

University of Louisville
Faculty Senate Meeting Minutes
April 6, 2022

The regular meeting of the Faculty Senate was held on April 6, 2022 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: Michael Cunningham, Linda Fuselier, Karen Hadley, Ann Hall, Eugene Mueller, Natalie Polzer, David Schultz, Christopher Tillquist, Sherri Wallace, Gerard Williger **BUSINESS:** Robert Barker, Jose Fernandez, Kathleen Gosser, Dale McIntosh **DENTISTRY:** Wil Abshier, Kathleen Fischer, James Harrison **EDUCATION:** Michele Foster, Evan Frederick **KENT:** Jocelyn Fetalver, Jennifer Middleton **LAW:** Enid Trucios-Haynes **LIBRARIES:** Robert Detmering, Tiffney Gipson, Terri Holtze **MEDICINE:** Joshua Choo, Barbara Clark, Saeed Jortani, MaryNan Mallory, Chin Ng, Vinay Puri, Guillermo Rougier, Brian Williams **MUSIC:** Rebecca Jemian, Chad Sloan **NURSING:** Kristin Baisch, Lynette Galloway, Candace Harrington **PART-TIME FACULTY:** Aaron Ellis, Roy Fuller, Joseph Gutmann **PUBLIC HEALTH:** Lee Bewley, Ryan Combs **SPEED:** Olfa Nasraoui, Roman Yampolskiy

GUESTS ATTENDING

UNIVERSITY SENIOR VICE PROVOST: Dr. Gail DePuy
EVP RESEARCH & INNOVATION: Dr. Kevin Gardner
DIRECTOR RESEARCH INTEGRITY PROGRAM: Ms. Allison Ratterman
STAFF SENATE REPRESENTATIVE: Ms. Ginger Brown
PROVOST OFFICE DESIGNEE: Dr. Cherie Dawson
ULARP REPRESENTATIVE: Ms. Elaine Wise

ALSO ATTENDING

Heather Fox, Erin Gerber, Joan Hammer, Cynthia Logsdon, Sarah Lopez, Bob Stenger

SENATORS NOT REGISTERING ATTENDANCE

A&S: Simona Bertacco, Linda Fuselier **DENTISTRY:** Brian Marrillia **EDUCATION:** Susan Longerbeam, Carla Vidoni **KENT:** Martin Hall **LAW:** Luke Milligan, Manning Warren **MEDICINE:** Geoffrey Clark, Jennifer Hamm, Kimmerly Harrell, Patrick Harris, Katherine Pohlgeers, Ben Schoenbachler, Craig Silverman **MUSIC:** Krista Wallace-Boaz **PART-TIME FACULTY:** Rose Mills, Tim Roberts **SPEED:** Roger Bradshaw, Jacek Zurada

CALL TO ORDER

ACTION ITEM: Approval of the March minutes - Schultz

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

REPORT: Student Government – Meza

No report was made.

REPORT: Staff Senate – Brown

The next Staff Senate meeting is on April 12th and will be online. This report is online and linked above.

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REPORT: [Faculty Senate Chair – Schultz](#)

Chair Schultz reported on the following topics.

Meeting Locations – Chair Schultz reported that the attempt to set up simultaneous meetings to connect Belknap and HSC campuses, did not work out as planned. Until the equipment is updated, meetings will continue in the Chao Auditorium with online access, as needed.

Strategic Plan – The original plan was for six years with a review at the three mark. This is this third year and a committee has convened to begin work on another three-year plan. That work has just started. Open forums will be held in early May to gather input from various groups.

Presidential Search – The Board of Trustees charged a committee to review the search firm proposals. Of the 12 proposals submitted, five were chosen for in person interviews. Four firms were interviewed in person, as one firm dropped out. The firm [WittKieffer](#) was chosen and the contract is still in negotiation. As authorized by The REDBOOK, Chair Schultz has initiated the formation of a committee of elected members from each of the units. The Board of Trustees will consult with this committee in the process and selection of the next president.

AD Search – Information gathered from the open forums will be sent to the search firm. Once hired, the search firm will take that input to define the Athletic Director profile. The profile will be sent to President Gonzalez in May. The dates, times and locations of the forums were sent today via the Senate’s email list.

Master Plan – The Master Plan RFP Review Committee interviewed four firms and has made its top selection. Negotiations are taking place to retain the firm.

Covid Coordinating Committee – These meetings will probably move forward on an as-needed basis and not as often as over the past year. The main topic of discussion is the mask mandate becoming optional in classrooms on May 4th. Masks will still be required in the clinical settings.

Executive Budget Steering Committee – This committee met at the end of March and reviewed the year-end financials for fiscal year 2022. The process has started for fiscal year 2023. The committee was updated on the state budget, which is looking favorable for higher education.

Question: How do we ensure that the search firms themselves are diverse?

Reply (Schultz): For the Master Plan RFP and the presidential search, part of the scoring matrix does include diversity, though it is not specified if that it is diversity in the search firm itself, or diversity in the pool of candidates presented for review. All the firms considered for the Master Plan had diversity within the firms and also in the subcontracting businesses.

Question: Where does improving the technology infrastructure stand in the new budget?

Reply: The budget will not be approved by the Board of Trustees until June, so I cannot answer that question. I will take it to the next budget meeting and get an answer.

Question: For the Strategic Plan, are the original issues going to be in the new plan or are they adding new ones?

Reply (DePuy): We are using the current plan (2019-2022) as the foundation and evaluating what it should say without changes, with modifications, what should be added and what should be removed. The Chair’s report is online and linked above.

Question: The W3 part of the Strategic Plan has not been completed. Will it carry over into the new plan?

Reply (DePuy): Yes.

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Question: Regarding the presidential search, the Committee of 13 (unit-elected members) is to consult with the Board of Trustees and the search firm. Have you thought of a response if the search firm advises against consulting with the committee?

Reply (Schultz): It is worth defining what The REDBOOK charges this committee to do. It is charged to consult with the Board of Trustees during the hiring of the president.

Question: Is there any plan on what units are going to be represented on the presidential search committee?

Reply (Schultz): We have not created a plan as the Faculty Senate. I am fairly certain we are not going to be able to have a representative from all 13 units on the search committee. I think we may get one more representative other than the Faculty Senate chair. I believe that the search firm will help in forming the search committee and the search committee will work with the firm to define the characteristics that we are looking for in a president. The search firm will then generate a list of candidates and will bring that to the search committee. The search committee will narrow that list down to the candidates, which will go to the board.

REPORT: Interim Senior Vice Provost – DePuy

Dr. Gail DePuy introduced herself as the Interim Senior Vice Provost, a new position in the Provost's Office. She works closely with Dr. Gerry Bradley, the Interim University Provost. Though the duties are divided with Dr. Bradley working with deans, colleges and schools and Dr. DePuy with academic programs, support services and processes, they still work closely together. Dr. DePuy updated the senate on the following topics.

College Visiting Tours – Dr. Bradley and Dr. DePuy have been visiting each of the colleges to conduct listening sessions. They are meeting with students, faculty, staff, department chairs and associate deans in five separate meetings. Each group is given the opportunity to speak freely without supervisors in the room and are asked to highlight the challenges and the successes in their units. The input is typed up anonymously and given to the deans and discussed with Dr. Bradley to find ways to improve and move forward.

Dean Searches

- **Law School** – On July 1, Melanie Jacobs from Michigan State University will join UofL as the new Law School dean.
- **Kent School** – In July, Dean David Jenkins will leave the Kent School for a similar position at Ohio State. Provost Bradley is working with Dean Jenkins on a transition plan so the school is prepared. A visit the Kent School is planned for April 18 to get input on the desired qualities for their dean.

Covid Boosters – Campus Health is now offering fourth boosters of Pfizer and Moderns to those who are 50 and above. The university still maintains the position of highly encouraging vaccines and boosters.

Covid Testing - The university is preparing to consolidate its testing sites across campuses by mid-April. The plan is to end the contract with Blue Water Lab since there is no longer a need for mass high-volume testing anymore and there has been consistently low use of those mass testing sites. Campus health centers will continue to provide testing to all university members who are experiencing symptoms and are concerned about an instance of exposure. The Provost and the senior COVID leadership group continue to stay in frequent contact and have regular discussions and are monitoring the variants.

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Mask Mandate - After receiving feedback from constituent groups about the mask requirement for the summer has been announced. It just announced that May 4th will be the end of masks required in classrooms. Masks will still be required in clinical settings.

REPORT: Executive Vice President for Research & Innovation - Gardner

Dr. Kevin Gardner reported on several topics.

Research & Scholarship Awards - The inaugural Research and Scholarship awards program was held last week. About 90 individuals who have received recognition from their professional society or won an award were recognized.

Bucks for Brains - When the state budget is finalized, there is expectation that it will include the endowment match program That will be about \$10M to UofL for the Bucks for Brains program.

Core Facilities - The EVPRI Office focused on understanding the core facilities over the past year. These are the kind of things that research institutions rely on to be competitive in research. At UofL, the core facilities have grown up organically and have not had centralized support. Directors from other universities came to visit and help us conceptualize how this can happen here.

Review of Centers and Institutes – The Provost will announce this review soon and will ask for representatives from the Faculty Senate to join the review committee. If you have an interest in this area, please let Senate Chair Schultz know.

Research Data Management and Sharing – A task force developed a draft policy for data management and sharing. It is making the rounds to groups for input and discussion.

Internal Grant Program – The Internal Grants Program had undergone a review and changes were made based on feedback from various groups. The outcome is a group of new grants coming out next week. There are two now and two more will be opened later. The first one is a \$3000 grant for travel funds, manuscript preparation and various other costs. The second one is up to \$7500 from the John Rieger Seed Fund. Applications are due by May 5, 2022.

Ascending Stars Program – This program was piloted last year with three Arts & Sciences faculty. It is geared towards associate professor level faculty. There are some unit requirements involved in the program. Applications are due by April 15, 2022.

ACTION ITEM: First Reading – Revised Unit Documents – [Medicine and Kent](#) - Detmering

As this was a first reading, no discussion was held. The unit documents are online and linked above.

INFORMATION ITEM: [Conflict of Interest in Employment \(COIE\) Policy](#) – [Redlined Detmering/Ratterman](#)

The Redbook Committee was asked by Chair Schultz to provide feedback on a draft of this policy and Senator Detmering gave an overview of the policy's revision. The committee offered several suggestions, including clarifying the process to address conflicts surrounding the policy. The majority of the suggestions were incorporated as part of the revision process. Ms. Allison Ratterman, the Director of Research Integrity followed up saying that they took the existing nepotism policy and reframed it in terms of a conflict of interest in employment, which is what nepotism actually is. The opportunity to revise the policy was taken because there were some elements in the current nepotism policy that were a bit far reaching and were not actually best practice. The revision process began with a two week hearing period with the university community and is now being presented for review to the constituent groups. Ms. Ratterman pointed out that there is a statement in the new policy that says no relative of a trustee can be employed by the university. This is based on an attorney general opinion from 1997. It was hoped that an exception could be carved out for the constituent trustees, but it does not seem possible. UofL's Conflict of Interest Officer,

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Sandy Russell has asked University Counsel to review the opinion and to see if there may be others subsequent to that that could be relied on.

Question: What if an employee proceeds the seating of a trustee? Could the trustee then be seated?

Reply: As the policy stands today, there are no exceptions allowed. Nothing is grandfathered in. It may be possible for a constituent trustee with an employed relative to name an alternate representative to avoid a regulation violation.

Question: Does UofL Health play into this policy, as well?

Reply: The Foundation and UofL Health are separate entities and do not fall under this policy.

Question: What is the definition of a relative?

Reply: It is included in the policy. The term *relative* includes father, mother, brother, sister, husband, wife, son, daughter, aunt, uncle, son-in-law or daughter-in-law.

REPORTS: Standing Committees

- **Academic Programs – Hadley**
 - This committee is reviewing the proposed Six Sigma Black Belt graduate certificate from the Speed School. The proposal will most likely be presented at the next Faculty Senate meeting.
- **Committee on Committees & Credentials – Jemian**
 - This committee continues to work on the ballot for the election in May. Senator Jemian reminded senators that in the second year of their term the bylaws require them to run for an open committee seat.
- **Executive Committee – Mueller**
 - This report is online and linked above.
- **Part-time Faculty - Fuller**
 - This committee met and discussed a recognition event for part-time faculty to be held in the fall.
- **Planning & Budget – Schultz**
 - This report is online and linked above.
- **REDBOOK & Bylaws – Detmering**
 - This report is online and linked above.

OTHER REPORTS

- **AAUP Representative – Cunningham**
 - The AAUP is working to encourage the presidential search committee to adopt a policy of openness and to apply executive testing for UofL presidential candidates. The AAUP is concerned about the potential reorganization of Arts and Sciences before the decrease in A&S Cardinal Core course hours is resolved. AAUP continues to work with the W3 subcommittee on the Total Rewards study.

Comment: Chair Schultz responded that Interim Provost Bradley had addressed this issue at a recent Executive Committee meeting and asked that a list of conflicting courses be sent to his attention.

- **CODRE Representative – Rougier**

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- The commission met on March 10th. A discussion was held regarding the safety on the Health Sciences Campus. Several UofL Police representatives were present for the discussion. The need for more functioning security cameras and diversity training for UofL police officers was raised. The commission also expressed its desire to have representation on the presidential search committee.
- **COSW Representative – Nasraoui**
 - The commission is taking nominations for membership until April 15th.
 - This report is online and linked above.
- **ULARP Representative – Wise**
 - This report is online and linked above.

UNIT UPDATES - Schultz

- **School of Nursing** – Senator Candace Harrington reported as the president-elect of the Phi Kappa Phi Interprofessional Honor Society, that UofL won Division II national competition for its fall service learning project by raising \$2320.00 and educating 50 caregivers at the Alzheimer's Walk to End Alzheimer's. Congratulations to everyone.
- **Employee Success Center** – Senator Ann Hall thanked the Employee Success Center for hosting the Conversations and Cocktails event held last week in the planetarium. It will be held again on Wednesday, April 27th.
- **Fulbright Scholars** – Senator Gerard Williger reported that some Fulbright Scholars have been announced from the university and thought it would be nice for the Faculty Senate to congratulate these winners.
- **College of Business** – Faculty Senator Jose Fernandez won a Distinguished Faculty Award in Service for Services Professions.
- **School of Public Health** – More than a dozen students and faculty attended the American College of Healthcare Executives Congress (ACHE) in Chicago, last week. Professor Andrew McCart was recognized as an ACHE Fellow.
- **A&S/English Department** – Professor Andrew Rabin was the recipient of the University of Louisville Distinguished Faculty Award for Outstanding Scholarship, Research and Creative Activity in Humanities. Professor Kristi Maxwell won the UofL Distinguished Faculty Award for Outstanding Scholarship Research and Creative Activity in the area of Creative and Performing Arts.
- **University Libraries** – Professor Fannie Cox, an outreach and reference librarian won the President Distinguished Faculty Service award.

OLD BUSINESS

None

NEW BUSINESS

None

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ANNOUNCEMENTS

- Senator James Harrison announced that past Faculty Senate Chair, Dr. Wood E. Currens recently passed away. Dr. Currens taught at the School of Dentistry for 44 years. Between 1986 and 1988, he served as the chairman for the University of Louisville Faculty Senate and was also on the University of Louisville Board of Trustees. Here is the link to Dr. Currens' [obituary](#).
- On April 13 and 14, 2022, there will be an [interactive workshop](#) based on work done by the ATHENA project at UofL. In 2019, Dr. Olfa Nasraoui (Speed School) was awarded a National Science Foundation grant for its ADVANCE program to improve gender and racial equity in science, technology, engineering and mathematics (STEM) fields. The [UofL ADVANCE](#) project is titled Advancement through Healthy Empowerment, Networking and Awareness (ATHENA). RSVPs are open for both workshops to be held at the University Club.

ADJOURNMENT

The meeting adjourned at 4:56 P.M.

Respectfully submitted,
Gretchen Henry
Senate Coordinator