

Faculty Senate Report April 1, 2020

This report contains a number of items of information regarding the current climate due to COVID-19. Please note that changes may occur daily. Refer to the COVID-19 website for the most update to information: <https://louisville.edu/coronavirus>
Please contact me at any time with questions/concerns at kbwall01@louisville.edu

Board of Trustees

The Board of Trustees will meet on April 3, beginning at 9:30am via Microsoft Teams. The March Board of Trustees meeting was cancelled.

Current H-1B Workers

From Carcyle Barrett: For current H-1B workers, the university must comply with the Department of Labor rules regarding our employees' worksite location(s). The university is required to post the Labor Certification Application (LCA) for each worksite where the individual foreign national employee is located. Contact Carcyle Barrett cdbarr06@louisville.edu directly for questions and next steps, for example if an H1B employee is temporarily working from a different location than previously identified, even if this location is a home office.

Suspension of Searches

As of March 20, 2020, all searches are suspended. This includes the search for Provost and the Dean of Arts and Sciences. Exceptions must demonstrate a rare, emergent, mission-critical or strategically vital reason that warrants overriding the uncertain financial impact of the COVID-19 health emergency on the university. Most requests are likely to be denied until we know more about the budgetary impacts. Any requests for exceptions must be submitted by form to Tracy Eells by Vice Presidents, Deans and Vice Provosts.

Tenure Track Faculty

Please see the attached letter from Provost Beth Boehm regarding the acknowledgment of the Spring 2020 COVID-19 crisis as an "extenuating circumstance" in regards to Redbook 4.2.2.C "Extension of the Probationary Period".

Faculty Evaluations for Spring 2020

As confirmed in a letter from Provost Beth Boehm:

For Spring 2020 only:

- Student Evaluations will still be sent
- Evaluations may or may not be included in future annual or tenure or promotion. The choice is up to the individual faculty member.
- Questions will be added about the transition to online this semester and students' experience of online instruction. These will not be figured into individual evaluations and they will be shared only in aggregate (i.e., your

deans and chairs will not be able to see comments about individual faculty).

- Deans will be alerted if a student says a faculty member did not transition at all to online
- If a student says a faculty member struggled, this information will not be shared with deans except in aggregate for the unit

Campus Safety & ULPD Annual Report

From UofL Today:

University of Louisville Police Department (ULPD) officers are keeping campus safety a priority by making additional rounds and checking facilities during this time. If asked, be ready to present your university ID as our officers work to ensure that only university affiliated people are entering campus buildings. If you ever see something suspicious, contact ULPD at 852-6111.

You can access ULPD's Annual Security & Fire Safety Report 2019 [online](#). Past crime statistics shown by campus begin on page 23. This report is compiled annually in compliance with the Clery Act. Additionally, the university has revised its [Disclosure of Campus Security and Crime Statistics Policy](#) which is stored online in the [UofL Policy and Procedure Library](#).

The buildings and facilities on the Belknap campus with card readers will be locked at 4 p.m. each day and programmed to grant access to approved personnel only. The Student Activities Center (SAC) will stay open until 6 p.m. These efforts help to eliminate external parties from entering, in some cases, unoccupied facilities. If you see something suspicious, contact the University of Louisville Police Department at 852-6111.

Intellectual Property

<https://louisville.edu/policies/policies-and-procedures/pageholder/pol-intellectual-property-policy-1>

Resources from Tracy Eells

1. A compilation of recent articles in the Chronicle of Higher Education: <http://chronicle.com/copingwithcoronavirus>. Due to copyright laws you will need to download the collection directly from The Chronicle website, at no charge. Dr. Eells particularly recommends the article beginning on page 8 titled, "10 Tips to Support Students in a Stressful Shift to Online Learning."
2. An article that has been popular in social media. It is about an Associate Professor of Religious Studies at the University of North Carolina, Chapel Hill and his five compassionate guidelines for an interrupted semester. The guidelines include "the humane option is the best option" and "we cannot just do the same thing online." <https://www.chronicle.com/article/Nobody-Signed-Up-for/248298>

March 20, 2020

To my Colleagues on the Tenure-Track:

I want to thank you for your commitment to your students as we finish the semester on-line. The labor of moving your courses to remote delivery is time-consuming and energy-draining, and the uncertainty of the duration of our social-distancing protocols adds to the stress. I don't want anxiety about the impact of this unanticipated situation to add to your stress as you also seek to attain tenure by forwarding your teaching and research agendas. Therefore, I'm calling your attention to a seldom-used *Redbook* policy that allows you to request an extension of your tenure clock:

4.2.2 C: Extension of Probationary Period

A faculty member who faces extenuating circumstances that do not require a leave of absence but result in a significant reduction in ability to perform normal duties (such as personal illness, the birth or adoption of a child, or care of an ill family member) may request an extension of the probationary period for no less than six months and no more than one year. A second extension may be granted for a second extenuating circumstance. An extension shall not be granted more than two (2) times within the probationary period of a faculty member. Such extensions must be requested and approved before the end of the fifth year of the probationary period and must have documentation satisfactory to the Executive Vice President and University Provost.

I believe the coronavirus crisis qualifies as an extenuating circumstance, and I will approve any request by a current probationary faculty member (anyone hired on a tenure-track line) made before the end of the fifth year of their probationary period with one caveat: the policy limits extensions to two, so if a faculty member has already received two extensions, that faculty member is not eligible for a third. To request an extension, you simply need to write a short letter asking for it (being certain to mention Spring Semester 2020), and have your chair and dean sign off on it. If you are in your fifth year now and would like to take advantage of this policy because you need additional time to prepare your file, you must get your letter addressed to me in care of Vice Provost of Faculty Affairs Tracy Eells **by May 1**. If you are a more recent hire, you may not yet know what impact this disruption to your life, your research, and your teaching will have on your progress toward tenure; you may request the extension any time prior to the end of your fifth year. Just don't forget that you must request the extension to receive it, since not everyone will want or need an extension (after all, it makes you continue as an assistant professor for an additional year, and your promotion salary bump will also be delayed for a year).

Thank you for being generous to your students; please take care of yourselves; and please let me know if there is anything I can do to help you stay focused through this very stressful situation.

Best,



Beth A. Boehm
Professor of English
Executive Vice President and University Provost

cc: Tracy Eells