

FACULTY SENATE MEETING SUMMARY

May 5, 2021

DATE: MAY 5, 2021

TIME: 3:00-5:00 PM

SITE: ONLINE TEAMS

The full meeting video is available, [here](#).

CALL TO ORDER

ACTION ITEM: APPROVAL OF THE MINUTES - SCHULTZ

The April minutes were unanimously approved as distributed.

ELECTION: OFFICER & COMMITTEE ELECTIONS - JEMIAN

Senator Jemian, Chair of the Committee on Committees & Credentials read through the ballot and took floor nominations. The results can be [found here, highlighted in yellow](#).

REPORT: UNIVERSITY PRESIDENT & PROVOST – GONZALEZ

I want to give you a few bits of information from President Bendapudi. One of her top priorities regarding the budget is to make sure that we can restore the retirement benefits to the full 7.5%. If you recall last year, they were moved back to 2% and then later in the spring they went to 6%. Now, the goal is to try to move them to 7.5 for FY22. Anything that we propose about the budget has to go to the Board of Trustees for approval. But those are the plans at this point. Another thing that's been committed to by the administration is to not pass on any increases in health care costs. So, there will be no change in premiums for the second year in a row for employees at the University. One of the things we want to talk to the faculty about and hope you'll get involved in is to help recruit and retain students. As an institution, we are about 4% down in our enrollments for fall. It varies by college. I think one of the things you can do particularly is encourage your department heads to get with enrollment management to find out what students haven't committed.

To hear more of this report, [please go to the recording at minute 15:01](#)

REPORT: STUDENT GOVERNMENT- BARBERIE

Mr. Barberie said this will be his last meeting before he transitions Ms. Alexa Meza as the AVP for next year. Chair Schultz responded by saying I want to take this moment Ben to thank you for all the hard work you've done on behalf of the students. The Faculty Senate appreciates all of your efforts and I'd like to give you a round of applause. I wish we were there in person that we could do more.

REPORT: STAFF SENATE - BROWN

This report is linked above.

REPORT: FACULTY SENATE CHAIR - SCHULTZ

The Spring Forward Planning Coordinating Committee continued discussions on vaccinations and the importance of encouraging everyone to continue to get the vaccination. But as Dr. Gonzalez has already informed us, the mass vaccinations site is likely not going to be accepting first vaccinations anymore, and once they're through their seconds that will be shut down. Alternatives will be available at some point. The Campus Dashboard is showing that the positivity rate on campus has been zero or not even much above 0 for a number of weeks in a row now, so that was also positive news. There is a continued discussion in that group about returning to work and in person courses in the fall again, especially with respect to the vaccinations in classroom spacing and other related issues.

The Budget Planning and Monitoring Committee, the subgroup on funding requests which Senator Sherri Wallace and I are on, is a challenging committee because we had 46 different applications for additional funding requests. It was a difficult task because of how different all these proposals were. So, I think ultimately was going to come out of that committee is a change to the application process.

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The Shared Governance Workgroup met again, and we finalized the committee structure. That will be Co-chaired by John Smith, chair of the Staff Senate, Michael Wade Smith, who represents the president's office and myself. It will essentially have equal representation on that committee of faculty, staff, administration, and students. We work to define our initial goals. We hope to schedule our first meeting once we finish filling the committee, and one of the first things that we're going to do is invite an expert in shared governance in to kind of set the bar as to what we're going to look at in shared governance. Part of what we will do is defining what shared governance means here at UofL versus how other universities look at shared governance.

To hear more of this report, [please go to the recording at minute 25:23](#)

ACTION ITEM: UNIT DOCUMENT REVISIONS - SECOND READINGS - DETMERING

- **REVISED BYLAWS – SCHOOL OF NURSING** (linked above) - **The revised School of Nursing bylaws were approved.**
- **REVISED BYLAWS – SPEED SCHOOL** (linked above) – **The revised Speed School bylaws were approved.**

To hear more of this report, [please go to the recording at minute 31:08](#)

ACTION ITEM: ACADEMIC PROGRAMS – CERTIFICATE PROPOSALS - BRUCE

- **GRADUATE CERTIFICATE PROPOSAL - Health Care Ethics** (linked above)
- **UNDERGRADUATE CERTIFICATE PROPOSAL – Ethics** (linked above)

There was no discussion and both proposals were unanimously approved.

To hear more of this report, [please go to the recording at minute 38:46](#)

UPDATE: HUMAN RESOURCES – MILES

David has requested that I just share some just some high-level updates with you regarding human resources that may be of interest to you. The first thing I want to let you know as it relates to our benefits for 2022. We are in the process of finalizing that, so we do not know what the rates are at this point. We are working on that and will be getting back with you as soon as we have that information. In addition, there have been two changes as it relates to our FSA. We were able to choose a roll over for FSA from 2020 to 2021 and then 2021 to 2022. The federal government gave us this choice. Instead of having the grace period that we normally have, which is from January to March 15th. What that means for our employees is that if you had any money left in your dependent care or in your medical FSA at the end of 2020, it will now roll over into this year and it is now considered 2021 money. So, when you do your open enrollment this year you can really just look to see how much money you have so you may want to make some different decisions. Just know whatever you have left this year you will be able to use that money for 2022 through December 31st. The second piece as far as FSA, is that for dependent care we were able to increase that amount to \$10,500. I will tell you about 75% of our employees that receive those notices, chose to increase the amount of dollars they put into their dependent care. As far as the retirement plan is concerned, the University has hired a financial advisor. We have not started any discussions with the financial advisor. We will probably get into that later June July, but really, we're trying to determine where we stand as far as our retirement and the programs that we have. We want to look at best practices and at how our employees are using retirement offerings that we have today. We want to be fiscally responsible and make sure that we can give our employees options to do the things that they think are best for themselves and their families as it relates to retirement funding. I just want you to know that we have done nothing except for secure a financial advisor and the first steps will be taken in late June or July.

To hear more of this report, [please go to the recording at minute 52:35](#)

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DISCUSSION: FACULTY ACCOUNTABILITY POLICY – SCHULTZ

To give you a reminder of this policy, it was initiated out of the Provost's Office more than two years ago. There was a committee that included faculty members assigned to help develop this policy. The output of that committee did go to the Faculty Senate Executive Committee, at least two, if not three times. It also went to CODRE and COSW for input. That document ultimately came to us last month and we requested an additional month to get broader faculty input. Last month, I asked faculty senators to take this back to their units. I received a lot of feedback from different units and I've listed those there. So, Arts and Sciences, Speed, School of Nursing, School of Medicine, Public Health, Libraries and Business. I can't accurately quantify the number of faculty, but my sense is that it's not a majority of the University faculty. Part of the problem was I got summaries from some senators and some senators sent individual comments. There were a number of responses were basically saying this policy was fine. There were a lot of tangential concerns raised in the responses, and I filtered those out and just focused on the policy itself. Based on the feedback, and I've summarized that feedback, I'm proposing this short paragraph to put to a vote of endorsement in the Senate, and I'll read the paragraph, but then I'll go back to the document and show you where the concerns were.

The Faculty Senate appreciates the opportunity to provide input to develop the Faculty Accountability Policy. We request a modest delay in finalizing and implementing this policy until the faculty concerns indicated in the marked-up version of the Faculty Accountability Policy which is attached are addressed.

Further, we ask that the Provost Office work with the Faculty Senate Executive Committee to ensure the expressed faculty concerns have been adequately addressed prior to presenting a revised version of the policy for consideration by the Faculty Senate in the upcoming meeting, either June or July.

I took all the comments and I looked for the common themes rather than just passing on individual comments. The edits are a result of summarizing this broad faculty input across units. We indicated on this document, and I want to acknowledge, Eugene Mueller has helped me at parts with this document as well, in particular with clarifying some of the language I was using in the statement. We indicated areas that are problematic and have made some suggestions on how to revise it. I'm sending this not as an edited document, but simply noting areas that are problematic and I've given some examples where alternate language could be used, but I did not try to change the language. **To hear more of this report, [please go to the recording at minute 1:15:01](#)**

REPORT: EVPRI – GARDNER

We're trying to gather federal resources for the research and are paying attention to the [Endless Frontier Act](#). We are working closely with our congressional delegation and the University Kentucky to go after a regional technology hub. It is about \$1 billion opportunity, so we're working really hard trying to position us for that. This week we had a really successful visit to the Regional Biocontainment Lab. We invited Senator McConnell and Congressman Yarmouth and others to visit the facility. The facility played an important role in Covid response and which is exactly what it was intended for. It's a really good opportunity now to highlight those facilities and work on various types of appropriations. Also, we have been working to review our core research facilities. These have not historically enjoyed any kind of organization or centralized support. They have grown up on their own through getting grants and trying to make ends meet. If anybody out there runs a core facility, it's a huge challenge even with central support. We have a committee that was formed internally has been working on studying our existing facilities and challenges. In May, we will be bringing in directors of other university instrumentation core facilities that are well run to make recommendations.

To hear more of this report, [please go to the recording at minute 1:50:12](#)

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REPORTS: STANDING COMMITTEES

- **ACADEMIC PROGRAMS – BRUCE**
This month the committee will be reviewing three program closures and hopefully bringing a recommendation to the full Senate at the June meeting. The rest of the report linked above.
- **COMMITTEE ON COMMITTEES & CREDENTIALS – JEMIAN**
 - Voting is open until 6 p.m. this evening.
- **EXECUTIVE COMMITTEE – MUELLER**
- The Executive Committee worked hard this month, but most of what we did you heard earlier in this meeting. The report is linked above.
- **PART-TIME FACULTY - FULLER**
No report was made.
- **PLANNING & BUDGET – HARRIS**
 - This report is linked above.
- **REDBOOK & BYLAWS – DETMERING**
 - This report is linked above.

OTHER REPORTS

- **AAUP REPRESENTATIVE - CUNNINGHAM**
The AAUP would like to thank David and Eugene for their help on this faculty accountability issue. And we appreciate the cooperation of the entire Faculty Senate. We are moving into other subsidiary issues along these lines with the hope of moving forward with a problem-solving framework for the University.
- **CODRE REPRESENTATIVE - HARRIS**
As an appointee of the president, Dr. Muriel Harris is the chair of CODRE. Currently, she is in the process of reorganizing CODRE in terms of committee structure so that we can better interact with Faculty Senate, Staff Senate, and so forth. So, I expect in next three months, certainly by August September, I think we're going to see an even more active organization.
- **COSW REPRESENTATIVE - NASRAOUI**
This report is linked above.
- **FACULTY ATHLETIC REPRESENTATIVE (FAR) - WALLACE-BOAZ**
This report is linked above.

ADJOURNMENT

The meeting adjourned at 4:57 p.m.