

UNIVERSITY OF LOUISVILLE

FACULTY SENATE MEETING MINUTES

The regular meeting of the Faculty Senate was held on December 7, 2022 at 3:00 p.m. in the Chao Auditorium in Ekstrom Library and online on the TEAMS Platform, Chair Eugene Mueller presiding.

SENATORS REGISTERING ATTENDANCE

A&S: Michael Cunningham, Bonnie Fonseca-Greber, Karen Hadley, Eugene Mueller, Natalie Polzer, David Schultz, Christopher Tillquist, Gerard Williger, Xiang Zhang **BUSINESS:** Jose Fernandez, Ben Foster, Kathy Gosser, Dale McIntosh **EDUCATION:** Meg Hancock, Ann Herd **KENT:** Martin Hall, Andrew Winters **LAW:** Enid Trucios-Haynes **LIBRARIES:** Robert Detmering, Tiffney Gipson **MEDICINE:** Forest Arnold, Joshua Choo, Barbara Clark, Lauren Herrmann, Saeed Jortani, Mary Nan Mallory, Chin Ng, Guillermo Rougier, Ben Schoenbachler, Victoria Statler, Jonathan Warawa, Brian Williams **MUSIC:** Amy Acklin, Rebecca Jemian **NURSING:** Lynette Galloway, Candace Harrington, Amy Higdon **PART-TIME FACULTY:** Aaron Ellis, Roy Fuller, Joseph Gutmann, Tina Johnson **PUBLIC HEALTH:** Ryan Combs, Lee Bewley, Kira Taylor **SPEED:** Roger Bradshaw, Robert Cohn, Olfa Nasraoui

GUESTS ATTENDING

INTERIM UNIVERSITY PROVOST: Dr. Gerry Bradley
LAW SCHOOL DEAN: Dean Melanie Jacobs
AAPISFA REPRESENTATIVE: Dr. Andrew Zhao
EXEC. DIRECTOR BUSINESS OPS CENTER: Ms. Melissa Shuter
STAFF SENATE REPRESENTATIVE: Ms. Becky Patterson
STUDENT GOVERNMENT REPRESENTATIVE: Mr. Bryson Sebastian
PROVOST OFFICE DESIGNEE: Dr. Cherie Dawson
ULARP REPRESENTATIVE: Ms. Elaine Wise
UofL Today: Mr. Chris Wooton

ALSO ATTENDING

Leslie Harper, Sarah Lopez

SENATORS NOT REGISTERING ATTENDANCE

A&S: Sherri Wallace **DENTISTRY:** Wil Abshier, Kathleen Fischer, James Harrison, Justin Whitney **EDUCATION:** Susan Longerbeam, Carla Vidoni **KENT:** Jennifer Middleton **LAW:** Lisa Nicholson, Manning Warren **LIBRARIES:** Angel Clemons **MEDICINE:** Geoffrey Clark, Jennifer Hamm, Patrick Harris, Vinay Puri, Scott Silva **MUSIC:** Chad Sloan **PART-TIME FACULTY:** Ramie Martin-Galijatovic, Rose Mills **SPEED:** Tom Berfield

ACTION ITEM: Approval of the [Minutes - Mueller](#)

The November minutes are linked above and were unanimously approved.

INTRODUCTION: Brandeis School of Law - Jacobs

Dean Jacobs was introduced to the Senate. She came to UofL from Michigan State University where she taught property, trust and family law and served in multiple leadership roles before taking the role of Interim Dean in 2020. Prior to entering academia, Dean Jacobs worked as a Legal Aid attorney for the Commonwealth of Massachusetts. Coming to a law school with a strong commitment to service, she is looking forward to building on Justice Brandeis's belief in interdisciplinary collaboration. There are ongoing collaborations with other units and more to come. Dean Jacobs would also like to increase the footprint of the school's legal clinic, which provides free legal representation to individuals who very much need an attorney but cannot afford one. It is a wonderful experience for the students and a great service to the community.

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Question: Is the legal clinic integrated with the local Legal Aid Society?

Reply: We have a good relationship with the Legal Aid Society, and we could place more students in externship of opportunities. But we do have our own clinic that focuses primarily on helping individuals who have been in situations where they have been subjected to intimate partner violence. We help individuals get protective orders, custody orders, and sometimes housing. The Kentucky Supreme Court has student practice rules which govern exactly what students can and cannot do. Those rules are more restrictive here than in some other states.

REPORT: Interim University Provost - Bradley

Dr. Bradley reported on several topics. The presentation is linked above.

Dean Searches – The searches for Arts and Sciences and Kent School are winding down and hope to conclude in January or early February. The searches for Nursing and Public Health will take place in the spring. The searches for Business and Education will begin in Fall 2023.

Delphi Center – Since Gail Rhodes retired, the Delphi Center has been under the co-leadership of Interim Associate Provost Kristen Brown and Interim Associate Provost Marie Brown. After a national search, which produced many great applications, Dr. Kelvin Thompson, from the University of Florida, was selected to join UofL on January 17th as the Vice Provost for Online Strategy & Teaching Innovation.

Enrollment – Overall, the enrollment numbers have increased from Fall 2022 to Fall 2023. There are some areas that had a decrease, for example in the new first-time-in-college (FTIC) category. Nationally, applications are down about ten percent. UofL's application numbers are about the same, but we are working diligently to increase our enrollments and retaining current students.

Faculty Attrition – Dr. Bradley updated the Senate on faculty attrition. There are anecdotal reasons given for faculty attrition and loss, so the Faculty Affairs Office started tracking started this year with monthly updates. The current rate of attrition at UofL is about 3%. During COVID, it was about 6%. Tracking will allow the identification of patterns and discovered issues to be addressed.

Covid and the Classroom – The administration is asking faculty to continue to work around students who are absent because of COVID during the spring. The situation continues to be monitored, and if there are any changes to the policy, notices will be sent out. Campus Health is still offering boosters and flu shots.

Grades – Dr. Bradley urged senators to submit grades as early as possible to minimize the need for work over the winter break.

Recent Internet Outages – There have been three separate technical outages over the fall semester. The following explanations were provided.

- The first incident was beyond our control when a fiber optics line was cut off campus. It became apparent that we could not send out alerts because all internet lines were disconnected. There is now a work around in place so the Communications and Marketing office will be able to send out Rave alerts independent of connectivity to campus.
- Secondly, the university's Wi-Fi vendor upgraded our system. They felt it was ready to go and implemented the upgrade. That is when all the problems began, and they were not responsive to fixing it. This lasted several days and in some cases, into the following week. Interim CIO Brad Andersen and his team are working with the vendor to express extreme displeasure with their slow response.
- The third malfunction was this past Sunday night. A critical switch in a piece of equipment went down and offline and failed. Usually, switches have built-in redundancy, so when it fails, service comes back. This particular switch did not have that redundancy, so everything failed. The switch was replaced on Sunday night, but, unbeknownst to IT, it was not recognized and could not communicate with the other switches. On Monday morning, the techs realized that the switches were not communicating but have since fixed it, and everything is back online.

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Question: Do the faculty attrition numbers include retirement?

Reply (Dawson-Edwards): We did not include retirement because the Board of Trustees wanted to understand about recruitment and retention.

Question: Are there any plans to extend the bridge program at the Speed School to other units?

Reply (Bradley): If you have an interest in this area, please reach out to Dr. Amy Lingo and let her know that you are interested. She is spearheading those academic partnerships.

ACTION ITEM: Proposed Program Closure – M. Eng. in Industrial Engineering - Harrington

Senator Candace Harrington, Academic Programs Committee Chair brought forward a proposal to close a program in the Speed School. The Planning and Budget Committee reviewed the proposed closure and found no discrepancies or issues. The closure will be an advantage to the school because this program is duplicative. It is also financially advantageous for the students in that program. The proposal to close the Masters in Engineering/Industrial Engineering is linked above and was approved.

INTRODUCTION: Asian, Asian American, and Pacific Islander (AAPI) Faculty & Staff Assoc - Zhao

Dr. Andrew Zhao, President of the Employee Resource Group, AAPIFSA shared information on the group. The AAPI's goals are to build community, promote diversity and to champion action and change. Dr. Zhao invited senators who identify as AAPI and allies interested in supporting the mission and goals of the AAPIFSA to join.

Question: Does this group receive funding for its activities?

Reply: Yes, we are supported by the Employee Success Center.

UPDATE: Workday Implementation - Shuter

Ms. Shuter updated the Senate on the implementation plans for Workday. On January 9, 2023 (also known as Day One), Workday will go live, and employees can verify their personal information. Instructions for Day One can be found on a [checklist](#). If training is needed, it can be [found on the website](#) and is searchable by subject or role. Ms. Shuter asked for patience as the transition is made. This is a huge shift of information that continues to require many hours of work, even over holidays and the winter break by a huge team. A Workday consultant has been on campus the past few weeks and will be on hand the first two weeks of January.

REPORT: Student Government – Sebastian

Mr. Sebastian reported on finals week activities, the SGA budget approval and the need for more open library hours.

REPORT: Staff Senate – Patterson

This report is linked above.

REPORT: Faculty Senate Chair - Mueller

Chair Mueller reported that before the final decision on the new university president was made, the Board of Trustees agreed that all finalists were acceptable and that the final public vote would be unanimous. He is enthusiastic about the selection of Dr. Schatzel as UofL's new president and assured senators that the university will be in good hands.

Comment: A recent article in the Courier-Journal portrayed Dr. Schatzel as progressive and outspoken. There is concern that she will make statements of a political nature that do not represent the entire university's perspective. I hope she is told that it may not be appropriate to come in and issue statements in the name of the University of Louisville but that do not necessarily represents the whole stakeholder group.

Reply (Mueller): I also read that column with interest. I do not think the author has an absolutely unimpeachable record of characterization of certain events and statements. I have not heard from Dr. Schatzel on the accuracy of the report. There was nothing in the background of any of the finalists that

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suggested a tendency to advocate for political positions. I think that I was not the only trustee whose eyebrows were raised as they read some parts of that column, and I am confident it will come up as a discussion among the trustees.

REPORTS: Standing Committees

- **Academic Programs – Harrington**
This committee reviewed and approved the closure of the M. Eng. in Industrial Engineering as presented above.
- **Committee on Committees & Credentials – Gosser**
This committee had no report.
- [Executive Committee](#) – Detmering
This report is online and linked above.
- [Part-time Faculty](#) - Fuller
This report is online and linked above.
- [Planning & Budget](#) – Harris
This report is online and linked above.
- [REDBOOK & Bylaws](#) – Cohn
This report is online and linked above.

OTHER REPORTS

- [AAUP Representative](#) – Cunningham
This report is linked above.
- **CODRE Representative – Rougier**
CODRE met on October 12th. President Gonzalez attended, and the major topic of discussion was the measures that are being taken to encourage student retention, particularly retention of minority students. Another topic of discussion was the Cardinal Anti-Racist Agenda (CARA), the document that was generated by CODRE about a year ago. It has been very slow to come out of the President's Office, perhaps because of the various administrative transitions.
- [COSW Representative](#) – Nasraoui
This report is linked above.
[Faculty Athletic Representative \(FAR\)](#) - Wallace-Boaz
This report is linked above.
- [ULARP Representative](#) – Wise
This report is linked above.

OLD BUSINESS

Senator Karen Hadley (A&S/English) asked if the Academic Workers strike in California has had any impact on the Kentucky Campus Workers Union. Senator Michael Cunningham replied that AAUP has been in contact with the Kentucky group but that it is more strike-focused than the AAUP.

NEW BUSINESS

None

ANNOUNCEMENTS

- January Meeting – Chair Mueller reminder senators that the January meeting is held on the second Wednesday. This year it is on January 11, 2023.

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- Open Discussion - Senator Gerard Williger (A&S/Physics & Astronomy) announced that the regular academic discussion *Astronomy on Tap* will take place this evening at 7 P.M. at Monnik Beer Company at 1036 East Burnett. All are welcome.

ADJOURNMENT

The meeting adjourned at 4:48 P.M.

Respectfully submitted,
Gretchen Henry
Senate Coordinator