemented will drive organizational behavior. Mr. Cameron Lister then reported on various campus groups and their levels of hope, trust and belonging using heat maps. The next steps is to take some of the data and align it with the nine Cardinal Principles. Working with areas across the university, we will develop something like a Cardinal Principle passport where the data will align with the principle and offer points of entry. People can then be triaged into lectures, workshops and other activities that are already ongoing.

[The full presentation is online.](#)

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REPORTS: STANDING COMMITTEES

- Academic Programs Committee - BRUCE
 - [This report is online.](#)
- Committee on Committee & Credentials - JEMIAN
 - [This report is online.](#)
- Executive Committee - MUELLER
 - [This report is online.](#)
- PART-TIME FACULTY - FULLER
 - [This report is online.](#)
- Planning & Budget Committee - HARRIS
 - [This report is online.](#)
- REDBOOK & Bylaws Committee - DETMERING
 - [This report is online.](#)

OTHER REPORTS

- AAUP Representative - CUNNINGHAM
 - No report was made.
- CODRE Representative - HARRIS
 - No report was made.
- COSW Representative - NASRAOUI
 - [This report is online.](#)
- Faculty Athletic Representative (FAR) - WALLACE-BOAZ
 - [This report is online.](#)

ADJOURNMENT

The meeting adjourned at 5:15 P.M.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator