

UNIVERSITY of LOUISVILLE

Faculty Senate Meeting Minutes

September 3, 2025

The regular meeting of the Faculty Senate was held on September 3, 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, Sherri Wallace **Business:** Ben Foster, Zac Goldman, Kathleen Gosser, Dale McIntosh **Dentistry:** James Harrison, Tiffany McPheeters, Thomas Salter, Jolene Zirnheld **Education:** Seth Eckler, Jon Lee, Eric McClure, Anita Moorman **Kent:** Shantel Crosby, Emi Ramirez, Andrew Winters **Law:** Enid Trucios-Haynes **Libraries:** Rachel Howard, Courtney Stine, Vida Vaughn **Medicine:** Mustafa Al-Kawaaz, Matthew Black, Barbara Clark, Jennifer Hamm, Patrick Harris, Venkatakrishna Jala, Adrianna Masters, Christa Nnoromele, Alan Smith, Lauren Talley, Aka Tyagi, Zeng Wang **Music:** Katherine Donner, Rebecca Long, Allison Ogden **Nursing:** Debra Anderson, Rudy Clark, Karen Turner **Part-Time Faculty:** Aaron Ellis, Roy Fuller, Lance Gibson, Joseph Gutmann, Lynda Mercer, Tim Wolz **Public Health:** Lee Bewley, Jelani Kerr, Michael Sekula **Speed:** Adrian Lauf, Olfa Nasraoui, Angela Thompson

Guests Attending

University President: Dr. Gerry Bradley
Interim University Provost: Dr. Katherine Cardarelli
Senior University Provost: Dr. Gail DePuy
Staff Senate Representative: Ms. Becky Patterson
Student Government Representative: Ms. Kathleen Price
Vice Provost-Faculty Affairs: Dr. Cherie Dawson
AAUP Representative: Dr. Michael Cunningham
ULARP: Prof. Elaine Wise
Provost Office: Dr. Kim Moss-Linnear
Provost Office: Ms. Tammy Green
UofL Today: Mr. Chris Wooton

Also Attending

Csaba Biro, Bob Goldstein, Cindi Logsdon, Whitney Martin, Chin Ng, Ellie Paul, Nandi Thomas, Victoria Trezona, James Wilkerson

Senators Not Registering Attendance

A&S: Gerard Williger **Law:** Daniel Canon, Lisa Nicholson **Medicine:** Robert Bert, Joshua Choo, Geoffrey Clark, Guillermo Rougier, Ben Schoenbachler, Hugh Shoff, Alexander Williams **Part-Time Faculty:** Antigone Mehani **Speed:** Thomas Berfield

Action Item: Approval of the [July Minutes - Mueller](#)

The minutes of the July meeting were approved and are linked above.

Passing of the Gavel - Mueller/Winters

The traditional appreciation gift was given to Dr. Mueller for his service to the faculty at the University of Louisville.

UNIVERSITY of LOUISVILLE

Faculty Senate Meeting Minutes

September 3, 2025

Report: University President - Bradley

Dr. Bradley provided updates on state legislative changes to the performance funding model, the ongoing strategic planning process, and the status of key administrative searches.

State Performance Funding Model: The state legislature is considering a major overhaul of the performance funding model for universities, with a working group being formed and possible changes to the advisory group's composition, emphasizing the need for advocacy for R1 institutions.

Strategic Planning Process: President Bradley reported on the strategic plan's progress, noting two successful town halls, ongoing collection of feedback until September 5th, and plans for another town hall in October to update the campus community on developments.

Provost and CFO Searches: Dr. Bradley detailed the provost search process, including listening sessions with various campus groups and the timeline for committee access to candidate materials, as well as the CFO search, which has narrowed to four finalists who will visit campus in September.

Accreditation Updates: The School of Music dean search will wait until after the March 2026 accreditation visit, and the Law School will have an accreditation site visit in the fall.

Commission on Climate, Culture, and Well-being: In response to a question, Dr. Bradley confirmed that the new commission is being formed, with a draft document prepared and a meeting scheduled within two weeks to address climate survey results and strategic plan action steps.

Report: Interim University Provost – Enrollment, Compensation & Merit – Cardarelli

Interim Provost Cardarelli provided updates on the record-setting enrollment and retention figures, Faculty Compensation Review Committee's recommendations, and the implementation of the .5% merit pay pool.

Enrollment and Retention Data: Cardarelli announced an 84.1% first-to-second-year retention rate and a projected record enrollment of 25,202, attributing gains to increased first-time, transfer, and professional students.

Faculty Compensation Review Committee: Dr. Cardarelli reviewed the committee's charge to address salary compression and merit pay policies, listed committee members, and described ongoing work to implement two of three recommendations, including linking periodic career review to market-based salary and clarifying evaluation policies.

Merit Pay Implementation: Vice Provost for Faculty Affairs, Dr. Cherie Dawson-Edwards explained the complexities of implementing the .5% performance pool, differences from the 2% pool, and the process for units to submit eligible faculty lists by September 17, with adjustments expected to be retroactive to July 1.

Information Item: Revised Inclement Weather Policy - DePuy

Redlined Version – University Closure Guidelines

Senior Vice Provost Dr. Gail DePuy presented revisions to the university's inclement weather and closure policy, including the addition of remote work and instruction options.

Policy Overview: Dr. DePuy outlined the shift from a binary open/closed model to include remote work and instruction, provided supporting documents, and explained communication protocols for closures and delays.

Faculty and Staff Concerns: Faculty raised questions about handling power outages, the distinction between remote work and remote instruction, and the need for faculty discretion in

UNIVERSITY of LOUISVILLE

Faculty Senate Meeting Minutes

September 3, 2025

course delivery during delays, with Dr. DePuy clarifying that existing policies for illness or inability to work apply.

Student and Staff Communication: Dr. DePuy emphasized the importance of clear communication to students and staff about expectations during closures or delays, and encouraged feedback via email for further policy refinement.

Discussion Item: [Response to Federal Action Impacting Higher Education - Winters](#)

Dr. Winters facilitated a renewed discussion on how the Faculty Senate should respond to recent federal actions affecting higher education, presenting three options and collecting input from senators.

Options for Senate Action: Dr. Winters summarized previous discussions and presented three options: joining a legal compact with other universities; issuing a joint statement with university presidents; or making a Faculty Senate position statement.

Faculty Senate Input: Senators discussed the merits and risks of each option, with several advocating for a Senate-authored statement of values, cautioning against actions that could provoke negative legislative attention, and suggesting coalition-building through existing alliances.

Ad Hoc Committee Formation: The Senate agreed to form an ad hoc committee with representatives from each unit to draft a position statement or other response.

Report: First Reading- [Annual Academic Report – Mueller](#)

Dr. Eugene Mueller presented a draft of the annual academic report for senators to review. A second reading will take place next month with a vote for endorsement.

Action Item: [Approval of Faculty Senate Meeting Calendar - Winters](#)

The meeting calendar was approved and is linked above.

First Reading: [University Libraries Personnel Document Changes - Winters](#)

As this was a first reading there was no discussion. The documents will be voted on at the October meeting. **To hear more, [please go to the video.](#)**

Report: Student Government - Price

The first Student Senate meeting was held on August 26th when senators and committee chairs were approved. **To hear more, [please go to the video.](#)**

Report: Staff Senate – Patterson

The Staff Senate did not meet in August and there was no report.

Report: [Faculty Senate Chair - Winters](#)

Dr. Winters reported on the Board of Trustees approval of revisions to The REDBOOK, Section 2.1.1 on 'Appointment of the President', continuing efforts to address HB4/KRS 164 and defining 'diversity and equity', the formation of an ad hoc committee to be named Climate, Culture and Wellbeing and the Delphi Center's Navigating Teaching Challenges Toolkit. He also offered senators the opportunity to serve on several university-wide committees. Dr. Winters said that with the web improvement project underway, he would like to have a photo taken of senators at the president's inauguration in October to be added to the updated web site. He reminded senators of

UNIVERSITY of LOUISVILLE

Faculty Senate Meeting Minutes

September 3, 2025

their invitation to meet the final candidates for the CFO position and of the upcoming Provost Search Listening Session.

Standing Committees' Reports

- **Academic Programs – Ng**
This committee will review a proposal from the College of Business.
- **Committee on Committees & Credentials**
This committee had not met and had no report.
- **[Executive Committee](#) – Wallace**
This report is online and linked above.
- **Part-time Faculty - Fuller**
This committee had not met and had no report.
- **Planning & Budget – Harris**
This committee had not met and had no report.
- **[REDBOOK & Bylaws](#) - Winters**
This report is online and linked above.

Other Committee Reports

- **AAUP Representative - Cunningham**
AAUP continues to advocate on behalf of faculty on a number of fronts and is also looking at documentation pertaining to salaries and compensation.
- **[Sustainability Council](#) - Tillquist**
This report is online and linked above.
- **[ULARP Representative](#) - Wise**
This report is online and linked above.

Old Business

None

New Business

None

Announcements

The October 1st meeting will be held on the HSC Campus in the Clinical Translational Research (CTR) Building, room 101/102.

Adjournment

The meeting adjourned at 4:37

Respectfully submitted,
Gretchen Henry
Senate Coordinator