

University of Louisville

Faculty Senate Meeting

October 6, 2021

The regular meeting of the Faculty Senate was held on October 6, 2021 at 3:00 p.m. in the Chao Auditorium in Ekstrom Library and online on the TEAMS Platform, Chair David Schultz presiding.

SENATORS REGISTERING ATTENDANCE

A&S: SIMONA BERTACCO, MICHAEL CUNNINGHAM, LINDA FUSELIER, KAREN HADLEY, ANN HALL, EUGENE MUELLER, NATALIE POLZER, DAVID SCHULTZ, CHRISTOPHER TILLQUIST, SHERRI WALLACE, GERRY WILLIGER **BUSINESS:** ROBERT BARKER, JOSE FERNANDEZ, KATHLEEN GOSSER, DALE McINTOSH **DENTISTRY:** WIL ABSHIER, KATHLEEN FISCHER, JAMES HARRISON, BRIAN MARRILLIA **EDUCATION:** MICHELE FOSTER, EVAN FREDERICK, SUSAN LONGERBEAM, CARLA VIDONI **KENT:** JOCELYN FETALVER, MARTIN HALL **LAW:** LUKE MILLIGAN, ENID TRUCIOS-HAYNES, MANNING WARREN **LIBRARIES:** ROBERT DETMERING, TIFNEY GIPSON, TERRI HOLTZE **MEDICINE:** JOSHUA CHOO, BARBARA CLARK, GEOFFREY CLARK, JENNIFER HAM, KIMMERLY HARRELL, PATRICK HARRIS, BETHANY HODGE, SAEED JORTANI, MARYNAN MALLORY, VINAY PURI, GUILLERMO ROUGIER, BEN SCHOENBACHLER, BRIAN WILLIAMS **MUSIC:** REBECCA JEMIAN, CHAD SLOAN **NURSING:** KRISTIN BAISCH, LYNETTE GALLOWAY, CANDACE HARRINGTON **PART-TIME FACULTY:** AARON ELLIS, ROY FULLER, JOSEPH GUTMANN, TINA JOHNSON, TIM ROBERTS **PUBLIC HEALTH:** LEE BEWLEY, RYAN COMBS **SPEED:** ROGER BRADSHAW, OLFA NASRAOUI, ROMAN YAMPOLSKIY

GUESTS ATTENDING

UNIVERSITY PROVOST: DR. LORI GONZALEZ
EVP RESEARCH & INNOVATION: DR. KEVIN GARDNER
FACULTY GRIEVANCE OFFICER: PROFESSOR CEDRIC POWELL
STAFF SENATE REPRESENTATIVE: MS. ANGELA LEWIS-KLEIN
STUDENT GOVERNMENT REPRESENTATIVE: MS. ALEXA MEZA
PROVOST OFFICE DESIGNEE: DR. TRACY EELLS
UofL TODAY: MS. TALIA HORN

ALSO ATTENDING

JENNIFER BAY-WILLIAMS, REG BRUCE, ERIN GERBER, ROBERT GOLDSTEIN, JOAN HAMMER, LESLIE HARPER, MELISSA LANING, CYNTHIA LOGSDON, MARY ELIZABETH MILES, SHELLEY THOMAS, ELAINE WISE

SENATORS NOT REGISTERING ATTENDANCE

KENT: JENNIFER MIDDLETON **MEDICINE:** YOUSEF ABU-KWAIK, KELLEN CHOI, CHIN NG, KATHERINE POHLGEERS, CRAIG SILVERMAN, **MUSIC:** KRISTA WALLACE-BOAZ **PART-TIME FACULTY:** ROSE MILLS **SPEED:** JACEK ZURADA

CALL TO ORDER

ACTION ITEM: MEETING MINUTES – SCHULTZ

The minutes were rescheduled to the November meeting.

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ACTION ITEM: COMMITTEE ELECTIONS - JEMIAN

Senator Jemian, Chair of the Committee on Committees & Credentials (CCC) opened by thanking everyone who stood for nomination on the few open committee seats. The link to the ballot will be sent to all eligible senators. The voting will close at 6:00 o'clock today. Senator Jemian went through the ballot and took floor nominations. The election closed and results will be sent later.

PRESENTATION: SERVICE RECOGNITION - SCHULTZ

The Faculty Senate presented a gift of appreciation to Dr. Beth Boehm for her steady leadership as interim provost and for continuing during the first year of the pandemic. Dr. Boehm thanked senators for working with her and for all they have done.

REPORT: STUDENT GOVERNMENT – MEZA

Ms. Meza reported on the following topics.

- SGA Week – This event is coming up next week. On Monday, the annual Fancy Ville event will bring local politicians to campus and allow students to ask questions. Everyone is welcome to attend. The SGA will host several town halls throughout the week.
- Seeking Internships – Ms. Meza asked that any senator who has or knows of student internships to please forward that information to her to be sent out to students.
- Student Headshot Event – Ms. Meza is coordinating an event for students to have a headshot taken that can be used throughout their college experience and for future use on resumes.

REPORT: STAFF SENATE - LEWIS-KLEIN

Ms. Angela Lewis-Klein stood in as the proxy Staff Senate representative. The report is online and linked above.

REPORT: FACULTY SENATE CHAIR - SCHULTZ

Chair Schultz went over some highlights of his report.

- COVID Vaccination Rate – The overall vaccination rate is now at 86%, with the students leading the charge.
- COVID Advisory Committee – This committee consists of the faculty and staff senates executive committees and it met recently. There were a number of questions which were taken to either the Provost's Office or to the General Counsel's Office. The university's General Counsel, Ms. Angela Curry responded to our question about whether or not we could be informed of students who had been put into isolation or quarantine so that we could ensure that they were not coming to class. Because that's a FERPA concern, we are not able to get that information.
- Presidential Executive Order - In the senior leadership meetings, Angela Curry summarized President Biden's recent executive order as it related to OSHA. At this point the state is still waiting to respond to that.
- Textbook Adoptions – Book adoptions are due by October 15 and must go through the Follett system. The chair requested senators to remind faculty in their units.

The full report is online and linked above.

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REPORT: UNIVERSITY PROVOST – GONZALEZ

Provost Gonzalez reported on the following topics.

- Vaccination Rates – It is correct that our students are leading the way. As of yesterday, faculty rates were 82.1%, staff 82.7% and students were at 86.1%.
- Presidential Executive Order – The provost shared that the OSHA mandate means UofL employees would be covered, but the state’s attorney general is appealing that decision. We are not sure what the outcome of that will be. If we must do it, it becomes a financial burden for us. The state might give us funds, but otherwise it could be an unfunded mandate that would be quite costly. We are looking into how we would cover the cost for that weekly testing.
- Enrollment – Last month, it was reported that the budget was built on the expectation from the colleges that enrollment would increase by 200 students. The number was down by 194 students. That makes 394 less students than was budgeted. For each undergraduate student who does not return in spring it is about a \$6000 loss to the campus.. For an out of state student or non-resident student, it is about \$14,000. So that has a real impact on the bottom line.
- Future Enrollment – We are looking ahead at 2025. Based on demographics, there will be fewer college-going students in Kentucky than in the past. That decline is expected to be about 15% from 2025 through 2029. If we do not do anything and just waited for it to happen, that would mean about 1000 fewer students on our campus. A committee called the Demographic 25 Steering Committee has been formed and subcommittees will be formed to look at several initiatives we will undertake. These would include specific strategies that could be implemented by faculty and staff to support our students. It would focus on academic quality, institutional aid strategies, academic programs, tuition and pricing recruitment, international online adult learners and all the different types of students. This is going to be a multi-year project that will roll out as we find out what would work best on our campus. We will look at strategies to make sure students can cross the finish line.
- Educational Advisory Board - This year UofL joined the Educational Advisory Board, (EAB) which has two platforms. One platform that supports health checks on your department is the Educational Advisory Board or EAB. The university joined at a membership platform called the Global Research Collaborative. It is helping us pinpoint strategies that would fit UofL on all the issues related to retention and financial sustainability. We will attend sessions that cover various issues. Once the sessions are completed, we will bring that information back to the campus groups.
- Conversations with the Provost – Provost Gonzalez said she has been hosting small groups called Conversations with the Provost. They have been doing them by affinity groups. They have met with term faculty and tenure track faculty. Tenured faculty will have a group for chairs. Please be on the lookout for that and plan to attend one of those.

Question: Besides the midterm progress reports, what else can faculty do to help retain students from one semester to another?

Reply: We will be rolling out strategies that can be done by our student success coaches and our academic advisors. But there will be other strategies for faculty to do and completing these midterm progress reports is one of the most important things. One of the best ways to connect with students or keep them is a close connection with the faculty member. With the Center for Engaged Learning, we will

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roll out some supports for faculty who might be interested in engaging those kinds of students in undergraduate research or experiential learning so that they can have a more meaningful relationship with faculty.

Question: Are more drastic measures like a hiring freeze being considered to bridge the tuition gap?

Reply: No. We are looking at ways to keep the students we have and to increase our budget by looking for ways to maximize the performance based funding model.

Question: Do we have data that shows the number of mandated programs' vaccination rates (Music, Medicine, Theatre Arts) compared to the non-mandated programs?

Reply: Dentistry is at 95% student vaccinations. I will have to send the information after the meeting.

Question: Are there plans to enhance the Honors Program?

Reply: Yes, that is one of the programs we are going to work on and also to enhance the Mentored Scholars programs.

ACTION ITEM: CURRICULUM & INSTRUCTION Ed.S. / BUDGET - HADLEY

Senator Karen Hadley, Chair of the Academic Programs Committee opened the presentation by introducing Dr. Shelley Thomas, the Ed.S. program proposer. Dr. Thomas introduced her colleague from the College of Education, Dr. Jennifer Bay-Williams. The proposal had been circulated before the meeting, so senators had an opportunity to review it. Dr. Thomas went over some of the program's highlights. This would be the third program of its kind in Kentucky with Morehead State and Northern Kentucky. Dr. Thomas gave a broad overview of what the Ed.S. is and how it fits into the existing graduate options for teachers and teacher leaders. Currently, there is an M. Ed program, the Master of Education program that attracts practicing teachers who want to enhance their skill set. There is another graduate program, but these are individuals who have an undergraduate degree and are seeking an initial teaching certification so they are getting an initial teacher certification while completing a graduate degree and that is called the M.A.T. The third group of existing students are PhD students in Curriculum Instruction. The Ed.S. program would fit in between the three existing programs. From surveys, talking to students and our community partners it is anticipated that the primary population for the Ed.S. program would be M.Ed. and M.A.T. completers, people who already have graduate degrees and who want to continue developing their skill set but who are not particularly interested at this point in a PhD program.

Question: Is this a degree?

Reply: It is a degree. It is right below a PhD. For those who want to improve their skill set, but are not interested in pursuing a PhD. It will give them the skill set they seek, without the research aspect of the PhD.

Question: Can you describe what a research project is in the Ed.S.? What it might look like some specific examples and how would this transfer to a classroom?

Reply: There is more elaboration in the syllabus that is in the full proposal about the project, so the project will be part of that course, but it is much smaller than a dissertation and a PhD, but it would be focused on something beyond their own classrooms. It might be school wide or might be district wide

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within their specialties. For example, let's look at math teaching and they want to know the impact of a different approach to basic facts in elementary school. They would come up with a well-defined study, qualitative or quantitative and have it approved.

Question: Your proposal projects a steady state of ten new students each year progressing through this. How does actin pair with enrollment currently in similar program at NKU? And is it Morehead?

Reply: Morehead. We do not have that data. What we did as part of this process as we contacted both institutions to ensure that we weren't replicating or that our program didn't replace, there's but that it fit in with theirs, but that was not part of the process was to find out their student enrollment at this point.

Question: Yes, I'm confused when you say fit in but not replicate. Would we be competing with them for the same student?

Reply: That is very unlikely. What happens in teacher programs is teachers go to the school nearby, so we're not competing with them. Geographically, there are no programs in this area. What we have run into is we have a lot of teachers that are looking for their next professional step. They don't want a second Master's degree and they don't want to pH D.

Question: Can you explain the Rank One?

Reply: This is something confined to the state of Kentucky. Once you get your bachelor's degree that gives you Rank 3 status. With 30 more hours is Rank 2 and 30 more hours is Rank 1. It does not give you a degree or a specialist title.

Question: Is this program only face to face and are the other programs at Northern and at Morehead only face to face or are there online elements of any of these programs?

Reply: From what I could gather from their web sites, some are online and some are face to face.

A form to vote was launched in the TEAMS window and a link to the Survey Monkey ballot was sent out via email. Voting on Survey Monkey ended at 6 p.m. Results were sent to Chair Schultz that the proposal passed.

REPORT: [COACHE FACULTY JOB SATISFACTION SURVEY RESULTS - EELLS/NASRAOUI](#)

Dr. Tracy Eells and Dr. Olfa Nasraoui presented the results of the COACHE survey, which is linked above.

Dr. Nasraoui gave an overview of Athena. Athena is funded by the National Science Foundation and it contributes to the NSF goal of a more diverse and capable science and engineering workforce. The program seeks to build and on prior NSF advanced work, research and literature concerning gender, racial, and ethnic equity. The program aims to broaden the implementation of evidence based systemic change strategies to promote equity, in particular for STEM faculty and academic workplaces, and the profession. Athena has two goals. The first goal is to help improve the recruitment, retention and promotion of women faculty in particular using the following interventions. STRIDE stands for strategies and tactics for recruiting to increase diversity and excellence. The next thing is FMP, Faculty mentoring Program and the third thing is Data Collection and Monitoring and the COACHE survey is actually the

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example of that. The second goal is to improve education and awareness around implicit bias and bystander intervention, in particular through interactive theatre workshops. Dr. Eells reported on the methodology of the COACHE survey. The coach survey is administered by the Collaborative on Academic Careers in Higher education at Harvard University's College of Education. It was administered here during an eight week window between February and March of 2020. The survey was sent to 1172 full-time UofL faculty across the university. The response rate was 38%, or 651 responses. This was lower than other institutions. As the country went to remote work during this time, COACHE did an analysis of its impact and found it to be negligible. Patterns appeared to show that smaller units' response rates were higher than larger units. UofL results are compared with two groups. One is a group of about 110 universities that participated in the survey in the last three years. This group included some ACC schools. The other was a group of five peer institutions. Most survey items were rated using the five-point Likert scale. All open-ended questions were deidentified so they appear anonymous. The final results will be made available to anyone with UofL logon credentials. Here is the [link to the results](#).

Question: There seemed to be a greater interest in tenure policy clarity by non-tenured faculty. Is that what you found to be true?

Reply (Eells): I believe the answer is yes. I can say there was a high degree of variability in terms of concern about the clarity of tenure policies by academic unit. Results will be shared with each unit.

REPORT: FACULTY GRIEVANCE OFFICER - POWELL

Professor Cedric Powell presented the annual Faculty Grievance Officer report that is linked above. Professor Powell reported on the grievance process and the five grievances that were filed over the past year from October 1, 2020 through September 1, 2021. Of the five grievances, two were from the medical school. They were both dismissed because they did not meet the jurisdictional prerequisites. The other three proceeded through the full process and were closed.

Question: I was struck by the interesting fact that 40% of the cases were dismissed for lack of jurisdiction, and I wondered what were the jurisdictional prerequisites to move to formal complaints? Are they posted somewhere and what happens to cases that are not heard by the grievance officer?

Reply (Powell): The Grievance Officer does not hear the cases. They go to the Faculty Grievance Committee for deliberation. And I think your question really highlights the point I meant to say. I am in the front end of the process, so I don't see anything after it leaves my desk to the Grievance Committee. It was responsible for ruling on whether the case complies with the Redbook.

REPORT: EXECUTIVE VICE PRESIDENT FOR RESEARCH & INNOVATION - GARDNER

Dr. Gardner updated the Senate on activities in research.

- Awards – As reported last month, a review of the research awards for fiscal year 2021 showed new records were achieved over the records set in fiscal year 2020.
- Celebrating Research – It is important to celebrate whatever comes out of research. It could be a commercial product or a way the university impacts the world.
- Agreements - We have 482 agreements and those are memorandums of understanding. They are material transfer agreements, data use agreements, all these types of things that demonstrate our broad engagement with other academic institutions, private sector companies, NGOs and so on.

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- Licensing Agreements Menu – In order to simplify the agreement process with companies, we've got a simple menu of three different options that that a company could choose from. It is a really important part of working with the university. We want to be a university that the state or business in the community they will know how to find the expertise that they need.

ACTION ITEM: [SENATE STATEMENT OF COVID-19 CAMPUS RESPONSE - MUELLER](#)

Dr. Eugene Mueller, vice chair of the Faculty Senate presented a statement developed by the Executive Committee regarding a vaccination mandate. The statement was in support of a mandate, if one was made. The statement is linked above. After a brief discussion, a vote resulted in favor of supporting the statement.

REPORTS: STANDING COMMITTEES

- ACADEMIC PROGRAMS - HADLEY
- COMMITTEE ON COMMITTEES & CREDENTIALS - JEMIAN
- [EXECUTIVE COMMITTEE](#) - MUELLER
- PART-TIME FACULTY - FULLER
- PLANNING & BUDGET - HARRIS
- [REDBOOK & BYLAWS](#) - DETMERING

OTHER REPORTS

- AAUP REPRESENTATIVE - CUNNINGHAM
- CODRE REPRESENTATIVE - HARRIS
- [COSW REPRESENTATIVE](#) - NASRAOUI
- [FACULTY ATHLETIC REPRESENTATIVE \(FAR\)](#) - WALLACE-BOAZ
- [ULARP](#) REPRESENTATIVE - WISE

NEW BUSINESS

None

OLD BUSINESS

None

ANNOUNCEMENTS

None.

ADJOURNMENT

The meeting adjourned at 5:08 p.m.

Respectfully submitted,
Gretchen Henry
Faculty Senate Coordinator