

University of Louisville
Faculty Senate Meeting Minutes
June 2, 2021

The regular meeting of the Faculty Senate was held on June 2, 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, CHRISOPHER TILLQUIST, SHERRI WALLACE **BUSINESS:** ROBERT BARKER, JOSE FERNANDEZ, DALE McINTOSH **DENTISTRY:** BRIAN MARRILLIA, BREACYA WASHINGTON **EDUCATION:** MICHELE FOSTER, EVAN FREDERICK, JASON IMMEKUS **KENT:** JOCELYN FETALVER, BIBHUTI SAR **LAW:** MANNING WARREN **LIBRARIES:** ROBERT DETMERING, TERRI HOLTZE, REBECCA MORGAN **MEDICINE:** KIMBERLY BOLAND, KELLEN CHOI, GEOFFREY CLARK, SAEED JORTANI, MARY NAN MALLORY, 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:** RYAN COMBS, DAVID JOHNSON **SPEED:** ROGER BRADSHAW, OLFA NASRAOUI, ROMAN YAMPOLSKIY, JACEK ZURADA

GUESTS ATTENDING

UNIVERSITY PROVOST: DR. LORI GONZALEZ
VICE PROVOST- ENROLLMENT MANAGEMENT: MR. JAMES BEGANY
STAFF SENATE REPRESENTATIVE: MS. GINGER BROWN
STUDENT GOVERNMENT REPRESENTATIVE: MS. ALEXA MEZA
ULARP: MR. ROBERT STENGER
UofL TODAY: MS. TALIA HORN

OTHERS ATTENDING

LEE BEWLEY, REG BRUCE, ERIN GERBER, JOAN HAMMER, CYNTHIA LOGSDON

CALL TO ORDER

ACTION ITEM: [APPROVAL OF THE MINUTES - SCHULTZ](#)

The May minutes were unanimously approved as distributed and are linked above.

MEMORIAL: [PROFESSOR AL GUSTAFSON - FULLER](#)

Senator Fuller gave the memorial for Professor Gustafson. The memorial is linked above.

REPORT: STUDENT GOVERNMENT – MEZA

Ms. Meza reported on several topics.

- **Introduction** – Ms. Meza introduced herself. She is a senior in Political Science and is the new Academic Vice President for the coming academic year.
- **Top 4** – The new SGA officers are getting acquainted with their roles and deciding how they can best advocate for all students.
- **Real Cards** – The Real Cards Campaign will be put to use to gauge student interest and concern when it comes to making the transition back to campus and back in the classroom.

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REPORT: STAFF SENATE – BROWN

This report is linked above. Currently, the main topic of discussion is the return to work policy and how different units are implementing it.

REPORT: FACULTY SENATE CHAIR - SCHULTZ

The Chair's report is linked above. Some highlights included the following.

- Covid Coordinating Committees – The various committee meetings focusing on the Covid pandemic have been suspended. If needed, the meetings will reconvene.
- Board of Trustees – The board attended a budget workshop last week and will consider the FY 22 budget at its meeting in later this month.
- Benefits Design Work Group – This group met and received a preview of the rollout for the new Get Healthy Now program.
- Bookstore Advisory Committee – This committee met and discussed the need for a higher faculty compliance for textbook adoptions. It is a federal law that textbooks are adopted and posted early. Currently, there is 60% compliance.

Question: Could we get a university-wide announcement regarding book orders?

Reply: The announcements come out early in the semester. This year's deadline was April 15th, but we will work on doing something to get the word out.

REPORT ON ENROLLMENT: UNIVERSITY VICE-PROVOST – BEGANY

Vice Provost Begany reported on the current enrollment for fall 2021. The report is linked above.

Current Enrollment – The current enrollment for fall 2021 is down about 636 students overall. Mr. Begany went over the numbers by unit. The numbers are similar to what happened last fall. Many students waited until after Thanksgiving to register and, eventually, spring enrollment exceeded projections.

Steps to Address Current Enrollment Shortfall – Mr. Begany has formed a new committee to strategically focus efforts on getting students to register for the fall. It is the Enrollment Lightning Response Team (ELRT) and it has a broad representation across the campus that includes faculty, the Cultural Center, student affairs, bursar, financial aid, admissions, registration and the Delphi Center. Communication with students is made through various channels. The main method of communication is through the units. A connection with a faculty member in the student's major can make a big difference. The Cultural Center has contacted over one thousand African American and LatinX students with emails, phone calls and one-on-one meetings. The Student Success advisors are focused on helping students financially, and particularly those who have had COVID-related expenses that may impact their ability to register for the fall. With CARES Act funds, about \$10M will be awarded this fall to students with a financial need. The Financial Aid Office has sent over ten thousand emails, made 300 targeted calls and sent out 1500 FASFA reminder postcards. Over eight thousand emails have gone out to 'stop-outs', students who left the university over the past five years, encouraging them to return. There has been nearly a 12% increase in those are students. Metro College is the agreement between the city, UPS and UofL that offers tuition assistance to students who work at UPS. We are holding additional information sessions for Metro students who may need help. Student Affairs has done a great job through their student connections. They have made nearly 1,000 contacts through the Greek organizations, commuter

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students, Living/Learning communities, ROTC, campus residents and to the many other organizations on campus. Another use of some of the CARES Act block grant funds will allow us to award nearly every undergraduate student between \$400 and \$1500 this fall, based on need. We are working with our corporate connections to provide a path to UofL for their employees and dependents. The new hospital system, for example, could be another source of new students.

- **QUESTION:** How does UofL enrollment issues compare with higher education in general, to other ACC School, state and regional schools?
 - **REPLY:** I do not have the ACC data, but state schools were down about 10% for new students.
- **QUESTION:** Do you have any information on community colleges?
 - **REPLY:** Nationally, for fall 2020, they were down about 19%. They were hardest hit.
- **QUESTION:** Department chairs are seeing an uptick in online courses creating a big disparity with face-to-face. Are there any thoughts to add more online courses?
 - **REPLY (Gonzalez):** This fall, we want to have as many face-to-face classes as possible to get our students inculcated back into the campus environment. It is a good point and that should be a faculty discussion. Faculty did not have a choice because of Covid, but I think we would want to discuss with regards to the programs that are considering adding more online to understand the strategy and to ensure the programs are robust. And, if we are building online programs, to make sure they are programs that can be nationally ranked.
- **COMMENT:** Regarding course registration, I think a lot of the low numbers has to do with when registration occurred. At that time, students were not certain if we would be on campus face-to-face masking or not, social distancing or not and so they registered for online. If the university made a definite statement, those numbers may move from online to face-to-face.
 - **REPLY (Gonzalez):** Enrollment Management and Student Affairs have been sending messages to students encouraging them to join in campus activities, so the idea is we will be on campus this fall.
- **COMMENT:** I am in favor of returning to face-to-face, but we should monitor, nationally speaking, if there is a definite turn towards online. We may have to adjust to keep our enrollment numbers up. I would like to see some data comparing online to face-to-face courses.
 - **REPLY (Gonzalez):** I will ask the Delphi Center to do that, if possible.

REPORT: UNIVERSITY PROVOST - GONZALEZ

The provost reported on several topics.

Enrollment Efforts – Regarding the work with corporations, the university signed a memo of agreement today with the UAW Local 842 associated with the Ford Motor Company. There are about 14,000 members in this group. Those employees or their dependents will receive a tuition benefit by attending UofL. This could possibly be a way to increase enrollment. There is a possibility this could be shared with UAW nationwide.

Promotion & Tenure - Notices went out via email to faculty members regarding their tenure and or promotion. The provost apologized for the late notification. As one of the most consequential things in a faculty member's career, moving forward it will become part of the workflow.

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Covid Updates - On June 11th, the governor's office will come out with more guidance regarding social distancing, masking, and all things Covid. Calls continue twice a week with a small team that is looking at this and information will come to larger groups when necessary. Student Affairs will roll out some vaccine incentive programs this fall.

Strategic Plan Update - Under the pillar of a Great Place to Learn, there are two strategies. One is experiential learning and the other is undergraduate research. This fall, the Center for Engaged Learning and the Office of Undergraduate Research will open. There will be a unit that will focus on experiential learning, and that will be where students can do co-curricular service and faculty can bring their service-learning courses forward to engage more students. Experiential learning and undergraduate research are two of the high impact practices and we will be growing for the future.

Provost Office Personnel - The Provost Office has hired a chief of staff. Many of you probably know Dr. Douglas Craddock in College of Education and Human Development. He'll be the chief of staff and Sarah Lopez will be the deputy chief of staff.

- **QUESTION:** With regards to engaged learning, how can the work faculty do in this area be evaluated in terms of tenure and promotion?
 - **REPLY:** I'd like to look for a way to credit work done inline with our values so faculty don't have to step away from engaged teaching and learning because it doesn't count towards their tenure.
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REPORT: EXECUTIVE VICE PRESIDENT FOR RESEARCH & INNOVATION - GARDNER

Dr. Gardner reported on the following topics.

Faculty Study – In response to a call for proposals from the National Institutes of Health, a detailed mixed method study to understand what the contributing factors were that led nearly 120 faculty of color to leave the School of Medicine over a five to ten-year period will be conducted.

Speed School Research Report – Dr. Gardner sent kudos to the Speed School of Engineering. The annual research report had positive news about its research enterprise.

Research Awards – New research awards through March 2021 are higher than all awards for last year. It should put the university in good stead for research expenditures, which is how universities are measured as a research university.

Invention Disclosures – The first step in the invention process is the disclosure. Currently, there are sixty disclosures.

Research Agreements – The number of these agreements is at an all-time high. These are sponsored research agreements with companies that license our technologies. These companies usually hire our researchers to conduct further research and design on a particular invention and patent.

Process Improvements – A major focus of this office is improving processes for researchers. The new Electronic Research Administration modules will help with improve the workload on researchers. The first two modules will be online soon. We are reviewing the efficiency of all the forms and administrative work that researchers do in apply for grants and other similar things.

Personnel - Very shortly, there will be an announcement that we've hired a new Director for Research Development. This is an individual that has a lot of experience at another research university, and I think will bring a lot of value to UofL. We have also hired Mr. Dave Kelsey as the new Director for Industry Engagement. He is engaged in all aspects of the university and connecting them to the business world.

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Core Facilities – Another focus is on UofL’s research infrastructure. Some work is being done to organize the university’s core facilities. Next week, people who run centralized core facilities at the University of Pittsburgh, University of Virginia and Northwestern University will review our systems and make recommendations on how we can best move forward.

Federal Legislation – The research office is keeping a close watch on some federal legislation called the Frontiers Act. This is a big technology-related economic package. If it passes Congress, it may greatly impact our research enterprise at UofL.

ACTION ITEMS: PROPOSED PROGRAM CLOSURES – BRUCE

Professor Bruce noted that these three program closures had been submitted to SACS before they had been reviewed by the Faculty Senate. This is outside the usual process. Assurances were made that in the future, the established process would be followed and the Faculty Senate would review any program closures before they are sent to SACS. Chair Schultz added the clarification that the issue with these three program closures is the SACS process is very lengthy and there was concern for the timing. Closures will now be sent simultaneously to the Faculty Senate and SACS.

- **College of Arts and Sciences**

- Bachelor of Science in Atmospheric Sciences – This program has a history of low enrollment over the past five years. The Teach Out Plan has been approved. Students are not harmed and can take other courses to complete their degrees. There is no financial impact to the university. There is no negative impact on faculty. No issues were raised by either the Planning & Budget Committee or the Academic Programs Committee. The Academic Programs motion was to accept the closure. As the motion comes from committee, it requires no second. The motion to approve this program closure passed.

- **College of Education**

- Masters in Instructional Technology – This program has a history of low enrollment over the past five years with zero to two graduates per year. There were no enrollees for fall 2020. The key faculty member is retiring, Students may finish their degree or switch to another track. There appears to be no negative financial impact to the university or to the students. Both the Planning & Budget and Academic Programs committees have reviewed this closure and have no concerns. The motion to close this program comes from the committee and requires no second. The motion to approve this program closure passed.

- Masters in Literacy – This program has a history of low enrollment over the past five years. There appears to be no negative financial impact to the university or currently enrolled students. There is no negative impact to faculty. Both the Planning & Budget and Academic Programs committees found no issues. The motion comes from the committee and requires no second. The motion to approve the closing of this program passed.

QUESTION: What has happened that this program is no longer popular? It seems it would be useful.

REPLY (Senator Immekus): I can speculate that there isn’t the faculty capacity. believe that faculty in that program have left the university. I am not sure of the enrollment numbers, but I know there is a shortage of faculty there.

QUESTION: Will this be a rubber stamp if the closures are sent simultaneously to SACS and the Faculty Senate?

REPLY (Schultz): I can invite Vice Provost Bob Goldstein to come and address this. I will tell you that SACS use of the term closure is what we use for a suspension. We never go to a closure. The

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programs are suspended for five years and can be brought out of suspension at any time. If the Senate votes against a closure, there must be data to back it up.

REPORT: [WORKDAY IMPLEMENTATION](#) - GOSSER

Senator Gosser said that her purpose in reporting is just to bring awareness that the PeopleSoft system that UofL has had for about twenty years is being replaced by Workday. Senator Gosser represents the Faculty Senate on the Workday Steering Committee as well as the group of Change Ambassadors. The linked presentation explains what Workday is and the many improvements it will bring to UofL. It will be implemented over the next year. It will be a big change and, initially, may bring some upheaval, but it will also bring big improvements. Chair Schultz added that this was a huge amount of work for one person to take on and thanked Senator Gosser for doing so.

REPORTS: STANDING COMMITTEES

- **ACADEMIC PROGRAMS – BRUCE**
 - This committee reviewed the three program closures; reviewed a new online BS in General Studies; reviewed the process for program closures; and, discussed what happens when a program changes its delivery model. The committee will work with Vice Provost Bob Goldstein on this.
- **COMMITTEE ON COMMITTEES & CREDENTIALS – JEMIAN**
 - This committee had no report.
- **[EXECUTIVE COMMITTEE](#) – MUELLER**
 - This report is online.
- **PART-TIME FACULTY - FULLER**
 - This committee held its election and senators Joseph Gutmann and Tina Johnson were reelected.
- **[PLANNING & BUDGET](#) – HARRIS**
 - This report is online.
- **[REDBOOK & BYLAWS](#) – DETMERING**
 - This report is online.

OTHER REPORTS

- **AAUP REPRESENTATIVE - CUNNINGHAM**

Senator Cunningham reported that both he and Senator Polzer are faculty senators on the W3 subcommittee that is focused on compensation, benefits and total rewards. The committee had been moving forward to hire a contractor and they haven't heard anything about that in the last three months. Are we still on the committee?

Reply (Gonzalez): The subcommittee W3 that was previously created will be the advisory committee. So, for the individuals that were wondering if their work was done, it looks as if it is not.
- **CODRE REPRESENTATIVE - HARRIS**
 - CODRE is expanding its bylaws and they will be ready this fall.
- **[COSW REPRESENTATIVE](#) - NASRAOUI**
 - This report is online.
- **[FACULTY ATHLETIC REPRESENTATIVE \(FAR\)](#) - WALLACE-BOAZ**

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- This report is online.

OLD BUSINESS

None

NEW BUSINESS

QUESTION: Will Faculty Senate meetings in the fall return to face-to-face or online?

REPLY: We are working on a hybrid delivery. In person would be in the Chao and online on TEAMS. We will most likely continue this hybrid set-up for the time being.

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting adjourned at 4:35 p.m.

Respectfully submitted,
Gretchen Henry