

TOWN HALL FOLLOW-UP
HEALTH SCIENCES CENTER

ISSUE	RESPONSIBLE	FINDINGS/ACTIONS TAKEN/FUTURE PLANS, IF ANY
<p>Interdisciplinary Research</p> <ul style="list-style-type: none"> • Barriers to interdisciplinary research and collaboration • Communication questionable—did not know there was an associate vp for bioinformatics until announced on UofL Today • Need organization to begin at the top 	<p>Dunn Pierce</p>	<p>EVPRI following up.</p>
<p>Retirement for Staff</p> <ul style="list-style-type: none"> • A while back faculty received enhanced benefits (co-pays for health insurance)—staff did not receive the same enhancements 	<p>n-a</p>	<p>Faculty and staff retirement benefits are now exactly the same</p>
<p>Daughter living on campus</p> <ul style="list-style-type: none"> • Problems with her living situation because of necessity of moving out of Miller Hall 	<p>n-a</p>	<p>Complete. Housing Hotline Telephone number provided.</p>
<p>Strategic Planning Coordination</p> <ul style="list-style-type: none"> • How can we ensure that strategic research planning of the units is consistent with health affairs and/or the university's agendas? 	<p>Willihnganz</p>	<p>Ongoing. Under the leadership of the Provost, the 21st Century University Initiative is beginning with a traditional SWOT analysis (strengths, weaknesses, opportunities and threats) coordinated by a consulting firm, Excelcor. This will be a campus-wide process with opportunities for everyone to ensure consistency and coordinated efforts between the units and university. A newly created Research and Academic Priority Committee will work to integrate plans developed by groups.</p>
<p>National Academy of Sciences</p>		

<ul style="list-style-type: none"> • There are no members of NAS at UofL /in Kentucky • Can we start a search for one? 	Dunn Pierce	EVPRI following up.
PostDocs as Alumni <ul style="list-style-type: none"> • PostDocs are an untapped resource • Should be treated as alumni 	Dunn Inman	EVPHA to work with Development on this project.
Salaries <ul style="list-style-type: none"> • What can be done about salaries other than reduction in staff? Staff are 20% behind benchmark 	Curtin Connally	<i>Under review</i>
Clinical Trials Office <ul style="list-style-type: none"> • Suggests establishment of office to coordinate clinical trial education, outreach, and research 	Dunn Pierce	EVPHA and EVPRI working together to address this issue. Looking at potential funding sources.
Salary and retention of workers <ul style="list-style-type: none"> • Is there any kind of strategy being explored to retain workers? • We try to hire the most qualified, but then staff are not paid enough or rewarded and they leave for higher salaries • Has trained three persons for the same job in three years • Would like to change the mindset and offer a step system or something that will provide an incentive for staff to stay • Suggests rewards/incentives such as memberships, grocery or gas cards • Suggests retirement options for staff 	Connally Connally Taylor-Archer Eells	-The GPTW Rewards /Recognition Committee is putting together a recognition program that will be recommended to the steering committee at its meeting on Nov. 27 -The consultant, VPHR, and Vice Provost for Faculty Affairs are pursuing the possibility of a voluntary separation offer to staff
Parking <ul style="list-style-type: none"> • Parking rates continue to go up; parking space still at a premium. 	Owsley	This issue has been forwarded to the Parking Advisory Committee for review.

<ul style="list-style-type: none"> • There are a lot of empty spaces reserved for patients on the 4th floor of the Chestnut Street garage; can those spaces be designated for employees? 		
<p>Vacation Accrual</p> <ul style="list-style-type: none"> • Differing procedures on grants regarding vacation • Disparity with regard to vacation accrual for faculty 	<p>Pierce Curtin Connally</p>	<p><i>Under review</i></p>
<p>Technology Support</p> <ul style="list-style-type: none"> • Office operating on a “shoestring” • Hardware and software needs are great • Support needs are great as well 	<p>Dunn Hancock</p>	<p>A consultant’s report is pending receipt</p>
<p>Staff Development and Mentorship</p> <ul style="list-style-type: none"> • Need professional courses that lead to a certificate 	<p>Connally</p>	<p><i>Under review</i></p>
<p>“Dummy” Computers</p> <ul style="list-style-type: none"> • Does not have access to internet; cannot view UofL Today links, special university events links, or benefits sites (e.g., TIAA-CREF), etc. 	<p>Dunn Hancock</p>	<ul style="list-style-type: none"> • IT Communication staff met on October 25, 2012 with staff of the subject School to investigate a complaint of restricting access to certain Internet sites <ul style="list-style-type: none"> ○ IT Communication Services does not routinely perform any Internet content filtering • The School chose the thin client approach as a “turn-key” offering for their needs, recommended by several other peer institutions running the same applications <ul style="list-style-type: none"> ○ Provides thin client desktop strategy for HIPAA compliance ○ Provides centralized technical administration and configuration capabilities • The School <i>does</i> restrict general access to the Internet as part of this thin client desktop strategy <ul style="list-style-type: none"> ○ Certain terminal devices have this constraint, but are allowed access to some Internet sites ○ “Whitelists” – defined Internet sites with a business purpose – are used as a method to enforce the HIPAA strategy ○ Processes are in place to evaluate and respond to requests to add Internet sites to the Whitelist

		<ul style="list-style-type: none"> ○ Requested sites are almost always added if there is a business related reason to do so • The School <i>does not</i> restrict general access to the Internet on all workstations. <ul style="list-style-type: none"> ○ The School has agreed to place some full access devices in the basement and 1st floor locations for general use • The EVPHA believes that the benefits of thin client platforms in the School far outweigh the risks of HIPAA and data security breaches
<p>Break room</p> <ul style="list-style-type: none"> • No break room to have lunch; safety issues are apparent; must eat in lab (against OSHA regulations) or hallway (against fire code) 	Dunn Owsley	<p>-Eating in wet laboratories is prohibited by OSHA. There are no OSHA requirements for a break room. Regulatory compliance concerns should be reported to the employee's direct supervisor and the Department of Environmental Health and Safety (852-6670).</p> <p>- As part of the process to review HSC research space and productivity during the coming year, HSC Administration will also plan to review available locations for breaks (in MDR Bldg.) and evaluate options for adding break space</p>
<p>Staff respect and needs</p> <ul style="list-style-type: none"> • Staff feel disrespected • Understaffed • Delays in responses to the office • Need new director (interim in place too long) • Communication problems • Positions need to be upgraded* • Overtime over-the-top (but don't get paid for it)* • Compression issues* 	Pierce	<i>Under review</i>
<p>Policy Communication</p> <ul style="list-style-type: none"> • Usually learn about policy changes/processes during audits • Any way to get this information out or make policies more searchable? 	Willihnganz	Ongoing. A recent gap analysis, which was presented to the Audit Committee of the Board of Trustees, included the recommendation: "Designate a University Policy Office and develop guidelines for creating, standardizing, approving, reviewing and updating policies." Funds for staffing will be required and a communication plan will have to be developed. The Board has requested an estimate of costs associated with this recommendation.

<p>Public Safety</p> <ul style="list-style-type: none"> • Criminal activity at the HSC is frightening; need more patrols (day and night) 	<p>Owsley Dunn</p>	<p>-The EVPHA office and a DPS lieutenant followed up with employee who raised concerns. Those concerns were about cars being broken into and homeless people hanging out along Jackson Street. The DPS supervisor has instructed HSC officers to regularly patrol the area and has contacted Louisville Metro Police Department (LMPD). LMPD has agreed to pay more attention to the area.</p> <p>-University Police coordinate with the University Hospital security staff to provide a cohesive security of overlapping areas. University Police work actively with the University Police Advisory Committee which includes members from the HSC community.</p>
<p>Plans for wage increases</p> <ul style="list-style-type: none"> • Need to know when decision will be made regarding salary increases • Must decide whether to stay or look for another position 	<p>Connally Curtin</p>	<p><i>Under review</i></p>
<p>Support for Physical Plant Employees</p> <ul style="list-style-type: none"> • Appreciates the work of the physical plant staff • Would like administration to consider identifying funds for underpaid physical plant staff 	<p>Connally Curtin</p>	<p><i>Under review</i></p>
<p>Custodial Services*</p> <ul style="list-style-type: none"> • Need additional staff to maintain buildings properly 	<p>Owsley</p>	<p>The subject School has a total of eight custodians, four general cleaners and four floor persons. The hiring freeze has not affected the School custodial staffing other than it taking a few days to get the approval. All hiring freeze exceptions have been approved. Staffing is, at times, affected by leaves such as sick, vacation, personal and leaves associated with approved FMLA. The concern raised at the town hall meeting has been reviewed with the School custodial supervisor.</p>

*ISSUE RAISED VIA E-MAIL OR OTHER AFTER TOWN HALL MEETING