

University of Louisville
Faculty Senate Meeting Minutes
October 5, 2022

The regular meeting of the Faculty Senate was held on October 5, 2022 at 3:00 p.m. in the Clinical Translational Research Building on the Health Sciences Campus and online on the TEAMS Platform, Chair Eugene Mueller presiding.

SENATORS REGISTERING ATTENDANCE

A&S: Michael Cunningham, Bonnie Fonseca-Greber, Eugene Mueller, Christopher Tillquist, Sherri Wallace, Gerard Williger **BUSINESS:** Jose Fernandez, Ben Foster, Kathleen Gosser, Dale McIntosh **DENTISTRY:** Will Abshier, James Harrison, Justin Whitney **EDUCATION:** Meg Hancock, Ann Herd **KENT:** Martin Hall, Jennifer Middleton, Andrew Winters **LAW:** Lisa Nicholson, Enid Trucios-Haynes **LIBRARIES:** Angel Clemons, Robert Detmering, Tiffney Gipson **MEDICINE:** Forest Arnold, Barbara Clark, Geoffrey Clark, Jennifer Hamm, Patrick Harris, Lauren Herrmann, Saeed Jortani, Mary Nan Mallory, Chin Ng, Guillermo Rougier, Victoria Statler, Brian Williams **MUSIC:** Amy Acklin **NURSING:** Lynette Galloway, Candace Harrington, Amy Higdon **PART-TIME FACULTY:** Roy Fuller, Tina Johnson, Ramie Martin-Galijanovic **PUBLIC HEALTH:** Ryan Combs, Lee Bewley **SPEED:** Tom Berfield, Robert Cohn, Olfa Nasraoui

GUESTS ATTENDING

UNIVERSITY BOARD OF TRUSTEES: Dr. Raymond Burse

UNIVERSITY SENIOR VICE PROVOST: Dr. Gail DePuy

STAFF SENATE REPRESENTATIVE: Mr. Mike Materna

STUDENT GOVERNMENT REPRESENTATIVE: Mr. Bryson Sebastian

PROVOST OFFICE DESIGNEE: Dr. Cherie Dawson

ALSO ATTENDING

Heather Fox

SENATORS NOT REGISTERING ATTENDANCE

A&S: Karen Hadley, Natalie Polzer, David Schultz, Xiang Zhang **DENTISTRY:** Kathleen Fischer **EDUCATION:** Susan Longerbeam, Carla Vidoni **LAW:** Manning Warren **MEDICINE:** Joshua Choo, Vinay Puri, Ben Schoenbachler, Scott Silva, Jonathan Warawa **MUSIC:** Rebecca Jemian, Chad Sloan **PART-TIME FACULTY:** Aaron Ellis, Joseph Gutmann, Rose Mills **PUBLIC HEALTH:** Kira Taylor **SPEED:** Roger Bradshaw

CALL TO ORDER

ACTION ITEM: Approval of the [September minutes](#) – Mueller

The minutes were unanimously approved as distributed.

SPECIAL ELECTION: Special Election – Gosser

Senator Kathy Gosser, Chair of the Committees on Committees & Credentials (CCC) read the ballot and sought floor nominations for vacancies on four committees. The online ballot will remain open until noon on Friday October 7.

REPORT: Student Government – Sebastian

Mr. Sebastian reported on the following activities of the SGA.

- Student-Athletes - The SGA leadership is working with the Student Athlete Advisory Council on ways to engage student-athletes more in the student body.

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- Flood Relief - The SGA partnered with the Medical School to pay for a flood relief service trip to Eastern Kentucky.
- Student Housing Policies - Service Vice President Alex Reynolds has been working on housing policy reforms so students can use a formalized subletting policy and a more lenient cancellation policy for financial difficulties because the ruling was a bit rigid.
- Bike Lock Rental – The SGA has expanded a free bike lock rental program for students who ride bikes on campus.
- Student Parking – The SGA is working with CFO Dan Durbin and Parking Director Gary Becker on parking spaces that were displaced because of new construction on campus. There will be about 175 student parking spaces.
- Lighting and Security – The SGA is working on lighting and security camera developments on both campuses. Physical Plant recently removed some graffiti at the Dental School and worked on new lighting for the HSC and on Belknap.
- Student Success – The SGA has been working with the Provost’s office on the student success initiative and how it will look. Mr. Sebastian has been working with the Reach Center, Writing Center and Digital Media Suite to figure out how to get students to start using these services again. The usage rates were very low during COVID, and the rates have not increased now that students are back on campus.

REPORT: Staff Senate - Materna

This report is linked above.

REPORT: Faculty Senate Chair – Mueller

Chair Mueller reported on the following.

- Presidential Search Committee - Since assuming the role of chair last month, Dr. Mueller reported that a large part of time was spent on the presidential search committee.
- Ad Hoc Committee on Course Evaluation – If any senator is interested in looking at what the faculty might want to revise in this process, contact Dr. Mueller.
- Public Safety – Captain Steve Green has taken leadership of the department after Chief Gary Lewis took a new position in Ohio. Also, the pilot program for surveillance cameras on the periphery of Belknap Campus is not moving forward.
- Shared Governance Work Group - The Shared Governance Work Group met to decide who the membership should include.

UPDATE: Presidential Search – Burse

Chair of the Presidential Search Committee and Vice Chair of the Board of Trustees, Dr. Raymond Burse updated the Senate on the current presidential search. Since the search began in earnest in April or May, it has been going very well. The application process had a priority deadline of September 1st. Applications submitted past that date took the total to over sixty. Those sixty applicants represented a wide variety of people that included eleven sitting presidents, deans, vice presidents of research and university general counsels. The search committee made substantial headway in reducing the initial group down to a smaller number to be reviewed and interviewed. Over several days last week, the search committee interviewed candidates in person. The search is on schedule to wrap up later this fall and, hopefully, have a new president early next year. The search firm, Witt Kiefer, will do a complete background check on everyone and put them through a battery of test in terms of personality and other characteristics. Then, they will present that to the Board of Trustees as part of the final selection

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process. Dr. Burse emphasized that from the beginning, it has been stressed that this process would be confidential. He believes because of that confidentiality eleven sitting presidents felt comfortable to apply for the position. He added that confidentiality will continue to be very, very important for the rest of the process.

Question: Is there something the search committee can do to ensure we don't get a president that will use UofL as a weigh station to another university? To prevent a one and done presidency?

Reply: The search firm told applicants point blank that this position was long term and not a stepping stone to another institution. Every member of the Board of Trustees is also concerned with this issue. The search committee has also been using this to let the applicants know we are looking for a long-term president to be here for five to ten years. In the interview process, we did not ask that specific question because all those interviewed had indicated that this would be their final destination.

Question: In the contract, is the board considering tying remuneration to remaining in office for a certain length of time?

Reply: That was discussed but it is highly unusual to put that language in a contract. We restructured the previous contract with incentives, but with any new president coming in, it would be almost impossible to get someone to sign and say I will be here for X number of years.

Question: I've had the feedback from people who ask how many females are in the pool and why we don't have a large number of females in the pool.

Reply: The search firm calls people to get as many applicants as possible. In addition to that, ads are placed in many legal and educational publications across the country. Even though we want to encourage more women to apply and be in the pool, we don't control that.

Question: Is it the case that you cut out some of those candidates because they have not served in higher ranked roles in a Research One institution, but they might have been equally good at a Research Two or Research Three institution?

Reply: The search firm made ranked the applicants and told the search committee which applicants it considered to be top tier. Then, they sent a middle tier list and then the applicants they suggested the search committee not waste time on. So, the search committee saw all the applications and graded them on their own individual assessments. There was no intentional exclusion of female applicants.

Question: What are some of the reasons the applicants have given to want to come to UofL?

Reply: There are various reasons. Someone may see it as a step up from an R2 to an R1 institution. Another may be that they have served an institution ten or fifteen years and have done everything they can for that institution and want to take those skills to another place and see what they build with it.

Question: As the applicants are evaluated or interviewed, are they asked to demonstrate more than just their competence and interest in taking the job with a commitment or vision for some type of strategic plan of where they see leading this institution as a member of our team?

Reply: The answers to those kinds of probing questions asked by students, staff, trustees, business members, give a sense of where people are and what they believe. In the position statement we stated up front that were looking for someone to make a long term commitment to this institution. By responding, that answered that question.

REPORT: Office of the Provost - DePuy

Interim Senior Vice Provost Dr. Gail DePuy reported on the following topics.

Enrollment Demographics - presented demographic statistics on the first year student body, unit enrollment numbers, student retention initiatives and student wellbeing. For fall 2022, there were

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about 242 more first year students than last year, with nearly equal numbers of Kentucky residents and nonresidents. UofL has a program to try to increase the number of students from various areas of the country by offering scholarships that bring tuition close to the in-state rate. Southwest Ohio is one of the areas where that program is working, increasing by forty-two the number of students from that region. The increases were also broken down in terms of Black, Hispanic, and Caucasian students. In all, undergraduate enrollments by unit are about even with last year. There was a decline in graduate students from last year, which may be due in part to COVID, when a lot of people returned to school to get a Master's Degree. To improve undergraduate retention rates, the President's and Provost's offices are working on various retention initiatives and ways to help students who are struggling both academically and personally. UofL is partnering with JED Campus for student well-being. Early intervention with struggling students can head off many issues and help them stay in school and progress towards their degree.

Administrative Searches - Dr. DePuy also reported that Brad Anderson was recently appointed as the Interim Chief Information Officer. A search is underway for the Vice Provost of Online Strategy and Teaching Innovations. Dean searches are underway for Arts & Sciences and the Kent School. In the spring searches will begin for the School of Nursing, the College of Business and the School of Public Health. The search for the dean of the College of Education will start in fall 2023.

DISCUSSION ITEMS

Faculty Role in Development and Execution of Student Success Initiatives - Mueller

A discussion took place on the various ways faculty can identify and help struggling students. Dr. Gail DePuy added that the Persistence & Retention Committee submitted a report a few years ago, and it is the baseline for some of the initiatives under consideration now. Chair Mueller sought ideas for effective faculty input in any process that is developed by the administration.

Credentials: Certificates and Badges, Stackable and Otherwise - Detmering

Vice Chair Detmering led a discussion on the increasing trend of micro-credentialing, which includes short, narrowly-focused programs that provide education and a specific skill or competency. These programs are shorter than a degree or certificate and can be added on to one another, explaining the term stackable. They can be credit/non-credit as part of a larger course or degree program, or they can be stand alone. UofL's Digital Transformation Center ([DTC](#)) lists a large number of mostly free badge and certificate programs from Google, Microsoft and others. Micro credentials are increasingly being viewed as a standard expectation of what universities offer students. Professor Detmering asked if UofL should be promoting third party credentials or creating its own according to market demand and its institutional strengths.

REPORTS: Standing Committees

- **Academic Programs – Harrington**
This committee had no report.
- **Committee on Committees & Credentials – Gosser**
This committee coordinated the election held above.
- **[Executive Committee](#) – Detmering**
This report is linked above.
- **[Part-time Faculty](#) - Fuller**

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Senator Fuller reported that at some point in their careers at UofL, part-time faculty members have not been paid on time. The committee is working to resolve this issue.

- **[Planning & Budget](#) – Harris**

Senator Harris reported that the committee received a proposal from the College of Business for a center for Positive Leadership and will review it this month.

- **REDBOOK & Bylaws – Cohn**

This committee had no report.

OTHER REPORTS

- **AAUP Representative – Cunningham**

Senator Cunningham reported that AAUP representatives continue to serve on and monitor the presidential search through the Faculty Consultation Committee on the A&S Strategic Planning Committee and the Shared Governance Work Group, as well as the Faculty Senate.

- **CODRE Representative - Rougier**

CODRE met on September 15. CODRE Chair Connie Martinez met with Interim President Gonzalez to discuss major issues that arise. There are about 200-250 students, staff and faculty who report as Native American at UofL, and CODRE is looking into ways to improve services for this group.

- **[COSW Representative](#) - Nasraoui**

This report is linked above.

- **[ULARP Representative](#) - Wise**

This report is linked above.

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting adjourned at 4:58 p.m.

Respectfully submitted,
Gretchen Henry
Senate Coordinator