

University of Louisville
Faculty Senate Meeting Minutes
January 11, 2023

The regular meeting of the Faculty Senate was held on January 11, 2023 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, Karen Hadley, Eugene Mueller, Natalie Polzer, David Schultz, Christopher Tillquist, Sherri Wallace, Gerard Williger **BUSINESS:** Jose Fernandez, Ben Foster, Kathleen Gosser, Dale McIntosh **DENTISTRY:** James Harrison, Justin Whitney **EDUCATION:** Meg Hancock, Ann Herd **KENT:** Martin Hall, Jennifer Middleton **LAW:** Lisa Nicholson **LIBRARIES:** Angel Clemons, Robert Detmering, Tiffney Gipson **MEDICINE:** Geoffrey Clark, Jennifer Hamm, Lauren Herrmann, Saeed Jortani, Mary Nan Mallory, Chin Ng, Ben Schoenbachler, Victoria Statler, Jonathan Warawa, Brian Williams **MUSIC:** Amy Acklin, Rebecca Jemian, Chad Sloan **NURSING:** Candace Harrington, Amy Higdon **PART-TIME FACULTY:** Aaron Ellis, Roy Fuller, Joseph Gutmann, Tina Johnson, Ramie Martin-Galijatovic **PUBLIC HEALTH:** Ryan Combs, Lee Bewley, Kira Taylor **SPEED:** Thomas Berfield, Roger Bradshaw, Robert Cohn, Olfa Nasraoui

GUESTS ATTENDING

UNIVERSITY PROVOST: Dr. Gerry Bradley
EXEC. DIRECTOR BUSINESS OPS CENTER: Ms. Melissa Shuter
CODRE REPRESENTATIVES: Ms. Connie Martinez and Ms. Maria Tinnell
STAFF SENATE REPRESENTATIVE: Ms. Becky Patterson
STUDENT GOVERNMENT REPRESENTATIVE: Mr. Bryson Sebastian
PROVOST OFFICE DESIGNEE: Dr. Cherie Dawson

SENATORS NOT REGISTERING ATTENDANCE

A&S: Bonnie Fonseca-Greber, Xiang Zhang **DENTISTRY:** Wil Abshier, Kathleen Fischer **EDUCATION:** Susan Longerbeam, Carla Vidoni **KENT:** Andrew Winters **LAW:** Enid Trucios-Haynes, Manning Warren **MEDICINE:** Forest Arnold, Joshua Choo, Barbara Clark, Patrick Harris, Vinay Puri, Guillermo Rougier, Scott Silva **NURSING:** Lynette Galloway

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

The December meeting minutes are linked above and were approved.

REPORT: Student Government – Sebastian

Mr. Sebastian reported that the SGA's budget was approved; the SGA election timeline was revised to take place earlier in the semester; the SGA's Diversity & Inclusion Committee is now taking applications.

REPORT: [Staff Senate](#) – Patterson

This report is linked above.

REPORT: Faculty Senate Chair – Mueller

Chair Mueller urged senators to reach out to the junior faculty and part-time lecturers in their units to let them know any issues they are facing can be brought to the Faculty Senate.

UPDATE: [History of CODRE](#) - Martinez/Tinnell

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Ms. Martinez and Ms. Tinnell reported on the history of the Commission on Diversity and Racial Equity ([CODRE](#)). The Commission was established in 1998 by then-President Shumaker to bring diversity and racial equality issues to his attention. The Commission is made up of volunteer faculty, staff and students and makes recommendations on various issues. CODRE also offers programming and research support with grant funding. CODRE also makes [awards](#) to staff, students and faculty for excellence in the areas of diversity and inclusion.

The presentation is linked above. Please Note: To view the presentation you will need to log into CardBox with your ULink credentials.

UPDATE: ATHENA Presentation– Nasraoui

Dr. Nasraoui reported on the progress of her National Science Foundation (NSF) grant-funded project titled **Advancement Through Healthy Empowerment, Networking and Awareness** ([ATHENA](#)) at UofL. The grant contributes to the NSF's goal of increasing the representation and advancement of women in academic science and engineering careers. To advance this goal, evidence-based systemic change strategies that are based on prior NSF work on gender, race and ethnic equity are implemented.

The presentation is linked above. Dr. Nasraoui presented the goals and progress of her work. Of special note is the implementation of the [STRIDE](#) (Strategies & Tactics for Recruiting to Improve Diversity & Excellence) Handbook in University-wide search committee training that was developed by the ATHENA Committee.

REPORT: Interim University Provost - Bradley

Dr. Bradley reported on the following topics.

ATHENA Project– Provost Bradley thanked Dr. Nasraoui for the work she and her large team accomplished with ATHENA and the STRIDE Handbook.

COACHe Survey – The Collaborative on Academic Careers in Higher Education ([COACHe](#)) was developed at Harvard University. The survey helps colleges and universities identify the drivers of faculty success. The survey was last taken at UofL in 2020. Another COACHe Survey will be sent out in February.

Student Retention Initiatives – The 2700 freshmen students who came to UofL in fall 2022 made that the highest class in the school's recent history. Still, overall enrollment was down due to the loss of students over the pandemic. Of the 2700 students in the fall, over 2400 returned for the spring semester. There was some apprehension about the academic preparedness of this cohort, especially in math and English. With the retention initiatives in place, enrollment is nearing pre-Covid levels. The statistics indicate the closing of the social mobility gap for Pell-eligible students, who are returning at nearly the level of all students. Under-represented minority students (URM) are students at the highest risk and showed a slight increase over the 2018 URM cohort. To prepare these students for academic success, the interventions are multi-level and complex.

REACH for Success Scholarships and First-Time-In-College (FTIC) Students - Using predictive analytics, 195 FTIC students were identified as academically at-risk. A pilot program was developed that offered a \$500 grant to students to attend REACH to get academic support and sixty-nine FTIC students participated in this pilot program. Of this group, 89.9% enrolled in the spring semester. Of the remaining students who did not participate in the pilot program, only 77% enrolled for spring. It is anticipated that the number of participating FTIC students and the amount of the grant will be increased.

Pell Adjacent Students – This new program was just approved and provides need-based financial assistance to students just outside eligibility for Pell Grants. The recipients' progress will be tracked a good return on investment is anticipated.

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Academic Leadership Searches – The dean searches for Arts & Sciences and Kent School are nearing completion. This semester, the School of Nursing and School of Public Health searches will begin. The searches for College of Business and College of Education will take place in Fall 2023. Due to Dr. Toni Ganzel’s retirement, the School of Medicine dean search will very likely be held in Fall 2024. This report is linked above.

REPORTS: Standing Committees

- **Academic Programs – Harrington**
 - This committee had no report.
- **Committee on Committees & Credentials – Gosser**
 - This committee had no report.
- **[Executive Committee](#) – Detmering**
 - This report is linked above.
- **[Part-time Faculty](#) - Fuller**
 - This report is linked above.
- **[Planning & Budget](#) – Harris**
 - This report is linked above.
- **[REDBOOK & Bylaws](#) – Cohn**
 - The report is linked above.

OTHER REPORTS

- **AAUP Representative – Cunningham**
 - There was no report.
- **COSW Representative – Nasraoui**
 - There was no report.

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting adjourned at 4:50 P.M.

Respectfully submitted,
Gretchen Henry
Senate Coordinator