

University of Louisville – Faculty Senate – Human Resources Advisory Committee
Report for February 5, 2020 Senate Meeting
Prepared by Reginald Bruce, Committee Member (Management, College of Business)

The Human Resources Advisory Committee met on February 3rd. Our next meeting for March will be on Monday, March 2nd.

The contract with Norton Hospital (transitioning Pediatrics from UofL to Norton) has been pushed back to March 1st. A further delay is possible since Norton Hospital is still in the process of fulfilling obligations for the transition to occur. As was reported previously, UofL staff making the move to Norton have been guaranteed their present tuition benefit for 4 years, 3 months.

During the update on the upcoming Compensation and Total Rewards study (which has always been focused on staff positions), it was announced that senior administration informed HR that this process will now include faculty, as well. What this specifically means for faculty is still being determined, but, at a minimum faculty will need to write job descriptions as the yet to be determined contractor studies compensation rates for faculty in comparison to benchmark institutions. It also means that faculty will now be asked to represent the full faculty on different committees that have been involved with the staff compensation and total rewards process for the past couple of years. The RFP for the contract to conduct these studies will hopefully be released by the end of this month. The current target date for completion of the studies with recommendations is approximately 18 months from the contract award. Stay tuned!

The Benefits Design Group has received substantial feedback from both Faculty and Staff Senates over the past couple of months and changes have been made on the basis of this feedback.

On the topic of Wellness, the upcoming HR Listens meetings will focus on: “What would you like when it comes to a wellness program?” In addition, an RFP is currently out seeking bids for Wellness Coaching – as the current contract ends at the end of the year.

The Staff Senate’s PED committee (Policy and Economic Development) has been meeting with the current Interim VP of HR to review present FMLA and shared leave policies. Much progress has been made in understanding problems with the current approach.