

University of Louisville

Faculty Senate Meeting

July 7, 2021

The regular meeting of the Faculty Senate was held on July 7, 2021 at 3:00 p.m. in the Chao Auditorium and online on the TEAMS Platform, Chair David Schultz presiding.

SENATORS REGISTERING ATTENDANCE

A&S: MICHAEL CUNNINGHAM, ANN HALL, EUGENE MUELLER, DAVID SCHULTZ, SHERRI WALLACE
BUSINESS: ROBERT BARKER, JOSE FERNANDEZ, KATHLEEN GOSSER, DALE McINTOSH **DENTISTRY:** WIL ABSHIER, KATHERINE FISCHER, BRIAN MARRILLIA **EDUCATION:** MICHELE FOSTER, JASON IMMEKUS
KENT: JOCELYN FETALVER, BIBHUTI SAR **LAW:** ENID TRUCIOS-HAYNES, MANNING WARREN **LIBRARIES:** TERRI HOLTZE **MEDICINE:** FOREST ARNOLD, KELLEN CHOI, GEOFF CLARK, JENNIFER HAMM, PATRICK HARRIS, CHIN NG, VINAY PURI, BEN SCHOENBACHLER **MUSIC:** REBECCA JEMIAN, CHAD SLOAN
NURSING: KRISTIN BAISCH, SARAH CARTER, CANDACE HARRINGTON **PART-TIME FACULTY:** JOSEPH GUTMANN, TIM ROBERTS, **PUBLIC HEALTH:** **SPEED:** ROGER BRADSHAW. OLFA NASRAOUI, ROMAN YAMPOLSKIY, JACEK ZURADA

GUESTS ATTENDING

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI
UNIVERSITY PROVOST: DR. LORI GONZALEZ
UNIVERSITY CEO: MR. DAN DURBIN
SGA REPRESENTATIVE: MS. SYDNEY THARP
STAFF SENATE REPRESENTATIVE: MS. GINGER BROWN
UofL TODAY: MS. TALIA HORN
ULARP: MR. ROBERT STENGER

ALSO ATTENDING

Lee Bewley, Lynn Boyd, Douglas Craddock, Heather Fox, Robert Goldstein, Joan Hammer, Frances Hardin, Leslie Harper, Rachel Howard, Cynthia Logsdon, Dwain Pruitt, Staci Saner, Elaine Wise

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

The minutes of the June meeting were unanimously approved as distributed.

REPORT: STUDENT GOVERNMENT - THARP

Ms. Sydney Tharp served as the SGA proxy and reported on the following.

REPORT: [STAFF SENATE](#) - BROWN

Ms. Brown reported on the following topics.

- Elections – The Staff Senate held its annual election at its June 8th meeting. Johns Smith and Andrew Grubb were reelected as chair and vice chair, respectively. Kevin Ledford was elected as secretary-treasurer.
- President’s Report – Dr. Bendapudi reported, pending Board of Trustees approval, the retirement benefit will return and there will be an overall salary increase of one percent.
- The Staff Senate will meet on Tuesday, July 13. It will be a hybrid meeting with in person in the Chao Auditorium and online on the TEAMS platform.

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REPORT: FACULTY SENATE CHAIR - SCHULTZ

Dr. Schultz updated the Senate on the following topics.

- **University-Wide Committees**
 - Human Resources Advisory Committee (HRAC) – This committee met and discussed the faculty and staff compensation total rewards analysis that is underway. The W3 subcommittee will continue its work on this effort and has held its first meeting. The faculty representatives on this committee are senators Michael Cunningham and Natalie Polzer.
 - The first phase of the Enterprise Resource Management System (ERP) has been completed and will move into the second phase. Updates will be made as this project to replace PeopleSoft in Human Resources moves forward.
 - Benefits Design Work Group – This group met and was introduced to Ms. Kari Aikins, the new Director of Total Rewards.
 - Health Plans – The changes to the health plans that were announced, the sunseting of the EPO and the development of an HSA program, been put on hold, for now. The offerings for healthcare plans will remain the same. The UL Health Program is a new one that's being offered.
 - Health Advocate Program – This new program to replace Get Healthy Now has launched. In order to receive the \$40 monthly deduction, employees must log in, set up an account and earn 400 points by November. More details are available, [here](#).
- **Board of Trustees** - The board and its committees met and took the following actions.
 - The Audit, Compliance and Risk Committee approved the Intimate Relations Policy.
 - The Governance, Trusteeship and Naming Committee approved the revised Naming Policy and Procedure document.
 - The Academic and Student Affairs Committee approved the revised bylaws for the School of Nursing and the Speed School. It also approved a new certificate in the College of Business, [Family Business Advising](#), the School of Nursing's [Pediatrics Acute Care certificate](#), the certificates proposed by Humanities in Arts and Science - the [Undergraduate Certificate in Ethics](#), and the [Graduate Certificate in Healthcare Ethics](#).
 - The Finance Committee approved the university's operating budget.

At this point, Chair Schultz completed his report and welcomed President Bendapudi.

REPORT: UNIVERSITY PRESIDENT - BENDAPUDI

Dr. Bendapudi introduced the university's chief financial officer, Mr. Dan Durbin to present the budget for fiscal year 2022 that was approved by the Board of Trustees two weeks ago. Mr. Durbin shared a [fact sheet](#), that gives a quick overview of the budget. 's expense and revenue data, as well as how it developed. The [full budget](#) is a comprehensive document that contains expense and revenue data, as well as how they align with elements of the strategic plan. It is important to stress that developing and balancing the budget is not only a mathematical exercise. Work on the budget started last fall and included a wide array of individuals from trustees, deans, faculty and staff representatives to the President's Cabinet. Unit business officers were also included so that those who support the faculty and the colleges knew what the budget consisted of, how the budget was developed, and also had input into some of the assumptions that drive decisions. There was a lot of interaction with the Budget Planning

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and Monitoring Committee along with several other faculty members and students. Some high impact highlights in the document include the reinstatement of the retirement match to pre-COVID levels to employer contribution of 7.5% and the optional 2.5% employee match; the absorption of about \$1M worth of health insurance costs to eliminate healthcare premium increases for employees; and no parking permit fee increases this year. One of the biggest budget achievements is the 1% cost of living increase that goes into effect in August. Depending on the final enrollment numbers, it is hoped to repeat the 1% increase in January 2022. These budget decisions also impacted our students. Though we had to increase tuition, we are still about \$2000 lower per year than UK. To offset the rise in tuition, housing and dining fees were not increased. Because of the federal CARES Act, there is about \$16M in additional financial aid. CARES Act funds also helped provide nearly 700 laptops to high need students. Using the performance-based funding model that has been in place for about one year, units could see an overall increase of about \$9M in spendable funds if they achieve their predicted enrollment numbers. Another piece of good news is the Foundation's portfolio has increased in value. The Foundation has also brought every account above water. This will give the university an overall endowment spend increase of about \$3M over last year.

- **Question:** I have an organizational question. When you say that the dollars were returned to the colleges, that doesn't mean all of the schools. Does that mean the colleges that are over the schools?
 - **Reply (Durbin):** I mean the College of Nursing, the College of Medicine you or you could interchange with school. The way I look at it as it goes back to the dean's office to be reallocated within the college. I look at the deans as the CEOs of their organization so we rely on them to deploy those dollars.

It is important to know that the budget was developed on assumptions based on input from colleges, enrollment management and other areas across campus. Enrollment is very important because the tuition and fees that are derived from that generate about 2/3 of our general fund budget. For the current year budget, we have estimated an increase in headcount enrollment of about 200 students. We are estimating about 100 less undergrads and about 300 more graduate students to get to that net of about 200 more students. Where do we go from here? The first step is to continue to work toward those enrollment and retention goals. As mentioned, we are budgeting for an increase of about a 200 students. If we all do what we can to help influence enrollment, we will all benefit.

President Bendapudi said that the key things that she wants to emphasize to everyone would be a thank you for all that you have done, especially the outreach to students. It is difficult to realize that the majority of college debt is actually students who have some college but never finished their degree. Helping them to stay the course and become a college graduate is the right thing for them. And the right thing for society and the right thing for us. Regarding the Foundation, Dr. Bendapudi said that after some tough choices for the past three years, all of the accounts are now above water. That was crucial because it is impossible to ask people for money when their account is underwater. That is good news for us. She encouraged senators to tune into a foundation board meeting. These are public meetings and of course our faculty, staff and student leaders are part of that.

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They will tell you that this tremendous concern from our foundation board that units are not spending the money that they have. This is another very important thing that we are going to continue to emphasize with the deans and department chairs. I hope you like this fact sheet. I want to make sure that our budget and the decisions we are making are clear to all of you. In 2018, we started the strategic planning process and decided on a three year strategic plan instead of a 10 or 20 year. No one anticipated a global pandemic or the concerns about social justice that we all saw, it is good we did a three year plan. In 2021/2022 is the third year of the plan. This year it is time for us to look at phase two. What do we want to do? The [Strategic Plan](#) is available online. And, from 2022 through 2025, you can see in November of each year where we are. What were the goals we set? How are we doing it? It was obviously developed with a lot of people in mind. How are we doing with recruitment, retention, graduation? How are we doing with supporting our faculty and staff? What are we doing by way of research, et cetera? This year 2021 through 2022, Dr. Gail Dupuy and others will engage the entire community again to take a look at what we have done and decide what to keep. What do we want to narrow? Where do we want to double down? What worked, what didn't? The grand challenges that we set for research have stood the test of this past two years because they were empowering our communities, advancing our health and engineering our future economy. Those themes will continue. We've said these are the challenges that we see as important for the University of Louisville to address for the long term.

REPORT: UNIVERSITY PROVOST - GONZALEZ

Provost Gonzalez reported on several topics.

- COVID Update
 - Vaccine Challenge - Recently, an announcement was sent out that UofL had joined in the Department of Education's COVID vaccine challenge to encourage faculty, staff and students to get vaccinated.
 - Data – The campus health team is gathering community data. Anyone who was vaccinated in Kentucky is now part of the Kentucky registry. Currently, 67% of our employees have been vaccinated in Kentucky. Unfortunately, we do not have data on employees vaccinated outside of the state.
 - Fall Planning – The university is not currently planning on requiring vaccinations, though certain schools, based on the nature of the work they perform, are requiring vaccinations. For example, the schools of Nursing, Dentistry, Medicine and Music will require vaccinations. Vaccine exemptions are still allowed for three reasons – health, religious and conscientious objection. Mandatory testing will be implemented this fall for anyone who is not vaccinated.
 - Vaccine Campaign – This fall, to encourage students to get vaccinated, we will have campaign called ***Ls Up, Sleeves Up***. Signage will be in place reminding students to mask and socially distance if they are not vaccinated. More details to come.
- Enrollment – As of July 5, 2021, enrollment is down by about 551 undergraduate students compared to this same time last year. Bearing in mind that the budget is based on 200 more students than last year, we need to enroll about 750 students to maintain the recently-approved operating budget. Enrollments are up with graduate students and exactly the same as last year

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with professional students. There was an increase in enrollment this past spring and with the ELERT Team working, we hope to get the enrollment numbers we need for fall. Many thanks to the faculty who have stepped up and made the extra effort to get students to register for their junior year courses.

- CARES Act Funds – Funds from the federal CARES Act continue to be distributed to undergraduate students. The minimum amount is \$400 and the maximum is \$1500, with the higher awards going to students with the greatest need.
- Center for Engaged Learning – This is an outcome of the Strategic Plan's Great Places to Learn Committee work. The center will offer support for experiential learning, undergraduate research community engagement and creative activity. This will roll out in August.
- Provost Office Personnel – Dr. Douglas Craddock, previously in the College of Education, has been hired as the provost's chief of staff. And, formerly in the Office of Communication and Marketing, Ms. Sarah Lopez is the new deputy chief of staff.
- Faculty Promotion and Tenure – To promote the good news of promotion and tenure, the provost will be adding data that breaks down the general demographics of the process. Any identifying information will be redacted. The provost went over the [latest information](#) that is found on the Office of Academic Planning and Accountability web site.

Question: If people are going to be able to remain unvaccinated and be on campus but have to adhere to masking and distancing requirements, does this mean students can request to take a class remotely who signed up for a face-to-face section?

Reply: If the class is face to face, it will be a face to face class and the student would be expected to be in the classroom to finish it.

Comment: There are a lot of different theories about vaccinations, so I thought it would help to hear from a real infectious disease doctor that we support the vaccines. People might say, well, you are an infectious disease doctor, you are supposed to say that. But, if you really want to know what the doctor thinks, then ask what he did for his family. My mother is vaccinated, my dad, my sisters, my wife, my kids, even below 18. All vaccinated. I'm a very strong supporter of getting the vaccine and saying it's safe and encourage you to do so. That's all.

Reply: Thank you.

Question: How often will the unvaccinated be required to be tested?

Reply: We will be making that decision soon.

Question: How will we handle the unvaccinated without stigmatizing them? We don't want them gathering in large groups together yet, we also don't want to create harm to them by outing them.

Reply: It comes as part of their social responsibility to protect themselves. We aren't going to slap a tag on someone that says they are vaccinated or not. We are going to tell people that they should wear a mask if they're unvaccinated for their own safety. It is not for the safety of the vaccinated, it is for them, and that they should continue to social distance. We are following CDC guidelines and that is what we will continue to do right now. There will be signage to inform students what they should do.

ACTION ITEMS: [PROPOSED PROGRAM CLOSURES](#) - NG

- [MA in French Language and Literature](#) – Due to a dwindling enrollment over the past few years, the faculty of the Department of Classical and Modern Languages voted to close this program. The vote of the Faculty Senate approved the program closure.

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- [Graduate Certificate in Translation and Interpreting](#) – Due to a dwindling enrollment over the past few years, the faculty of the Department of Classical and Modern Languages voted to close this program. The vote of the Faculty Senate approved the program closure.
- [Joint eMBA with the University of Kentucky](#) – Due to low enrollment and the impact of the Covid pandemic, the faculties of both institutions voted to suspend admissions. It is intended to revise the programs and reopen within the stated five-year timeframe. Chair Schultz clarified that the words *closure* and *suspension* are interchanged but mean that a program that is approved for closure it has a five year timeframe to reopen. The vote of the Faculty Senate approved the program closure.

ACTION ITEMS: PROPOSED NEW PROGRAMS - NG

- [Bachelor of Science in General Studies](#) - Professor Linda Fuselier gave a brief overview of the program. This program is designed for adult learners who have accumulated at least 40 credit hours; have stopped out of college for two years and are now returning to complete a degree.

Question: Would you speak to why this is a B.S. and not a B.A. degree?

Reply: It is a B.S. instead of a B.A., because of the language requirements. The B.S. allows fewer credits in language.

Question: A question was raised about the graduation rates that are predicted in the budget and the number of students coming in versus the number actually finishing the program. It appears that some of the projected numbers were miscalculated and the graduation rates are very low compared to the number of students entering the program. I am concerned students will be paying for a degree that they do not eventually receive.

Reply: We looked at the enrollment of other programs and their graduation rates, and tried to make these numbers as realistic as possible. We have had discussions about these numbers in almost every meeting where we presented this. Some people think they are low. Some people think they are high. On page 25, the footnote gives the percentages that we based those numbers on. The numbers are correct and that is what we had in this proposal all along.

Comment: According to the Planning & Budget Committee's understanding, the program proposed students could take this at their own rate. They weren't limited to having to enroll for six hours or nine hours or 12 hours, so that's why we didn't have a problem with the projected graduation rate, which I think is hard to project anyway when we're talking about part-time adult learners.

Chair Schultz called the vote and the proposal for the B.S. in General Studies was approved.

[M.S. in Health Professions Education](#) – Professor Staci Saner, Director of HSC Faculty Development explained the purpose of the degree and its requirements. This degree program focuses on preparing current faculty of medicine, dentistry, public health, and other health professional schools to teach effectively in their respective fields. Potential candidates for the degree are current health professions faculty members. In addition, basic science graduate students and subspecialty fellows who plan to enter academic medicine or dentistry would also be potential candidates. This degree is a master's degree. It's a 33 hour program with fifteen hours are Health Professions Education specific courses and fifteen are in Higher Education Administration courses. Then, there is a three hour practicum experience where students will spend some time utilizing the knowledge and skills that they gained over the course of the program to implement something in their discipline. It may be a new program or implementing curricular changes or instructional strategies, or other similar activities. It is actually built on an existing

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graduate certificate program that is a 12 hour graduate certificate in Health Professions Education from the College of Education. It is vitally needed because health professions faculty need to learn more about educating their students. This program does a great job at helping them see new ways to get information across to their learners, especially when we're looking at teaching in the clinical setting, which is can be quite hectic.

Comment: I wanted to commend you on the work that you have done to meet with the senators and to meet with Dean Hardin about clarifying and clearing up the misconceptions about this degree. Nursing faculty as explicitly stated that you must have a master's degree in nursing to teach in nursing and that language has been completely changed. I'd like to point out to the senators that all language has been removed that includes nursing so that it's much clearer that this is a wonderful degree program. I am very happy that you were able to work with us and collaborate with us to have a really positive resolution.

Chair Schultz called the vote and the M.S. in Health Professions Education was approved.

INFORMATION ITEM: STUDENT IDENTITY VERIFICATION POLICY - BROWN/KERENSKY

Ms. Kristen Brown, the Interim Associate Provost for Online Learning and Technology presented and explained the Student Identity Verification Policy. The university is required by both SACS and the federal Department of Education's requirement to have a process in place to validate that any student who signs up for an online or remote course is the student they say they are, is the student registered for the class, is the student who takes credit and gets credit for it. Another requirement of both institutions is that the university must notify students at the time of registration if there will be fees associated with the student verification process. For example, if a proctor charges the university to proctor an exam and that charge is passed on to the students, they need to be notified at the time of registration. Non-compliance with these requirements may result in the return of financial aid that every student received for each course determined to be out of compliance. It will be the responsibility of the unit to make sure that faculty know that they have to put any kind of notice in their class for that upcoming term. Any instructor can contact the Delphi Center to ensure that distance education courses meet the above student identity verification requirements. As this was an informational item, no vote was necessary.

INFORMATION ITEM: FACULTY ACCOUNTABILITY POLICY /POLICY WITH TRACKED CHANGES - EELLS

As an information-only item, Dr. Tracy Eells, Vice Provost for Faculty Affairs reported on the Faculty Accountability Policy. Initiated by the Compliance Office, in March 2019, then-provost, Dr. Beth Boehm, created and charged a committee to develop a Faculty Accountability Policy. Other policies that address administrator and staff accountability have been in place for years. Dr. Eells had presented the draft policy to the Faculty Senate's Executive Committee for its feedback several times. The full senate had reviewed the document and senators were asked to take the draft policy to their units for more feedback. The Faculty Accountability Committee implemented much of that feedback into the current policy. Concerns were raised that the policy seems to focus more on discipline than on problem solving with more creative solutions. On the other hand, senators who had been department chairs wished they had this policy to help during their time in leadership. Dr. Eells explained that the creative solutions were not spelled out but there is a level of understanding that they are to be implemented before any disciplinary actions are taken.

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Question: Some of the wording is vague. How is the word “professional” defined?

Reply: We are all members of a profession that carries ethical considerations. We are bound by those considerations already, and would be bound under this policy. The word “unprofessional” is in the Code of Conduct and it seemed a good idea to use it here.

Question: Another word, “offensive” was removed, yet “disrespectful” is still there. A lot of other words have additional trainings - sexual harassment or discrimination and things like that. It is a concern that some of the language is a bit vague.

Reply: The committee certainly considered that. The dilemma is that you want language that is broad enough, but not too broad. This was the middle ground that would fulfill the goals of the policy.

REPORTS: STANDING COMMITTEES

- **ACADEMIC PROGRAMS – NG**
 - This committee is reviewing a proposal for a new program in Education Specialist in Curriculum and Instruction from the College of Education and Human Development.
 - Chair Schultz thanked the Academic Programs Committee for all the work done on the program closures.
- **COMMITTEE ON COMMITTEES & CREDENTIALS – JEMIAN**
 - This committee had no report.
- **[EXECUTIVE COMMITTEE](#) – MUELLER**
 - This report is online.
- **PART-TIME FACULTY - FULLER**
 - This committee had no report.
- **[PLANNING & BUDGET](#) – HARRIS**
 - This committee considered the budget aspects of the proposal for the Education Specialist in Curriculum and Instruction from the College of Education. The report is online.
 - Chair Schultz thanked the Planning and Budget Committee for the work done on the program closures.
- **REDBOOK & BYLAWS – DETMERING**
 - This committee did not have a report.

OTHER REPORTS

- **AAUP REPRESENTATIVE – CUNNINGHAM**
 - The AAUP/UofL Chapter reviewed the Faculty Accountability Policy.
- **CODRE REPRESENTATIVE – HARRIS**
 - The new chair, Dr. Muriel Harris, has increased the commission so it is able to undertake more activities.
- **[COSW REPRESENTATIVE](#) - NASRAOUI**
 - This report is online.
- **[FACULTY ATHLETIC REPRESENTATIVE \(FAR\)](#) - WALLACE-BOAZ**
 - This report is online.

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OLD BUSINESS

None

NEW BUSINESS

Senator Dale McIntosh brought up a colleague's concern regarding the Get Healthy Now initiative and gym memberships. It was suggested that if a faculty member was signed up in the GHN program that they could use the SRC, at no charge. Chair Schultz said he did look into it with the help of Mark Watkins and Michael Mardis, who as Dean of Students is in charge of the SRC. When the SRC was created, the students imposed the funding on themselves. The concern is that if faculty and staff use it without cost, that would be unfair to students. Something similar was brought up to HR some time ago, but they decided against it as the cost to subsidize faculty was too great. Subsequently, that is about the time the Planet Fitness program became available. If we want to approach HR about this, we will need feedback from a very broad faculty base, so take that back to units and if we do have support for this, we can talk to HR.

ANNOUNCEMENTS

There is no Faculty Senate meeting in August. The next scheduled meeting is on September 1, 2021.

ADJOURNMENT

The meeting adjourned at 5:06 P.M.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator