

UNIVERSITY OF LOUISVILLE

Faculty Senate Meeting Minutes

December 3, 2025

The regular meeting of the Faculty Senate was held on December 2, 2025 at 3:00 p.m. in the Chao Auditorium in Ekstrom Library and online on the TEAMS Platform, Chair Andrew Winters presiding.

Senators Registering Attendance

A&S: Matthew Biberman, Michael Cunningham, Tomas Edison, Eugene Mueller, Rachel Neal, Natalie Polzer, David Roelfs, Christopher Tillquist **Business:** Ben Foster, Zachary Goldman, Kathleen Gosser

Dentistry: Thomas Salter, Jolene Zirnheld **Education:** Seth Eckler, Erica McClure, Anita Moorman

Kent: Shantel Crosby, Emi Ramirez, Andrew Winters **Law:** Lisa Nicholson, Enid Trucios-Haynes

Libraries: Rachel Howard, Courtney Stine, Vida Vaughn **Medicine:** Mustafa Al-Kawaaz, Robert Bert, Matthew Black, Geoffrey Clark, Jennifer Hamm, Patrick Harri, Venkatakrishna Jala, Adrianna Masters, Ben Schoenbachler, Hugh Shoff, Alan Smith **Music:** Rebecca Long, Allison Ogden **Nursing:** Karen Turner

Part-Time Faculty: Roy Fuller, Lance Gibson, Joseph Gutmann, Lynda Mercer **Public Health:** Lee Bewley, Jelani Kerr, Michael Sekula **Speed:** Thomas Berfield, Adrian Lauf, Olfa Nasraoui, Angela Thompson

Guests Attending

University President: Dr. Gerry Bradley

University Provost: Dr. Kathryn Cardarelli

College of Business: Dean Amy Henley

Senior University Provost: Dr. Gail DePuy

Vice Provost-Faculty Affairs: Dr. Cherie Dawson

Vice Provost-Institutional Assessment/Analytics: Mr. Bob Goldstein

FAR Representative: Dr. Krista Wallace-Boaz

Provost Office: Dr. Kim Moss-Linnear

Provost Office: Ms. Tammy Green

Staff Senate Representative: Ms. Becky Patterson

Student Government Representative: Mr. Harrison Grill

UCW Representative: Dr. Melanie Gast

ULARP Representative: Professor Emerita Elaine Wise

Also Attending

Whitney Sweeney-Martin, Dayna Touron

Senators Not Registering Attendance

A&S: Gerard Williger **Business:** Dale McIntosh **Dentistry:** James Harrison, Tiffany McPheeters

Education: Jon Lee **Law:** Daniel Canon **Medicine:** Joshua Choo, Barbara Clark, Christa Nnoromele, Guillermo Rougier, Lauren Talley, Alka Tyagi, Zeng Wang, Alex Williams **Music:** Katie Donner **Nursing:** Debra Anderson, Rudy Clark **Part-Time Faculty:** Aaron Ellis, Antigone Mehani

Action Item: Approval of November Minutes - Winters

The November meeting minutes were approved and are linked above.

UNIVERSITY OF LOUISVILLE

Faculty Senate Meeting Minutes

December 3, 2025

Introduction: College of Business Dean – Henley

Dean Amy Henley introduced herself, sharing that she has been at the university for four and a half months, coming from North Dakota, and expressed gratitude for the warm welcome from the campus and business community. Dr. Henley's presentation is linked above.

Report: University President – Bradley

President Bradley provided updates on new executive appointments, the university's neutrality policy in compliance with House Bill 4, and addressed faculty questions regarding political activity, union organizing, and the interpretation and implementation of the policy.

Executive Appointments: President Bradley announced that Mr. Rick Graycarek, the new Executive Vice President for Finance and Administration would start soon and the appointment of Dr. Katie Cardarelli as Executive Vice President and University Provost, following a comprehensive search process.

Neutrality Policy Overview: Dr. Bradley explained the university's neutrality policy, which was revised to comply with House Bill 4, emphasizing the distinction between personal and institutional statements, and clarifying that only the president or designee may speak on behalf of the university.

Guidance on Political Activity: Faculty were advised that they may engage in political activity as individuals, provided they use disclaimers and do not use university resources, with further clarification on the use of personal versus university email and the boundaries of permissible activities.

Union Organizing and Campus Use: Mr. Zachary Atwell, from the General Counsel Office clarified that third-party organizations like UCW may use campus facilities if not sponsored by a university department, but official sponsorship by a college or department for recruiting events would violate the neutrality policy.

Report: University Provost – Cardarelli

Provost Cardarelli and her team presented updates on the university's strategic plan, including upcoming Board of Trustees actions, progress on enrollment and retention metrics, and the integration of academic unit plans, with ongoing efforts to align resources and accountability.

Strategic Plan Progress: Provost Cardarelli reported that a final draft of the strategic plan will be presented to the Board of Trustees for information, with a vote scheduled for January, and outlined the development of 17 key metrics across four pillars.

Alignment of Academic Unit Plans: Academic units are required to align their strategic plans with the university's plan by June 2026, with deans and vice provosts responsible for quantifying associated costs and ensuring accountability.

Enrollment and Retention Metrics: The university is up 4% in applications and 6.5% in admissions compared to the previous year, with a focus on increasing transfer students and aiming for an 85% retention rate, supported by new AI tools for transcript evaluation.

This report is linked above.

Listening Session: Academic Policies Update - DePuy

This presentation begins on slide 8 in the link above.

Senior Vice Provost, Dr. Gail DePuy presented [proposed standardization of class management policies](#), that focus on meeting times, modalities, and syllabus requirements.

Academic Policy Review and Faculty Feedback: A discussion took place on the proposed standardization of class management policies, focusing on meeting times, modalities, and syllabus requirements, with significant faculty input regarding flexibility, discipline-specific needs, and the process for submitting language edits.

UNIVERSITY OF LOUISVILLE

Faculty Senate Meeting Minutes

December 3, 2025

Proposed Class Management Policies: Dr. DePuy presented draft policies standardizing class meeting times and modalities, specifying that instructors cannot change scheduled patterns or modalities, primarily targeting undergraduate courses.

Faculty Concerns and Discipline-Specific Issues: Faculty from the School of Music and other units raised concerns that the proposed policies could disrupt established practices, such as flexible ensemble scheduling and individualized instruction, and requested that exceptions and discipline-specific needs be considered.

Process for Policy Feedback: Dr. DePuy encouraged senators to submit specific language edits and suggestions before the next meeting, emphasizing that the intent is to ensure clarity for students while accommodating necessary flexibility.

Information Item: SACSCOC Accreditation Review – Goldstein

This presentation begins on slide 15 in the link above.

Vice Provost for Assessment and University Decision Support/Analytics, Mr. Bob Goldstein provided an overview of the upcoming SACS accreditation cycle, including key dates, the structure of the leadership and writing teams, and invited faculty to volunteer as reviewers for the self-study and site visit processes.

Accreditation Timeline and Process: The self-study report is due to SACS in September 2026, with off-site and on-site reviews scheduled through early 2027, and reaffirmation expected at the end of 2027.

Faculty Reviewer Recruitment: Faculty were invited to volunteer as reviewers for the self-study drafts and to participate in the on-site visit, with a request to notify Mr. Goldstein by the first week of January.

Previous Accreditation Outcomes: Mr. Goldstein addressed questions about the previous review, noting that all required corrections from the last cycle were addressed promptly, and no significant issues are anticipated for the current cycle.

Information Item: Updated ADA Title II Regulations - McClure/Case

Dr. Erica McClure and Dr. Beth Case presented new federal Title II regulations requiring all digital course content to meet WCAG 2.1 AA accessibility standards by April 24, 2026. They outlined faculty responsibilities, available resources, and addressed questions about implementation and student training.

Overview of New Accessibility Requirements: All digital content used in courses, including documents, videos, images, and third-party tools, must comply with WCAG 2.1 AA standards, regardless of whether a student with a disability is enrolled.

Faculty Responsibilities and Resources: Faculty are responsible for ensuring accessibility of their course materials, with support available through the Delphi Center, including tutorials, workshops, office hours, and one-on-one consultations.

Implementation Guidance and Tools: Faculty were advised to use Blackboard's Ally tool and Microsoft/Adobe accessibility checkers but were cautioned that manual review is still necessary to fully meet requirements.

Student Training and Broader Impact: Questions were raised about training students to make their dissertations and journal articles accessible; Dr. Case committed to exploring options for student-focused guidance and training.

Timeline and Communication: The compliance deadline is April 24, 2026, and faculty were encouraged to disseminate information within their units and invite Dr. Case to present at department meetings.

This presentation is linked above.

Information Item: University Libraries Survey of Canon Services - Stine

Due to time limits, this report will be presented at the meeting on January 14, 2026.

UNIVERSITY OF LOUISVILLE

Faculty Senate Meeting Minutes

December 3, 2025

Action Item: Second Reading - REDBOOK Modification related to PT faculty – Ramirez

After a discussion, the Senate approved an addition to the Redbook specifying that references to part-time faculty include PTLs, unless otherwise stated. This modification is linked above.

Action Item: Second Reading - A&S Total Rewards Ad hoc Committee – Polzer

The Senate voted to endorse forwarding four benefit recommendations from the Arts and Sciences Total Rewards Ad Hoc Committee to the Human Resources Advisory Council for cost analysis, clarifying that the vote was not an endorsement of the recommendations themselves. The recommendations are linked above.

Report: Student Government – Grill

Mr. Harrison Grill provided updates on Student Government Association activities, including care package distribution, textbook donation initiatives, website updates, and ongoing work on a housing fee increase.

Report: Staff Senate – Patterson

This report is linked above.

Report: Faculty Senate Chair – Winters

Dr. Winters reported on the recent REDBOOK modifications, Faculty Senate committee vacancies for the January 14 election, and an update on reapportionment. This report is linked above.

Standing Committees' Reports

- **Academic Programs** – Ng

This report is linked above.

- **Committee on Committees & Credentials** – Crosby

Senator Shantel Crosby announced open positions on standing and university-wide committees and reminded senators in their second year of their obligation to serve. There will be an election at the January 14th meeting to fill these vacancies. This report is linked above.

- **Executive Committee** – Tillquist

This report is linked above.

- **Part-time Faculty** - Fuller

This report is linked above.

- **Planning & Budget** – Harris

This report is linked above.

- **REDBOOK & Bylaws** - Ramirez

This report is linked above.

Other Committee Reports

- **AAUP Representative** – Cunningham

AAUP presented resolutions on faculty salary benchmarks and compensation.

Sustainability Council – Anderson

There was no report.

- **UCW Representative** – Gast

This report is linked above.

- **ULARP Representative** – Wise

This report is linked above.

UNIVERSITY OF LOUISVILLE

Faculty Senate Meeting Minutes

December 3, 2025

Old Business

None

New Business

None

Announcements

The January meeting will take place on the second Wednesday, January 14, 2026 in the Chao Auditorium.

Adjournment

The meeting adjourned at 4:59 p.m.

Respectfully submitted,

Gretchen Henry

Senate Coordinator