

UNIVERSITY OF LOUISVILLE

Faculty Senate Meeting Minutes

December 4, 2024

The regular meeting of the Faculty Senate was held on December 4, 2024 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: Thomas Edison, Bonnie Fonseca-Greber, Karen Hadley, Eugene Mueller, Rachel Neal, Natalie Polzer, David Roelfs, Christopher Tillquist, Sherri Wallace, Gerard Williger **BUSINESS:** Jose Fernandez, Ben Foster, Kathleen Gosser, Dale McIntosh **DENTISTRY:** Tiffany McPheeters, Jolene Zirnheld **EDUCATION:** Seth Eckler, Ann Herd, Jon Lee **KENT:** Emi Ramirez, Andrew Winters **LAW:** Lisa Nicholson, Enid Trucios-Haynes **LIBRARIES:** Angel Clemons, Rachel Howard, Courtney Stine **MEDICINE:** Forest Arnold, Robert Bert, Jennifer Hamm, Patrick Harris, Lauren Herrmann, Saeed Jortani, Ben Schoenbachler, Victoria Statler **MUSIC:** Amy Acklin, Rebecca Long, Allison Ogden **NURSING:** Rudy Clark, Frances Hardin-Fanning, Amy Higdon **PART-TIME FACULTY:** Aaron Ellis, Roy Fuller, Joseph Gutmann, Tina Johnson, Ramie Martin-Galijatovic, Tim Roberts **PUBLIC HEALTH:** Jelani Kerr, Michael Sekula, Kira Taylor **SPEED:** Adrian Lauf, Olfa Nasraoui, Angela Thompson

GUESTS ATTENDING

University Provost: Dr. Gerry Bradley

Senior University Provost: Dr. Gail DePuy

Vice Provost for Assessment and University Decision Support/Analytics: Mr. Robert Goldstein

Southern Police Institute: Dr. Bradley Campbell

BRICC Coalition: Dr. Martin Hall

BRICC Coalition: Dr. Mary Beth Uberti

Staff Senate Representative: Ms. Becky Patterson

Student Government Representative: Ms. Macy Waddle

Provost Office – Chief of Staff: Ms. Sarah Lopez

ALSO ATTENDING

Mike Bassi, Rachel Carter, Fannie Cox, Dennis Hippert, Whitney Sweeney-Martin

SENATORS NOT REGISTERING ATTENDANCE

DENTISTRY: James Harrison, Justin Whitney **EDUCATION:** Meg Hancock **KENT:** Shantel Crosby **LAW:** Daniel Canon **MEDICINE:** Joshua Choo, Barbara Clark, Geoffrey Clark, Guillermo Rougier, Scott Silva, Hugh Shoff, Alexander Williams, Brian Williams **SPEED:** Thomas Berfield

CALL TO ORDER

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

The November meeting minutes were unanimously approved as distributed.

REPORT: [University Provost – Bradley](#)

Dr. Bradley reported on the following topics.

Strategic Plan – Provost Bradley discussed the ongoing strategic planning process, emphasizing the need for a new plan by 2026. The current plan, approved by the Board of Trustees in 2023, is a three-year plan, and the new plan will be developed in 2025 to be ready for board approval in 2026. He also highlighted successes in retention improvements, the development of a faculty dashboard for student outcomes, and the introduction of Spanish language campus tours and admissions materials.

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Searches – Dr. Bradley provided updates on the decanal searches for the College of Business and the School of Dentistry. The College of Business search is in the active recruitment phase, with a position profile finalized and posted. The School of Dentistry search committee will be charged in January 2025.

Enrollment – Provost Bradley highlighted positive trends in enrollment, particularly in Arts and Sciences. Winter enrollment is up by 2%, and spring enrollment is looking strong, with a significant increase in undergraduate enrollment.

Faculty Hires - Provost Bradley presented data on faculty turnover and hiring, noting that the turnover rate is improving. He emphasized the importance of tracking these metrics to monitor climate and compensation efforts.

- **Turnover Data:** Provost Bradley presented data on faculty turnover, noting that the turnover rate for faculty was 7.9% in 2021-2022 and increased to about 9% in 2022-2023. The staff turnover rate was 13.7% in 2021-2022 and increased to about 15% in 2022-2023.
- **Improving Trends:** Mr. Bob Goldstein confirmed that the most recent data shows continued improvement in turnover rates across most metrics, which is attributed to efforts to improve climate and compensation.
- **Hiring Data:** Provost Bradley provided data on faculty hiring, noting that from July 1 to November 29, there were 155 hires, with the large majority being term faculty in the School of Medicine.
- **Monitoring Metrics:** Provost Bradley emphasized the importance of tracking turnover and hiring metrics to monitor the impact of climate and compensation efforts. One goal is to have a dashboard to provide real-time data and trends.

REPORT: Student Government – Waddle

Ms. Waddle provided updates on resolutions passed, changes in advising, and the implementation of extended library hours.

REPORT: Staff Senate - Patterson

The Staff Senate meets next week on December 10th on Teams. This report is linked above.

REPORT: Faculty Senate Chair - Mueller

Dr. Mueller reported on the following topics.

Asset Preservation Projects – All the project currently underway are all on schedule.

Administrative Searches – The search for the Executive Vice President for Finance and Chief Financial Officer is underway. Interviews with the finalists for Vice President for Philanthropy and Alumni Engagement are taking place virtually this week with the goal to have four on campus interviews soon afterwards.

INFORMATION ITEM: Program GPA Calculation - DePuy

Senior Vice Provost, Dr. Gail Depuy explained this effort to standardize program GPA calculation across units so it can be automated within all systems. It will also help students to know how their program GPA is calculated as they move through their course work towards graduation. This policy has been through several iterations and will be implemented for students graduating in summer 2025.

REPORT: Faculty Grievance Officer - Trucios-Haynes

Faculty Grievance Officer and Professor Enid Trucios-Haynes presented the Annual Faculty Grievance Officer report (linked above), highlighting the low number of grievances filed and the importance of consultations. She explained the grievance process and the role of the Faculty Grievance Committee.

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Grievances Filed: Professor Trucios-Haynes reported that only four grievances were filed last year, including one filed early in the 2024-2025 academic year. Two of the grievances were resolved within four to six months, while one remains outstanding.

Consultations: She emphasized the importance of consultations, noting that many consultations do not result in formal grievances. Consultations can last for months and help address issues informally.

Grievance Process: She explained the grievance process, including the requirements for filing a Type 1 grievance, the role of the ombuds, and the steps involved in the grievance committee's review and resolution process.

Faculty Grievance Committee: The role of the Faculty Grievance Committee was explained, which includes determining jurisdiction, conducting hearings, and producing resolution plans with recommendations for remedies

ACTION ITEM: Southern Police Institute Center Proposal – Harris

Senator Patrick Harris (Medicine) introduced Mr. Brad Campbell from the Southern Police Institute who presented the proposal (linked above) for the Southern Police Institute's training, research, and innovative Simulation Center (SPI TRAINS). The center aims to improve police training through realistic simulation and multidisciplinary collaboration between Criminal Justice, Theatre Arts, and the Southern Police Institute.

Training Programs: The center will offer innovative simulation training for justice professionals, including police officers, correctional officers, and attorneys. The training will involve actors portraying realistic scenarios to help officers practice and improve their skills.

After a brief discussion, the proposal was approved.

ACTION ITEM: Graduate Certificate in Analytics for Engineering Decision-Making - Ng

Academic Programs Committee Chair, Dr. Chin Ng presented the proposal for the graduate certificate in Analytics for Engineering Decision Making. It was approved by the committee after addressing concerns regarding possible overlap with another program; the name was adjusted to avoid confusion. The proposal was approved.

REPORT: Building Resilience In Campus Community (BRICC) Coalition - Hall/Uberti

Dr. Martin Hall (Kent) and Ms. Mary Beth Uberti (BRICC) discussed the services provided by the Building Resilience in Campus Community (BRICC) Coalition (a division of Campus Health), focusing on substance use prevention, harm reduction, and recovery support.

REPORTS: Standing Committees

- [Academic Programs](#) – Ng
This report is linked above.
- [Committee on Committees & Credentials](#) – Acklin
This report is linked above.
- [Executive Committee](#) – Wallace
This report is linked above.
- [Part-time Faculty](#) – Fuller
This report is linked above.
- [Planning & Budget](#) – Harris
This report is linked above.
- [REDBOOK & Bylaws](#) - Winters
This report is linked above.

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OTHER REPORTS

- **AAUP Representative – Cunningham**
A letter AAUP is developing to request additional salary information from the provost now has additional support from the A&S Faculty Salary Equity Committee, United Campus Workers, CODRE, and COSW.
- **CODRE Representative – Rougier**
There was no report.
- **COSW Representative – Nasraoui**
There was no report.
- **[Faculty Athletic Representative \(FAR\) - Wallace-Boaz](#)**
This report is online and linked above.
- **[Sustainability Council - Tillquist](#)**
This report is online and linked above.
- **[UofL Association of Retired Personnel \(ULARP\)- Wise](#)**
This report is online and linked above.
- **[EVPRI Search Committee – Fernandez](#)**
Senator Jose Fernandez (Business) reported on the EVPRI Search Committee (linked above). He stated that the pool of candidates is very strong and that any one selected would be a good fit.

OLD BUSINESS

None

NEW BUSINESS

Senator Gerry Williger (A&S) brought a discussion to the floor regarding the December Faculty Senate meeting. He suggested moving that meeting one week later than usual due to the final exam schedule. After a brief discussion, a motion was made to ask the Executive Committee to consider moving the December Faculty Senate meeting. The motion was seconded and approved with one abstention and three nays.

ANNOUNCEMENTS

[International Holocaust Remembrance Day Event](#): Senator Natalie Polzer (A&S) announced an upcoming event for International Holocaust Remembrance Day, featuring a unique memorial dance performance. The event is scheduled for January 27, 2025 at 7PM in the University Club Ballroom. The event is free and open to the public. Free parking is available adjacent to the University Club.

ADJOURNMENT

The meeting adjourned at 4:57 p.m.

Respectfully submitted,
Gretchen Henry
University Senates