

UNIVERSITY of LOUISVILLE

Faculty Senate Meeting Minutes

February 7, 2024

The regular meeting of the Faculty Senate was held on February 7, 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: Michael Cunningham, Bonnie Fonseca-Greber, Karen Hadley, Eugene Mueller, Rachel Neal, Natalie Polzer, Christopher Tillquist, Sherri Wallace, Gerard Williger **BUSINESS:** Ben Foster, Kathleen Gosser, Dale McIntosh **DENTISTRY:** James Harrison, Tiffany McPheeters, Jolene Zirnheld **EDUCATION:** Seth Eckler, Meg Hancock, Ann Herd, Carla Vidoni **KENT:** Martin Hall, Andrew Winters **LAW:** Daniel Canon, Lisa Nicholson, Enid Trucios-Haynes **LIBRARIES:** Angel Clemons, Tiffney Gipson-Goodwin, Rachel Howard **MEDICINE:** Forest Arnold, Barbara Clark, Geoffrey Clark, Jennifer Hamm, Patrick Harris, Lauren Herrmann, Saeed Jortani, Ben Schoenbachler, Scott Silva, Hugh Shoff, Victoria Statler, Jonathan Warawa **MUSIC:** Amy Acklin, Allison Ogden, Chad Sloan **NURSING:** Lynette Galloway, Frances Hardin-Fanning, Amy Higdon **PART-TIME FACULTY:** Aaron Ellis, Roy Fuller, Joseph Gutmann, Tina Johnson, Ramie Martin-Galijatovic, Tim Roberts **PUBLIC HEALTH:** Lee Bewley, Jelani Kerr, Kira Taylor **SPEED:** Thomas Berfield, Roger Bradshaw, Adrian Lauf, Olfa Nasraoui

GUESTS ATTENDING

UNIVERSITY PRESIDENT: Dr. Kim Schatzel

UNIVERSITY PROVOST: Dr. Gerry Bradley

VP-COMMUNITY ENGAGEMENT: Dr. Henry Cunningham

STAFF SENATE REPRESENTATIVE: Ms. Becky Patterson

STUDENT GOVERNMENT REPRESENTATIVE: Ms. Alexandria Underwood

PROVOST OFFICE DESIGNEE: Dr. Cherie Dawson

PROVOST OFFICE: Ms. Sarah Lopez

ULARP Representative: Ms. Elaine Wise

UofL Today: Mr. Chris Wooton

ALSO ATTENDING

Jeffrey Bumpous, Fannie Cox, Gail Depuy, Bob Fox, Erin Gerber, Lee Gill, Melissa Laning, David Schultz, Beth Willey

SENATORS NOT REGISTERING ATTENDANCE

A&S: Xiang Zhang **BUSINESS:** Jose Fernandez **DENTISTRY:** Justin Whitney **KENT:** Shantel Crosby

MEDICINE: Matthew Black, Joshua Choo, Guillermo Rougier, Alexander Williams, Brian Williams

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

The January minutes are linked above and were approved.

REMARKS: University President - Schatzel

President Schatzel announced to the Faculty Senate Dr. Gerry Bradley had been hired as the permanent Executive Vice President and University Provost. She updated the Faculty Senate on her reasoning behind this action. Delving into the functions of this key position the following statistics stood out to her: six of the twelve deans are interim, and eight of twelve academic deans have less than one year

UNIVERSITY of LOUISVILLE

Faculty Senate Meeting Minutes

February 7, 2024

experience. President Schatzel said she took the opportunity to address what she felt was an extraordinary situation for the leadership team, academic affairs and the university. She also assured senators that this was a unique situation, and she does not consider it a precedent for future administrative searches.

REPORT: University Provost - Bradley

Dr. Bradley thanked the Faculty Senate for its support and said he is looking forward to the future. Regarding the faculty compensation study, Dr. Bradley said there are three crucial steps. The first step starts at the Senate meeting by communicating the approach and methodology used in the study. The second step will include the revalidation of base salary information to ensure it is accurate. Once the data has been revalidated at every level, an equity analysis will take place. He expects this step to move quickly over the spring semester.

PRESENTATION: Faculty Comp Study Methodology – Cowper/Segal

Ms. Carolyn Cowper, a representative for the Segal Company led the presentation into the methodology used in structuring the faculty compensation study. The presentation is linked above.

UPDATE: Community-Engaged Scholarship - Cunningham

Dr. Henry Cunningham, Vice Provost for Community Engagement reminded the Senate that UofL is one of eighty-four institutions to have both an R1 and Carnegie Community Engagement designation. He also explained what community-engaged scholarship is (and is not), provided a snapshot of the community-engaged activities at UofL for 2022-2023, and invited senators to the Engaged Scholarship Symposium in March on Shelby Campus (info linked above).

REPORT: Student Government – Underwood

Ms. Alexandria Underwood, president of the Graduate Student Council reported for the SGA because Mr. Sawyer Depp was in Washington D.C. lobbying Kentucky legislators about the elimination of federal work study opportunities. Also, he is working to increase UofL's support systems for students for whom English is a second language. The Graduate Student Council and the SGA are collaborating on affordable learning and open library resources.

REPORT: Staff Senate - Patterson

There was no report, as the Staff Senate does not meet in January. The next meeting is February 13th.

REPORT: Faculty Senate Chair - Mueller

Chair Mueller reported that the UofL Foundation approved its spending policy of 4%, the same as it has been over the last two years. The student system used for course enrollment will begin using the two-factor identification that is used to log into the HR portal. Following up on a comment at last month's meeting, Dr. Mueller said he asked about the funds lost during the 2020 pause in salary and contributions to retirement accounts; he was told that the issue had been deliberated and decided by the senior leadership at the time, and the decision will not be revisited by the current leadership.

UNIVERSITY of LOUISVILLE

Faculty Senate Meeting Minutes

February 7, 2024

Chair Mueller reported on the role of the Faculty Senate in the appointment of Dr. Bradley as Executive Vice President and University Provost (Provost). President Schatzel approached Chair Mueller because Redbook (2.2.2) stipulates:

The Executive Vice President and University Provost or any vice president to whom academic units report shall be authorized and the individual shall be appointed only after consultation with and recommendations from a committee designated by the Faculty Senate.

She requested a confidential recommendation on her intention to appoint Interim Provost Bradly as Provost (with no interim designation) by the designated committee by February 1, 2024, which precluded discussion at the next Faculty Senate meeting (February 7, 2024).

Chair Mueller requested consultation with the Executive Committee (XC), and President Schatzel came to an executive session of the XC to present her intention and rationale (which was the same expressed to the whole Faculty Senate as described earlier in these minutes). After careful consideration of the time constraint, the XC decided to invoke its authority to act for the entire Faculty Senate when an issue arises that needs attention before the whole body meets again and designate itself as the Redbook-mandated committee to make a recommendation.[†] To ensure representation of the faculty of all academic units, representatives from the three units not currently represented by a member of the XC and the *ex officio* representatives of the Staff Senate and Student Government Association were invited to attend a special meeting on January 31 to meet with Dr. Bradley and then to discuss his appointment (removal of the “interim” designation) and arrive at a recommendation to the president. Both parts of this meeting were held in Executive Session; unanimous consensus was reached, and Chair Mueller and Vice Chair Wallace were authorized to convey the feelings of the committee to President Schatzel.

The XC was gravely concerned about setting a precedent for appointment of the Provost without a national search because such a search brings a diverse pool of candidates with ideas potentially new to UofL and broad(er) experience or outlook. The XC was also greatly concerned that the confidentiality and short timeline for a recommendation precluded wider faculty input in line with expectations of shared governance. The potential negative impact of not following the announced intention of a national search following a time-limited period with Dr. Bradley was also conveyed.

The XC recognized the validity of President Schatzel’s rationale behind the appointment, centering around profound concerns about the lack of stability in the upper administration and the dean level and the negative impact of that instability and attendant uncertainty around policy decisions on UofL (described by one XC member as a “continuing climate of crisis” felt by many at the university). The XC also recognized

[†]Although the XC acted in good faith, the right to act for the entire Faculty Senate when a response is required on a confidential or timely basis is not among the powers enumerated in the Faculty Senate Bylaws. However, section 6.2.1.6 of those bylaws explicitly grants the power to act in the appointment of the Executive Vice President and University Provost to the XC:

6. To serve as the representative faculty committee for consultations on vice-presidential candidates, except in those instances in which The Redbook designates a special committee.

It is reemphasized that the XC strongly considered but did not come up with a means by which the matter could be referred to the whole Faculty Senate in the stipulated time frame and maintain the confidentiality of the request.

UNIVERSITY of LOUISVILLE

Faculty Senate Meeting Minutes

February 7, 2024

that President Schatzel is entitled to a Provost with whom she is comfortable working. Based on his service as Interim Provost in two stints, no one expressed significant concerns about Dr. Bradley's qualifications and abilities to carry out the duties of the office.

Under these particular circumstances, the rationale justifying the appointment overbalanced the concerns, and by unanimous consensus, the XC and representatives of the other academic units and Staff Senate endorsed the appointment of Dr. Bradley as Provost as being in the best interests of UofL.

A discussion of the process and rationale behind the recommendation followed.

REPORTS: Standing Committees

- [Academic Programs](#) – Ng
This report is online and linked above.
- **Committee on Committees & Credentials** – Gosser
There was no report.
- [Executive Committee](#) – Wallace
This report is online and linked above.
- [Part-time Faculty](#) - Fuller
This report is online and linked above.
- [REDBOOK & Bylaws](#) – Winters
This report is online and linked above.
- [Planning & Budget](#) – Harris
This report is online and linked above.

OTHER REPORTS

- **AAUP Representative** – Cunningham
Senator Michael Cunningham reported that AAUP participated in a panel discussion on shared governance.
- [COSW Representative](#) - Nasraoui
This report is online and linked above.
- [Faculty Athletic Representative \(FAR\)](#) - Wallace-Boaz
This report is online and linked above.
- [Sustainability Council](#) – Tillquist
This report is online and linked above.
- [ULARP Representative](#) - Wise
This report is online and linked above.

OLD BUSINESS

A concern was raised with the timeliness of the changes to the Faculty Senate bylaws regarding revisions to the voting process. An update was provided in the REDBOOK Committee's monthly report.

NEW BUSINESS

Concerns were raised by the lack of parking lot and sidewalk clearing during the snows of last month. Chair Mueller said he would bring this up in his next meeting with the administration.

UNIVERSITY of LOUISVILLE

Faculty Senate Meeting Minutes

February 7, 2024

ANNOUNCEMENTS

- Dr. Beth Willey announced the [Inclusive Access Event](#) with Follett will take place on February 14th from 11 to 2p.m. in Bigelow Hall. The flyer is linked above.
- Senator Gerry Williger announced that his talk on the upcoming solar eclipse at the University Club for *Lunch and Learn* on February 16th and *Astronomy on Tap*, at 7 p.m. on February 7th at Monnik Beer Company (1036 E. Burnett Street).

ADJOURNMENT

The meeting adjourned at 5:00 p.m.

Respectfully submitted,
Gretchen Henry
University Senates