

University of Louisville
Faculty Senate Meeting Minutes
March 1, 2023

The regular meeting of the Faculty Senate was held on March 1, 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, Xiang Zhang **BUSINESS:** Ben Foster, Dale McIntosh **DENTISTRY:** James Harrison, Justin Whitney **EDUCATION:** Meg Hancock, Ann Herd, Carla Vidoni **KENT:** Jennifer Middleton, Andrew Winters **LAW:** Lisa Nicholson **LIBRARIES:** Angel Clemons, Robert Detmering, Tiffney Gipson-Goodwin **MEDICINE:** Barbara Clark, Jennifer Hamm, Patrick Harris, Lauren Herrmann, Saeed Jortani, Mary Nan Mallory, Ben Schoenbachler, Jonathan Warawa, Brian Williams **MUSIC:** Amy Acklin, Rebecca Jemian, Chad Sloan **NURSING:** Lynette Galloway, Candace Harrington, Amy Higdon **PART-TIME FACULTY:** Aaron Ellis, Roy Fuller, Joseph Gutmann, Tina Johnson, Ramie Martin-Galijatovic, Tim Roberts **PUBLIC HEALTH:** Ryan Combs, Lee Bewley **SPEED:** Tom Berfield, Roger Bradshaw, Robert Cohn, Olfa Nasraoui

GUESTS ATTENDING

UNIVERSITY PROVOST: Dr. Lori Gonzalez
VP HUMAN RESOURCES: Ms. Mary Elizabeth Miles
DIRECTOR TOTAL REWARDS: Ms. Kari Aikins
ULPD: Chief Steve Green
STAFF SENATE REPRESENTATIVE: Ms. Becky Patterson
PROVOST OFFICE DESIGNEE: Dr. Cherie Dawson
ULARP REPRESENTATIVE: Ms. Elaine Wise
UofL Today: Mr. Chris Wooton

ALSO ATTENDING

Gail DePuy, Stacey Gardner, Sarah Lopez

SENATORS NOT REGISTERING ATTENDANCE

A&S: Bonnie Fonseca-Greber **BUSINESS:** Jose Fernandez, Kathleen Gosser **DENTISTRY:** Wil Abshier, Kathleen Fischer **EDUCATION:** Susan Longerbeam **KENT:** Martin Hall **LAW:** Enid Trucios-Haynes, Manning Warren **MEDICINE:** Forest Arnold, Joshua Choo, Geoffrey Clark, Chin Ng, Vinay Puri, Guillermo Rougier, Scott Silva, Victoria Statler **PUBLIC HEALTH:** Kira Taylor

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

The minutes are online, linked above, and were unanimously approved.

DECLARATION: Of [Appreciation to Dr. Bradley - Mueller](#)

The declaration came as a motion from the Executive Committee. There was no discussion and was approved.

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REPORT: University Provost - Gonzalez

Dr. Gonzalez reported on several topics, including the following.

Enrollment – The enrollment for Fall 2023 is currently on target to increase over Fall 2022 by 164 applications.

Retention – Overall retention for first-time freshmen in Fall-to-Spring 2017 to Fall-to-Spring 2022, increased 0.4%, which translates to approximately \$1.5M additional revenue. Initiatives to achieve this increase will continue, and a new focus will be on sophomore to junior and junior to senior retention. For example the grants awarded to at-risk students who attend REACH will increase to \$1,000 from \$500.

Demographic 25 Committee - Approximately \$500K will be put toward the Demographic 25 Committee recommendations.

COACHe Survey – Dr. Gonzalez encouraged senators to take the COACHe survey because UofL's response rate is lower than what other schools'. Reminder email message will be sent.

Dean Searches – Provost Gonzalez updated senators on the following dean searches.

- **Kent School of Social Work & Family Science** – Dr. John Miller was hired as the new dean and will begin on July 1, 2023.
- **Arts & Sciences** – Finalists have been chosen and an offer is shortly expected.

REPORT: Student Government – Sebastian

No report was made.

REPORT: Staff Senate – Patterson

The Staff Senate report is online and linked above.

REPORT: Faculty Senate Chair – Mueller

Chair Mueller reported on several topics, including the following.

Speed Outdoors – The project will move forward with minimal pedestrian diversion.

ChatGPT – Chair Mueller said this topic will be discussed at the March Executive Committee meetings to see whether it should come back to the Senate for a wide-ranging discussion on how to respond to the emergence of widely available AI.

Presidential Listening Sessions – Chair Mueller encouraged senators to attend one of the upcoming presidential listening sessions.

House Bill 136 – The bill has not moved out of committee and is therefore dormant.

University Club – A plan has been approved to reopen the University Club.

UPDATE: Compensation & Total Rewards Study – Staff - Miles/Aikins

Ms. Miles reported on the staff side of the Compensation and Total Rewards Study.

Hourly Pay Increase – A few years ago, UofL made a commitment to a pay increase for the lowest paid employees. The incremental steps started at \$11.12 and moved to \$14.75. As of January 1, 2023, all regular full time and part time employees are paid \$15.00 per hour.

Total Rewards – The total reward study is currently underway to compare UofL's benefits to benchmark institutions.

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Staff Reclassification – The bulk of the work on the comp study has been to get the staff classification system correct. Each job description had to be written and calibrated to determine what jobs are being done. The academic benchmarks and comparable market institutions were determined to allow Siegel, the study vendor, to compare them and determine where UofL stands against them. The salary scale was developed to ensure it was all-encompassing of a competitive pay, meaning all staff have salaries that are competitive with market. The goal is to have a transparent pay system upon completion of the study and to clarify the available career ladders for employees. The Comp Study is expected to finish in July, and at that time, the committees working on this project will report the findings to university vice presidents, deans and vice provosts for implementation strategies.

Pay Equity – After the staff reclassification is completed, it will be reviewed for equity in terms of race and gender.

Question: How many employees were impacted by the wage increase?

Reply (Aikins): One hundred eighty-eight employees were raised to \$15.00 an hour.

Question: When looking at equity, why wasn't age considered as a demographic factor?

Reply (Aikins): There are some ages that are in a protected class and will be part of the review.

Question: Why were there so many job descriptions to be done?

Reply (Miles): Some were outdated or inaccurate or did not exist. Some were written for a person and not an actual job.

UPDATE: Compensation & Total Rewards Study – Faculty - Dawson-Edwards

Dr. Dawson-Edwards reported on the faculty side of the Compensation and Total Rewards Study.

Faculty Market Assessment –Dr. Dawson-Edwards and Senator David Schultz are co-chairs of the Comp Study Project team, that includes faculty, staff, faculty administrators representing different colleges (Arts and Sciences, Dentistry, the College of Education and the Law School). Senators Enid Trucios-Haynes and David Schultz are on the W3 Committee. Last fall, the Office of Academic Planning and Accountability provided faculty census data and salary source information to Segal, the survey vendor.

Salary Sources - As Segal goes through the data and validates it, questions arise. This spring, Segal wanted more recent data for some of the salary sources. They wanted to get a better understanding of clinical faculty and faculty who have other sources of income. In order to be as accurate as possible, the committee has been meeting with the Schools of Medicine, Public Health, and Dentistry to clarify that information.

CIP Codes – A CIP code is the Classification of Instructional Programs. The CIP supports, the accurate tracking and reporting of fields of study and program completion activity. The last CIP update was in 2020.

Faculty Administrators – Another salary that needed to be clarified was that of faculty administrators who receive a base salary and an administrative supplement. If they return to faculty only, their base remains the same.

Question: How were Library faculty included in the study, regarding CIP codes?

Reply: I'm not sure about the CIP codes, but the most recent salary source data was submitted for Library faculty.

Question: For faculty administrators, is the supplement included in the study?

Reply: No, only the base salary is included in the study.

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Question: Are the faculty administrator salaries compared by base salary plus the supplements?

Reply (Aikins): There is an administrator piece to the survey, as well. The committee is looking at the appropriate methodology to use for those administrator roles. We look primarily at their faculty base, but will look at comparable salaries for a deans or associate deans to help determine if the supplements are the appropriate amount for those roles.

Question: [Have] the 2020 faculty salary cuts across the board, staff cuts, and benefit cuts [...] been addressed in this the survey at all? Or is that something that is outside of [...] the survey?

Reply (Miles): We are looking at where we are supposed to be today, but if there was any fallout because of the things that happened during COVID from a base salary perspective, that is going to come into play because we are looking to get [competitive relative] to market.

UPDATE: Campus Security - Green

Chief Green reported on several topics regarding campus safety.

RAVE Alerts Philosophy – ULPD is mandated to send out timely warnings by the federal government, but an alert is not required if there is not an ongoing threat to the campus. Chief Green feels that more information can keep people safe. If something happens near campus, he thinks people should know so they can be on the alert. There are students, faculty and staff at places on the perimeter of campus that should be informed of certain situations. RAVE alerts have increased because they now include events near campus.

Campus Crime – People think crime on campus has increased, but it has not. If LMPD is on the scene of a crime near campus, it is perceived as UofL Police. Because we have a very good working relationship with LMPD, we may back them up. ULPD also has a great relationships with other police departments in town. The night of the shooting at Michigan State, LMPD, and the Jeffersontown, St. Matthews and Shively police departments guaranteed there would be about 100 officers on campus in fifteen minutes if there were a copycat situation here.

Community Policing –Chief Green is building Community Policing at UofL. Officers are out of the cars, on bikes, walking through buildings and on ATVs so that people are comfortable seeing them. Please take time to speak to the officers when you see them across campus. Partnerships and crime watches are being developed with neighborhood associations near campus.

HSC Security Measures – Chief Green reached out to security at Norton, Jewish, and University hospitals, and they all agreed to communicate with one another when something is happening at HSC. Those security offices will respond if a case spills over to their area, and ULPD will check on their emergency departments. They will also ride through the parking lots and UofL (HSC) campus. ULPD has about six officers and ten security guards, and there are 40-50 security guards at each hospital. Starting later in March, the city's LouMed program will be on HSC. This is a volunteer program with nearly twenty ambassadors in lime green shirts who walk the sidewalks in a twenty block area on a daily basis. They help those in need, check on lighting, pick up trash, and report issues back to LMPD.

Comment: Regarding the increased police personnel on HSC, it would be good to communicate what is going on. I noticed the increased police presence and thought it was connected to all the construction taking place there. An announcement in *UofL Today* would get the word out.

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Reply: I am working with Dr. Glenn Gittings on HSC and will meet with Faculty Senate leadership to discuss how best to disseminate information.

Question: I appreciate your efforts in light of the MSU shootings. Is there anything you need to minimize loss of life?

Reply: As far as personnel and training, we are fine. We can be anywhere on campus within two or three minutes. We offer active shooter training online and in person.

Question: After the synagogue bombing in Philadelphia, they hired professionals to come to discuss the issue. A sliding scale of different choices that individuals could make was provided and was really useful. My knowledge of what to do if I heard gunshots outside my class would be based on a TV show or the like. As a teacher, what are the immediate things to do so students are as safe as possible?

Reply (Mueller): Noting this is beyond the scope of this discussion, Chair Mueller said it may be brought before the Executive Committee to develop recommendations for the Faculty Senate to consider making to departments.

ACTION ITEM: Academic Programs - Program Closure – M.A. Teaching of Art History - Harrington

The program closure comes from the department with faculty approval. The program has had no students in two years, and closure will not impact any faculty. There is no teach out plan because there are no students in transition, so there is no impact to students or staff. With no discussion, the program closure was approved.

ACTION ITEM: Second Reading: Unit Documents School of Medicine & School of Music - Cohn

The School of Music bylaws are online, linked above, and with no discussion were approved. The School of Medicine's personnel documents are online, linked above, and with no discussion were approved.

INFORMATION ITEM: Procedure for Consideration of Matters by the Faculty Senate – Mueller

Chair Mueller explained the process to bring matters before the Faculty Senate for consideration. By tradition, the chair sent matters to the appropriate Faculty Senate committee for consideration. After consultation with the Executive Committee, the process will be as follows: Matters can be brought before the Faculty Senate by a current senator. If a senator wants to move that the Faculty Senate consider an issue, it should be brought as a motion in New Business. This week, Chair Mueller received two issues for consideration. One issue was from a non-senator, and the other will be discussed later in this meeting.

REPORTS: Standing Committees

- **Academic Programs – Harrington**
 - This committee is considering a proposal for a Graduate Certificate in Healthcare Engineering. If revisions are made in time, the proposal will be brought to the full Senate at the April meeting.
- **Committee on Committees & Credentials – Williams**
 - This report is online and linked above.
 - A draft ballot is included in the report.
- **Executive Committee – Detmering**
 - This report is online and linked above.

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- [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 listed under New Business.
- **CODRE Representative – Rougier**
 - There was no report.
- [COSW Representative](#) - Nasraoui
 - This report is online and linked above.
- [ULARP Representative](#) - Wise
 - This report is online and linked above.

OLD BUSINESS

None

NEW BUSINESS

Senator Michael Cunningham, the AAUP representative for the UofL Chapter, moved that the Redbook provisions for presidential and decanal searches be considered for revision to increase faculty involvement. He also offered text of changes to serve as a starting point for discussion. A motion was made to charge the Redbook Committee to review the issues and report back to the Faculty Senate. The motion was unanimously approved.

ANNOUNCEMENTS

Senator Gerry Williger (A&S, Physics & Astronomy) announced the monthly discussion *Astronomy on Tap* at Monnik Beer Company at 1036 Burnett Avenue at 7:00 p.m. on March 1.

ADJOURNMENT

The meeting adjourned at 4:48 p.m.

Respectfully submitted,
Gretchen Henry
University Senates