



**CONSTITUENCY
RELATION
GROUP REPORTS**
***CODRE Human
resource
representative
Muriel Harris***

Compensation & Total Rewards Study

HR Compensation will be scheduling meetings with department leadership across campus in the coming weeks to review the job architecture framework for their respective areas and gather feedback. This is the final step in the staff classification phase of the project as we prepare for the faculty and staff market assessment work this fall. You can review project updates, timelines and committees involved by visiting the Compensation and Total Rewards Study webpage and checking UofL Today regularly.

Open enrollment begins Oct 3

2023 Open Enrollment begins October 3, 2022 and ends October 14, 2022. Explore Your Benefit Mailers have been distributed to employees eligible for a university benefit plan and employees who are on a university benefit plan. We will provide updates and information regarding Open Enrollment in UofL Today and campus communications, so please make sure to read each communication leading up to Open Enrollment.

- New or continued health care and/or dependent care FSAs, must be elected during open enrollment each year.
- Only employees who make benefit changes, including FSA changes, will receive a confirmation statement to approve changes. Employees who do not make any benefit changes for 2023 will not receive a confirmation statement.

Workday

The University of Louisville’s new Human Capital Management software system that will go live January 2023. Workday will help streamline administrative processes to improve workflows, reduce redundancies and improve the ways in which UofL utilizes data.

Later this year, PeopleSoft data will be converted to the Workday platform. During this period, we will not have the ability to add and/or change any personnel data in PeopleSoft or Workday. The Workday project team is confirming exact dates as well as developing guidance on HR operations during this time. More communication will be forthcoming. For questions, contact workdayhr@louisville.edu

DIVERSITY CELEBRATIONS

Hispanic, Latinx & Indigenous Initiatives (HLII) & Hispanic Latinx Faculty & Staff Association (HLFSA)

HLII partnered with HLFSA for the annual “Noche de Familia y Amigos (Night of Family & Friends)”. The event brought together other campus partners and many community groups for a night of fun, food, and soccer. The event was at Lynn Stadium by the playground during a Men’s/Women’s Soccer Double Header and was well attended with attendance around 200 people.



Other HLFSA dates to remember are:

HLFSA Team Meeting - 4 pm, Oct. 11

Almuerzo con HLFSA - 12:30 -2 pm, Sept. 22, and Nov. 16

HLFSA End of the Semester Holiday Event - 12 noon, Dec. 15, at the Cultural & Equity Center.

For more information on any of these events email

[Daniela Terson de Paleville](mailto:Daniela.Terson.de.Paleville).

Hispanic/Latinx Heritage Month

We are in the middle of Hispanic/Latinx Heritage Month (Sept 15-Oct 15), many are looking to find intentional ways to celebrate Hispanic/Latinx culture. To bring awareness to the issues that plague our communities. Below is a glimpse of what has taken place and is happening now.

Natural Disasters

The past few days have been very challenging for those who are from and are descendants of Latin America and the Caribbean. In the span of just a few days, Hurricane Fiona made direct hits to Puerto Rico and the Dominican Republic causing significant damage. Many are still without water and power. Unfortunately for those in Puerto Rico, the infrastructure after Hurricane Maria, that happened 5 years ago, was not strong enough to fully withstand the effects of this new powerful storm.

In Mexico, a 7.6 magnitude earthquake hit the southwestern part of the country damaging buildings & knocking out power.

It is in these moments of vulnerability that much is exposed--- albeit the lack of support and structure towards our most vulnerable communities and in the same breath we have the privilege of witnessing just how resilient and fluent our communities are in the practice of community despite grave suffering.

How Can You Help?

If you can support monetarily, please by all means do so. There are various grassroots organizations that are doing the work on the ground. However, this is not the only way you can support. Supporting also means checking-in on your fellow people within your circle who have been affected. Supporting is also advocating and voting for people who will create better infrastructure for a more effective response. Supporting is also sharing out information that makes these unfortunate happenings more visible.

Resources & Further Education

- [Puerto Rico & Dominican Republic Relief fund Information](#)
- [Puerto Rico’s Black Out Problem](#)

UPCOMING EVENTS



Welcome B(l)ack Meet & Greet

Friday September 23, 5-8 p.m. In the SAC Ballroom A. Welcome Black is an annual event by the UofL Black Faculty & Staff Association (BFSA) that serves as a yearly back to school meet and greet for black faculty and staff. There will be a DJ bringing the vibes, games to play and fellowship w/ friends and colleagues. We will have vendors from black owned businesses and some door prizes to give away as well.

Please join us as we kickoff the new academic year. The event is free. Food is provided and a cash bar is available (cash only).

Grandmother Power!! Panel Discussion



The U of L Women's Center is sponsoring a panel discussion on **Wednesday, September 28, 2022** entitled Grandmother Power.

This panel discussion will provide insights from grandmothers

on the social justice issues of the day. What are we telling our grandchildren and future generations when it comes to social justice? How does it affect you as a parent, grandparent? Come out and learn more at this interactive panel discussion--from the serious to the lighthearted- from some of today's active grandmothers.

For more information email the [Women's Center](#)

Women's Center Diaper Drive



1 in 3 U.S. families continue to struggle to provide enough diapers to keep a baby or toddler clean, dry and healthy.

The Women's Center is collecting diapers for student-parents

at UofL who may be in need of diapers.

Drop-Off: Sept. 19 - Oct 7

For more information email the [Women's Center](#)

KUDOS



Daniela Terson de Paleville organized the first research methods workshop for physicians and other health care providers that work with patients with spinal cord injuries in Latin America! The work was sponsored by the American Spinal Injury Association (ASIA) Americas committee and invited participants from 19 different countries and offering the

workshop in Spanish.

Drs. Claudio Maldonado (UofL physiology) and **Dr. Camilo Castillo** (UofL Physical medicine and Rehabilitation) and collaborators from University of Texas at Houston, University of Minnesota, Clinic Modroños (Spain) and CONICET (Argentina) were also part of the project

Drs. Maldonado, Castillo and **Daniela Terson de Paleville** are also members of UofL HLFSA.

IN MEMORIAM

Dr. Harold R. Howard

CODRE would like to recognize Dr. Harold R. Howard. He was the first African American graduate of the University of Louisville School of Dentistry, served on the City of Louisville Board of Alderman and was an Army Veteran. Dr. Howard, 81, passed, Friday, August 5, 2022



Although he was not a member of CODRE his importance as a BIPOC member of the university is something to be celebrated. We want to express our sympathies to his family and the cardinal family who knew him.

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