

Faculty Senate Chair Report September 4, 2019

Committee on Student Well-Being

The Faculty Senate will join the Provost's office to form the Student Well-Being Committee. This committee will also look at the roles of faculty, staff, administrators and students in creating a campus focused on the well-being of our students. Beth Boehm and Krista Wallace-Boaz will co-chair the committee.

2019-2022 Strategic Plan

Please see the attached PDF of the final draft of the strategic plan as approved by the Board of Trustees. Next steps: the appointment of an implementation committee, led by Gail DePuy, which will have the primary responsibility for driving our institution towards successfully accomplishing 100% of the targets by 2022. Additionally, two other committees will be created that will help further define the impact that UofL aims to have in the campus community and beyond. These two committees will be the Cardinal Principles Committee and the Grand Challenges Committee. The Grand Challenges Committee will be comprised primarily of faculty and will focus on key research areas in which UofL can significantly impact the economic and societal well-being of communities.

KentuckyOne Health

The Board of Trustees, on August 14, 2019, approved the acquisition of the greater Louisville market assets of KentuckyOne Health, Inc. (KOH) and its affiliated companies. The BOT authorized President Bendapudi to negotiate and finalize the Agreement. Please see the attached Executive Summary which was circulated to the Faculty Senate on August 14, 2019. Here are some details:

Factors in the decision:

- UofL plays a vital role in promoting the economic, social, cultural and physical health and well-being of the city of Louisville, the commonwealth and beyond.
- The exit of Jewish Hospital and the associated KOH entities with more than 5500 employees and a payroll of more than \$300 million would have a significant economic impact on the City and the Commonwealth.
- Jewish Hospital and other KOH properties provide significant financial support to the UofL School of Medicine, significant research streams supportive to UofL's healthcare delivery, and the KOH assets are supportive to the University's mission of teaching, research and patient care.
- KOH serves nearly two million patients, with Jewish Hospital receiving over 3000 visits to the Jewish Hospital ER each month, making the

potential loss of the KOH resources potentially catastrophic to the state and the Louisville community

- UofL has received the promise of state support via a \$50 million loan from the commonwealth, with 50% of the amount forgivable. It is conditioned on job retention of Kentucky residents and the provision of care to West Louisville.
- UofL also received commitments from local foundations to support the acquisition of KOH.

HSC Dining Update

Mark Watkins has provided an update on the Chick Fil-A on the HSC campus: there are delays due to internal request for quiet times and an unexpected asbestos issue. The site hopes to be open by mid-October.

University and Senate Committees

All faculty senators are required to run for a committee in the second year of their tenure as senators. All senate committees for 2019-2020 will be charged on September 4, 2019, prior or immediately following the Faculty Senate meeting. The Senate is frequently asked to send forward names for membership on university-wide committees. Serving on a university-wide committee will fulfill the requirement of committee service.

Please contact Krista Wallace-Boaz if you are interested in serving on a university-wide committee. Before official appointment, you will be sent information regarding the charge of the committee.

Current chairs of standing Senate Committees: please send annual reports to Gretchen Henry by September 15, 2019.

Provost Search

A search firm has been identified, but not yet announced for the upcoming Provost Search.

Timeline:

Mid-September: Form Committee

October: Committee meet with Search Firm

January/February: Identify candidates and conduct preliminary interviews

March: Bring candidates to camps

July 1: Start Date



2019-2022 Strategic Plan 8.26.19 (v.9.9 FINAL)

A Great Place to Learn

The University of Louisville is a great place to LEARN because it prepares students for success now, next, and beyond. We accomplish this by supporting the whole student through transformative, purpose-driven, and engaged learning.

Strategy 1: Attract and graduate the most talented, diverse student body through meaningful and structured commitment to student success, guided by the Strategic Enrollment Management Plan, to raise the university's national prominence.

Action 1: Attract and enroll a capable, diverse, and engaged student body responsive to the demographic and workforce needs of the future.

Action 2: Improve retention and persistence to graduation and ensure progress towards equal outcomes for (underrepresented, underprepared, low-income) student sub-populations.

Action 3: Inspire a "student-centered culture" by improving the efficiency and user-experience of our systems and the faculty and staff's responsible ownership of student success.

Action 4: Increase and enhance learning community (LC) initiatives and improvement/expansion of current LLCs and TCs to serve a diverse student population.

Action 5: Expand global footprint/impact by increasing the percentage of students who participate in global cross-cultural study, research, and/or service experiences.

Strategy 2: Engage every undergraduate student in required, meaningful experiential learning opportunities.

Action 1: Establish the components of and develop structured experiential learning opportunities in every unit.

Action 2: Create a high quality, industry-focused, core skills certification that students can use an employment tool alongside their academic credential when they graduate.

Strategy 3: Engage students in increasing research that will bolster our prominence among Carnegie-classified Research.

Action 1: Involve students in prioritized university-wide Grand Challenges in research.

Action 2: Establish a campus-wide awareness of existing centers, institutes, and consortia.

Action 3: Incentivize research involving undergraduate and graduate co-investigators.

LEARN Metrics

Metric	Definition	Baseline (2018)	2022 Target
Scholarship Awards (Undergraduate)	% Need-based aid for first-time freshman	8%	20%
	% of scholarship award dollars to STEM+H students	37.4%	40.2%
Enrollment	Undergraduate Enrollment (total) 1	15,834	17,468
	URM	3,644	3,864
	First generation	1,568	1,643
	STEM +H	5,275	5,486
	Adult Students (25+ degree seeking only)	1,758	1,908
	Online Students	425	981
	International Students	676	926
	Graduate Enrollment (total) 2	708	1374
	URM	800	900
	Online Students	708	828
	Professional Enrollment (Total Medicine, Dentistry and Law Only)	1,645	1,645
	Retention (Undergraduate)	First- to Second-Year (total)	80.3%
URM		77.9%	81.4%
Low income		74.5%	78.5%
First- to Third-Year (total)		72.4%	74.7%
URM		71.8%	75.3%
Low income		66.6%	70.6%
Graduation Rates (Undergraduate)	Four-Year (GRS Cohort)	31.8%	36.5%
	URM	28.5%	31.9%

	Low income	23.9%	33.2%
	Six-Year (GRS Cohort)	56.6%	61.3%
	URM	56.0%	59.3%
	Low income	47.1%	56.4%
Degrees Awarded	Bachelor	3,040	3,120
	URM	557	594
	Low income	1,185	1,413
	STEM +H	1,038	1,101
	Online only program	102	184
	Master	1,425	1,483
	URM	265	276
	Online only program	270	322
	Doctoral (research)	165	172
	URM	23	24
	Professional	380	395
	URM	44	46
	Student Participation in High Impact Practices (Undergraduate)	Learning Communities (LLCs, LCs, TCs)	911
Experiential Learning (e.g. internships, co-ops, field experience, student teaching, clinical placement, service-learning)		Various	
Research		125	250
Study Abroad (receiving credit at UofL)		765	1,000

A Great Place to Work

The University of Louisville is a great place to WORK because is a workplace dedicated to personal growth and professional development. We accomplish this by fostering a culture where faculty, staff, and administration live our institutional values.

Strategy 1: Become an employer of choice that intentionally attracts and retains the most talented, diverse faculty and staff through meaningful and structured commitment to employee success.

Action 1: Develop hiring practices to attract competitive candidates and support diversity, equity, and inclusion.

Action 2: Improve the onboarding experience for new hires and current employees who move to new positions.

Action 3: Create an Employee Success Center to provide professional development, guidance and formal mentoring to all classes of employees, as well as consultation to departments and units.

Action 4: Promote systematic and uniform opportunities for career advancement of employees.

Action 5: Ensure employees are provided an adequate and safe workplace and maintain a healthy work-life balance by improving policies and training leaders to maximize employee potential.

Strategy 2: Inspire a culture of care, trust, accountability, equity and transparency by embedding the Cardinal Principles in the fabric of the university.

Action 1: Implement and incentivize a Cardinal Principle training program to cultivate noble leaders and to hold them accountable for improving climate and culture outcomes at all levels of the university.

Action 2: Establish policies and implement required annual training programs on bullying, implicit bias, sexual harassment, etc. to hold employees at all levels accountable for improving climate and culture outcomes.

Action 3: Review climate survey data and create and implement action plans to address identified concerns in a timely manner.

Action 4: Assess personnel actions for inequities by identity group and revise policies and procedures to correct identified issues.

Strategy 3: Provide all faculty and staff fair and equitable compensation, recognizing that our employees are critical to attaining institutional success.

Action 1: Conduct comprehensive review of compensation equity in each unit and develop plans to redress identified equity issues.

Action 2: Redesign the performance evaluation and compensation process to support institutional goals.

Action 3: Regularly benchmark total compensation against peers and the market to inform university compensation targets.

WORK Metrics

Metric	Definition	Baseline	2022 Target
Decrease employment rate gap for select groups compared with national benchmark data	Faculty	<i>HR has contracted with a third-party vendor to ensure affirmative action plan and OFCCP compliance is in alignment with higher education best practices. From these findings, a baseline and targets will be established.</i>	
	Female		
	African American/Black		
	Hispanic/Latinx		
	Staff		
	Female		
	African American/Black		
	Hispanic/Latinx		
	Administrators		
	Female		
	African American/Black		
Hispanic/Latinx			
Employee Success Center/Professional Development	Number of Professional Development Opportunities provided through the Employee Success Center	<i>Baseline will be established after year one of the Success Center implementation.</i>	
	Employee participation in professional development	<i>New survey question(s) will be est. and data collected</i>	
	On campus		
	Other		
	Employee satisfaction with professional development opportunities	<i>New survey question(s) will be est. and data collected</i>	
UofL Climate	Employee participation in Climate Surveys (Chronicle Great Places to Work/Internal Campus Climate and Diversity Survey)	26%	40%
	Overall employee perception on Climate Surveys (Chronicle Great	2.98 (F18)	4.00

	Places to Work/Internal Campus Climate and Diversity Survey)		
	Employee perception of compensation and benefits	3.02 (F18)	4.00
	Employee perception of diversity/inclusion	3.69 (F17)	4.00
	Employee perception of work/life balance	3.37 (F17)	4.00
	Employee perception of work environment	3.62 (F17)	4.00
	Employee perception of leadership	3.51 (F18)	4.00
Employee Compensation Gap (decrease compared to market)	Faculty	<i>Baseline and targets will be established after completion of market study.</i>	
	Female		
	African American/Black		
	Hispanic/Latinx		
	Staff		
	Female		
	African American/Black		
	Hispanic/Latinx		
	Administrators		
	Female		
	African American/Black		
	Hispanic/Latinx		

A Great Place to Invest

The University of Louisville is a great place to INVEST because of its demonstrated impact on the economic, social, and cultural health and well-being of Louisville, the commonwealth, and beyond. We accomplish this through innovative teaching, research, scholarship and creative activity, principled leadership, responsible stewardship, and engaged partnerships.

Strategy 1: Increase productivity and innovation in research, scholarship and creative activities addressing the Grand Challenges to bolster our prominence among Carnegie-classified Research 1 universities.

Action 1: Build resourced research networks that transcend individual disciplines to find solutions to the Grand Challenges.

Action 2: Strengthen UofL's R-1 standing by increasing scholarship support, fellowship opportunities, graduate degrees and postdoctoral training, and national academy memberships.

Action 3: Strengthen research infrastructure to enable faculty and staff to secure external grants, foundation funding, and contracts.

Action 4: Prioritize historically underrepresented communities in the university's scholarly contributions and research activities.

Strategy 2: Improve the ease and impact of partnering with the university by building and stewarding mutually beneficial relationships that support student success, faculty productivity and staff development.

Action 1: Provide existing and potential partners a "front door" as a single point of entry to easily access and engage the university's knowledge, expertise, and talents.

Action 2: Develop a comprehensive alumni engagement platform to integrate alumni and friends in university's shared interests, areas of expertise, and Grand Challenges.

Action 3: Develop value-added partnerships with business and industry partners.

Action 4: Improve student career readiness and outcomes by developing a comprehensive P-20 engagement platform, giving special attention to historically underrepresented and STEM+H communities.

Strategy 3: Create social, cultural and learning opportunities that bring people to campus or bring the campus to people through virtual and external partnerships that improve quality of life by leveraging faculty, staff and student expertise and talent.

Action 1: Expand collaborative programming designed to appeal to large, diverse audiences in order to bring more people to campus (e.g. lectures, music, concerts, movies, outdoor festivals, etc.).

Action 2: Increase number of programmatic offerings and off-campus spaces that foster local and global community engagement with the university.

Action 3: Improve the university's local and global marketing and communications, and digital presence to increase access to knowledge and engagement.

Action 4: Conduct a feasibility study on creating a multigenerational living community that would include assisted living and student housing.

INVEST Metrics

Metric	Definition	Baseline	2022 Target
Total Research Dollars	Annual research expenditures	\$176.6M	\$225M
	Annual research awards	\$137.8M	\$175.6M
Scholarly Activity	# peer-refereed publications	1,974	2,275
	# patents awarded	43	53
	#scholarly and creative works published/presented/performed in local, regional, national and international premier venues	<i>Criteria will need to be established and data will need to be collected</i>	
Research Active Personnel	# Doctoral conferrals in humanities, social science, STEM fields, and other fields (e.g. business, education, social work)	165	172
	Professional (Health)	278	289
	# S&E research staff (Postdocs/PhD staff)	199	250
Grand Challenges	Total expenditures Sponsored research dollars (vs. overall)	<i>Baseline and targets to be established once Grand Challenges are identified</i>	

	# of URM students participating in research		
Programming for Community	On-campus		
	# of events	<i>Baseline and targets will be established by Jan. 1, 2020</i>	
	Overall satisfaction		
	Off-campus		
	# of events	<i>Baseline and targets will be established by Jan. 1, 2020</i>	
	Overall satisfaction		
Donor Engagement	Amount of donations (annual)		
	Athletic gifts	\$40,000,000	\$48,000,000
	Non-athletic gifts	\$95,000,000	\$114,000,000
	% of alumni giving annually to the university	7%	10%
	# of donors	15,773	18,928
Graduate Student Support	# of University Fellowships	130	138
	# of Graduate Assistantships	562	596

**EXECUTIVE SUMMARY OF THE TRANSACTION
FOR THE ACQUISITION OF THE LOUISVILLE MARKET ASSETS OF
KENTUCKYONE HEALTH**

Parties to the Transaction:

- The Seller Entities are Jewish Hospital & St. Mary's Healthcare, Inc., KentuckyOne Health, Inc. and CHI Kentucky, Inc.
- The Buyer Entity is the University of Louisville or its assignee

Assets to be acquired:

- Hospitals:
 1. Jewish Hospital, including:
 - a. Jewish Hospital Rudd Heart and Lung Center
 - b. Jewish Hospital Outpatient Care Center
 2. Frazier Rehab and Neuroscience Center
 3. Sts. Mary and Elizabeth Hospital
 4. Jewish Hospital Shelbyville
 5. Our Lady of Peace Hospital
 6. Physician groups affiliated with KentuckyOne
- Outpatient Facilities:
 1. Medical Center Jewish East
 2. Medical Center Jewish South
 3. Medical Center Jewish Southwest
 4. Medical Center Jewish Northeast
- Parking Garages:
 1. Jewish Hospital Visitor Parking Garage
 2. Jewish Hospital Employee Garage

Deal Terms:

- Purchase Price – Buyer will pay \$10,000,000.00,
 - plus or minus the difference between the Estimated Net Working Capital at the Effective Time (based on the most recent calendar month end) and the Target Net Working Capital determined as of December 31, 2018, as later adjusted to reflect the actual Net Working Capital as of the Effective Time.
 - Target Net Working Capital as of December 31, 2018, is set at \$76,400,000.
- Promissory Note Cancellation – Seller will cancel two notes amounting to \$19,700,000.
 - CommonSpirit Health, parent company of the Seller Entities, also agrees to cancel two promissory notes from University Medical Center, Inc.
- Liability Guaranty – all obligations of the Seller Entities are guaranteed by CommonSpirit Health.
- Closing – Targeted for November 1, 2019. *KOH retains all liabilities for all pre-closing operations.*

The parties will enter into a number of related transition agreements including the following:

- IT Transition Services Agreement and BAA,
- Transition Services Agreement,
- License Agreement for Policy and Procedure Manuals,
- Employee Lease Agreement, and
- Medicare and Medicaid Transition Agreement.

Restrictive Covenants on the Seller Entities:

- a. The Seller Entities agree to a non-compete for five (5) years within Jefferson, Bullitt, Shelby, Hardin, Grayson, Spencer, Meade, Breckinridge, Henry, and Oldham Counties in the Commonwealth of Kentucky, and Floyd, Clark, and Harrison Counties in the State of Indiana, provided that the non-compete does not prohibit certain activities including the provision of physician services by KentuckyOne Health Medical Group, Inc., or the provision of services by Saint Joseph Health System at any location outside the counties.
- b. The Seller Entities agree to a non-solicit for two (2) years of certain key employees.

Sources of funding:

1. Net Working Capital/Accounts Receivable – the Seller Entities are obligated to provide \$76,400,000 in net working capital (including accounts receivable) as of the Closing Date. This will provide needed start-up working capital.
2. Jewish Hospital Foundation Support – Beginning on the Closing Date, Jewish Hospital & St. Mary's Healthcare, Inc., d/b/a Jewish Hospital & St. Mary's Healthcare Foundation, shall provide sixteen quarterly payments of \$2,500,000 each, an aggregate amount of \$40,000,000, to the Buyer for the use and operation of the facilities and the business purchased.
3. Private Foundation Support – Jewish Heritage Fund for Excellence has committed \$10,000,000 to support the acquisition and operation of the KOH assets.
4. State Government – The Economic Development Cabinet has committed to a loan of \$50,000,000 to support the acquisition and operation of the KOH assets. The loan is interest free for five years. Interest begins to accrue at 1% beginning in year six. Repayment is \$1,000,000 at the end of year six and \$3,500,000 at the end of year seven and each year thereafter for 14 years. One-half of each principal payment is forgivable so long as the enterprise maintains certain target levels of jobs and wages OR establishes and maintains certain clinics in underserved areas.



UNIVERSITY OF
LOUISVILLE[®]

FY 19 Preliminary Financial Results

THE THINKER
BY AUGUSTE RODIN
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July 18, 2019

Highlights of FY 19 Preliminary Results

- Full accrual-based financial statements will not be ready until early September
- Preliminary results based on cash basis reporting indicate:
 - Strong performance in FY19
 - Liquidity targets achieved with \$25 mill increase in liquid cash
 - Budgeted expectations were met

Comparison of FY 19 Actual to Budget (Non-Accrual Basis)

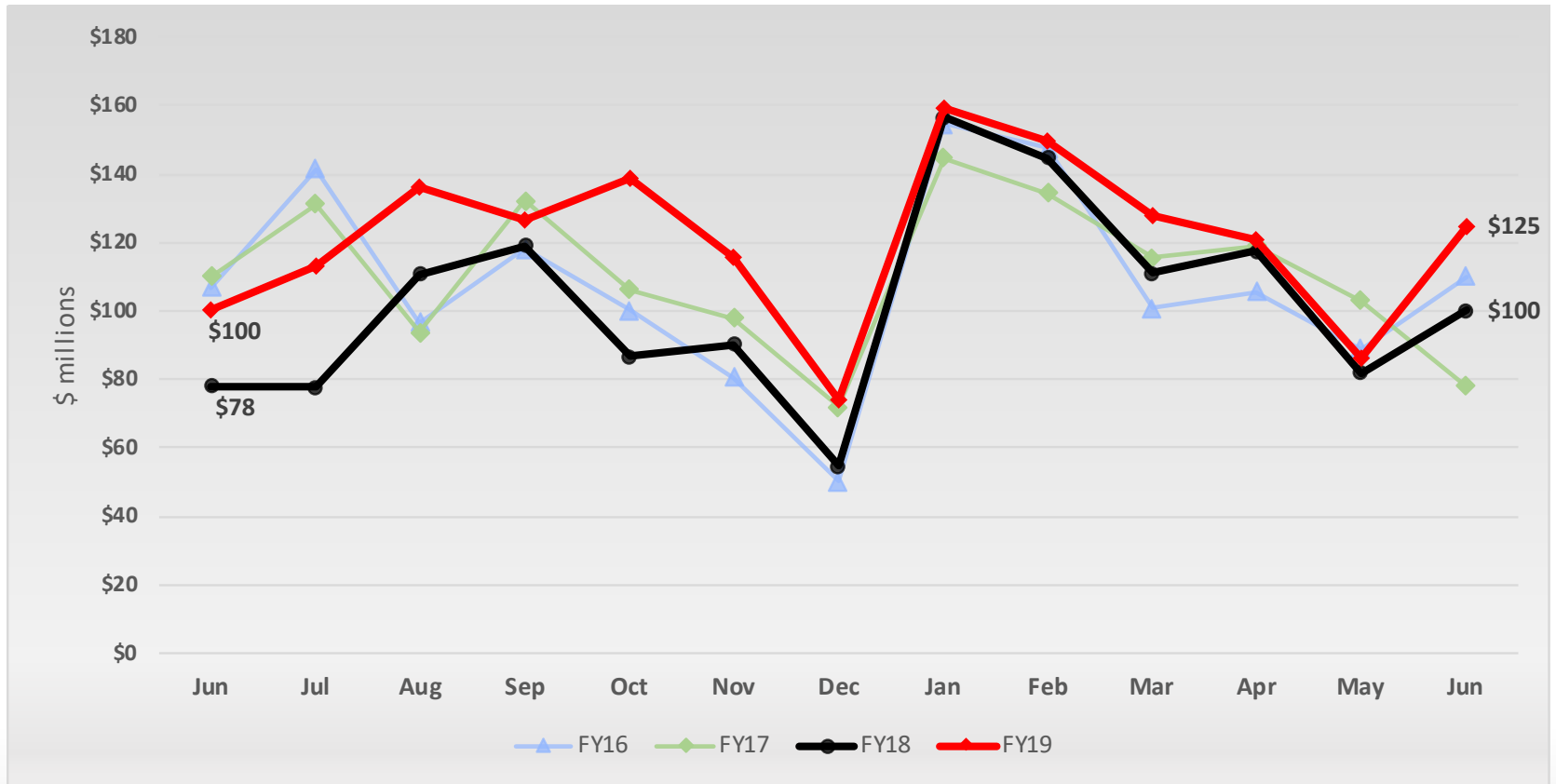
Revenues	Preliminary FY 2019		
	Annual Budget	YTD Jun-19	% Realized
<u>General Funds</u>			
Tuition and Fees	314,012,502	314,291,115	100.1%
State Appropriations	126,065,525	127,117,700	100.8%
Transfers In	28,712,196	23,461,045	81.7%
Other Revenue	16,041,206	16,922,416	105.5%
Auxiliary Enterprises	11,014,491	12,604,644	114.4%
Hospital-Related	7,613,600	8,522,013	111.9%
General Funds Total	503,459,520	502,918,933	99.9%
<u>Non-General Funds</u>			
UL Research Foundation	538,559,879	568,696,016	105.6%
UL Athletic Association	107,700,200	110,732,317	102.8%
UL Foundation	65,068,685	75,708,138	116.4%
Other Department Funds	n/a	32,470,471	n/a
Non-General Funds Total	711,328,764	787,606,942	110.7%
Total Revenues	\$1,214,788,284	\$1,290,525,875	106.2%

Expenses	FY 2019		
	Annual Budget	YTD Jun-19	% of Budget
<u>All Funds</u>			
Salary	560,251,674	563,650,112	100.6%
Fringe Benefits	137,197,066	142,236,553	103.7%
Operating (incl. transfers out)	345,884,070	385,713,606	111.5%
Financial Aid	127,130,734	132,480,708	104.2%
Debt Service	23,244,714	22,303,642	96.0%
Utilities	21,080,026	18,642,049	88.4%
Total Expenses	\$1,214,788,284	\$1,265,026,670	104.1%

Revenue Over/(Under) Expenses	\$25,499,205
<i>Includes planned liquidity enhancements of \$15.8M</i>	

University Based Liquid Cash – FY 2016 to FY 2019

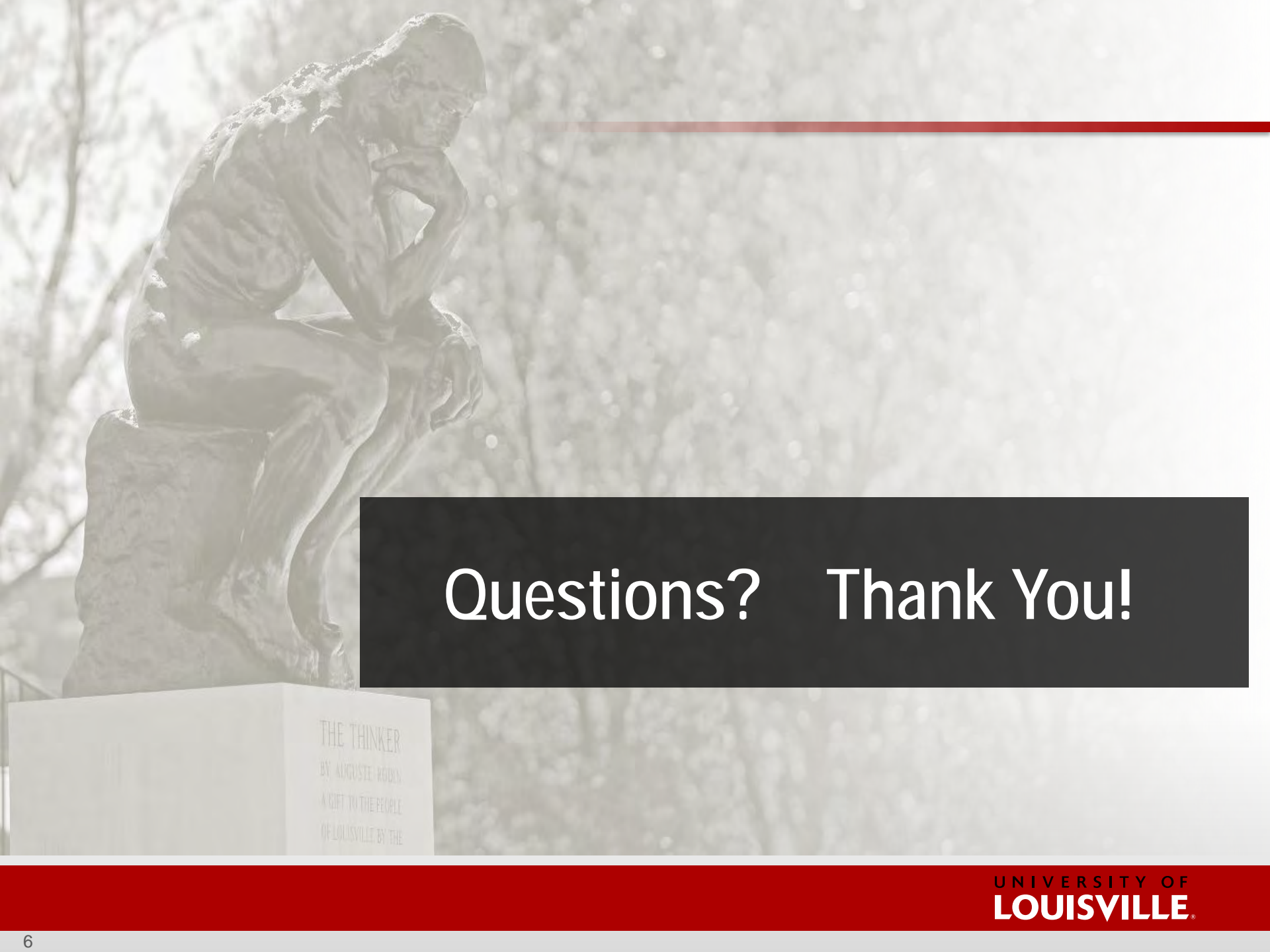
(Monthly actuals through June FY 2019)



The Depth of Our Resources

(\$ millions)

	FY 2017 Actual			FY 2018 Actual			FY 2019 Actual		
	Amount	Cumulative Total	Cumulative Days	Amount	Cumulative Total	Cumulative Days	Amount	Cumulative Total	Cumulative Days
<ul style="list-style-type: none"> • University Based Liquidity <ul style="list-style-type: none"> □ Liquid Cash □ ULAA Short-Term Investments □ General Line of Credit • UofL Liquidity Held by Foundation <ul style="list-style-type: none"> □ Designated/Unrestricted Gift Account Cash Available □ Endowment Spend Cash Availability <ul style="list-style-type: none"> ▪ Current Year End ▪ Carryover ▪ Spend Cash Available 7/1 	\$77.9	\$77.9	28.7	\$100.1	\$100.1	38.0	\$125.0	\$125.0	46.7
	\$25.3	\$103.2	38.0	\$13.9	\$114.0	43.2	\$10.4	\$135.4	50.6
				\$50.0	\$164.0	62.2	\$50.0	\$185.4	69.3
	\$46.1	\$149.4	55.0	\$45.3	\$209.3	79.4	\$48.9	\$234.3	87.6
	\$1.6	\$150.9	55.5	\$1.6	\$210.9	80.0	\$2.6	\$236.9	88.6
	\$40.0	\$190.9	70.3	\$22.9	\$233.8	88.7	\$25.3	\$262.2	98.0
	\$23.2	\$214.1	78.8	\$25.8	\$259.5	98.5	\$20.4	\$282.5	105.7
Total		\$214.1	78.8		\$259.5	98.5		\$282.5	105.7



Questions? Thank You!

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Permit Pricing Recommendation

Permit Type	Quantity	2019-20 (Proposed)		2018-19 (Current)	
Commuter	3,586	\$100	\$358,600	\$100	\$358,600
Grad Student	1,216	\$205	\$249,280	\$199	\$241,984
Resident Student	2,228	\$199	\$443,372	\$169	\$376,532
Employee	1,383	\$305	\$421,815	\$296	\$409,368
620 Garage	1,786	\$398	\$710,828	\$386	\$689,396
Chestnut/JHHS Garage	818	\$500	\$409,000	\$485	\$396,730
Reserved	1,209	\$747	\$903,123	\$725	\$876,525
Total	12,226		\$3,496,018		\$3,349,135
Difference			\$146,883		\$0

Average annual increase \$17 for students and \$14 for employees

UofL Acquisition of KentuckyOne Health

Frequently Asked Questions

1. Is the University or the Hospital acquiring the KOH assets?

The “University of Louisville or its assignees” is the named buyer in the KOH deal. This provides UofL the flexibility to acquire the assets and determine where to assign them after the execution of the deal. These assets may be assigned to University Medical Center, Inc. or, pending support from the various university governance entities, a new entity called UofL Health. UofL Health has been discussed as a managing entity of UofL Hospital, UofL Physicians and potentially some of the acquired KentuckyOne assets. The final decision on a structure for UofL Health is still to be determined by the Board of Trustees and the Boards of the University Medical Center, Inc. and University of Louisville Physicians, Inc. Tom Miller was hired as the CEO of UofL Health.

2. What is the purchase price? Which KentuckyOne assets will be included?

UofL is acquiring the following assets: Jewish Hospital (including Rudd Heart and Lung Center, Outpatient Care Center and two parking garages); Frazier Rehab and Neuroscience Center; Sts. Mary and Elizabeth Hospital; Jewish Hospital Shelbyville; Our Lady of Peace hospital; Medical Centers Jewish East, Northeast, South and Southwest; and the KentuckyOne Medical Group. The purchase price is \$10 million. In addition, CommonSpirit Health, parent company of KentuckyOne, will cancel two notes amounting to \$19.7 million.

3. Why now? What happened since the deal was called off earlier this year?

The Commonwealth of Kentucky and private foundations stepped up to help with the acquisition. Kentucky officials have pledged a \$50 million loan, half of which will be forgivable if the facilities meet certain criteria. The Jewish Heritage Fund for Excellence is contributing \$10 million, and the Jewish Hospital and St. Mary’s Foundation is contributing \$40 million over four years.

4. Are there any other financial considerations?

CommonSpirit will provide about \$76 million in net working capital/accounts receivable. This will provide needed start-up capital for the new organization.

5. When do you anticipate closing the transaction?

We plan to close on the transaction on Nov. 1, 2019, and UofL Health will assume operations immediately.

6. KentuckyOne Health is losing millions of dollars a year; how can UofL and UofL Health afford to take on these assets?

UofL and UofL Health leadership have spent thousands of hours analyzing the opportunity to transition operations and firmly believe that it will offer UofL Health the opportunity to broaden the referral network, increase overall market share, secure critical programs offered at our facilities and allow the opportunity to become a true competitor in the Kentuckiana region. We have a well-thought-out plan to increase quality, broaden services and stabilize the bottom line at the facilities.

7. Will any of the KentuckyOne Health assets be sold or closed?

There are no plans to close facilities or reduce services at this time.

8. How will this transaction change the benefits for KentuckyOne employees? Will longevity be recognized?

KentuckyOne Health employee benefits will continue through this calendar year. They will join UofL Health employees on 2020 annual enrollment and transition to UofL Health employee benefits for 2020. Employee longevity will be recognized.

9. Do you anticipate any employee reductions or expansion of clinical staff as a result of this transaction for current UofL Hospital, UofL Brown Cancer Center, UofL Physicians or KentuckyOne?

Throughout the UofL Health system, we anticipate no overall reductions in staff. Indeed, we do anticipate an increase in our clinical staff.

10. Will physicians become part of the UofL faculty?

Transition of physicians in the new structure of care continues to be developed. Updates and information will be shared with physicians as it becomes available.

11. What will be the name of the new organization? How will facilities be renamed?

The KentuckyOne operations will be branded under the UofL Health brand. Marketing and Communications will be working with the leadership at each facility to develop the name of the facility and how the brand will be incorporated.

12. Will the organization remain non-profit?

Yes, UofL Health is and will remain a not for profit, 501(c)(3) organization.

13. How will Ethical and Religious Directives be managed going forward? Will the Catholic facilities retain their names?

The Archdiocese of Louisville and UofL Health jointly decided that the facilities will no longer follow the Ethical and Religious Directives of CommonSpirit and the Catholic Church. Because the hospitals will not be following the directives of the Catholic Church, we are required to remove the religious aspects from the names of Our Lady of Peace and Sts. Mary & Elizabeth. We are working with our leadership team and others to develop names for those hospitals. The hospitals have a rich culture and a time-honored heritage associated with many Catholic traditions. UofL Health is committed to honor this rich history and to support the hospitals, their employees, physicians and community in keeping the traditions that make them unique and special. We have formed a culture work group to help ensure that each facility will maintain the traditions they cherish and celebrate the heritage of each individual hospital.

14. Will Jewish Hospital retain its name and commitment to health care in the Jewish faith traditions?

As was the case when CHI originally purchased Jewish Hospital, UofL Health is not changing the name of Jewish Hospital. Since 1905, the Jewish Hospital name has stood for excellence in health care and it will remain in place. While the hospital has not been managed by the Jewish faith, UofL Health will honor the traditions and culture of Jewish Hospital.

15. Do you anticipate any reduction or change in services available to the community at these facilities?

We do not anticipate any changes or reduction in services.

16. Will CommonSpirit continue to provide any operational services for these facilities?

We anticipate that some operational and IT services will be contracted with CommonSpirit for continuity of care until UofL Health can incorporate those services into existing infrastructure.

17. Who is responsible for maintaining communication with employees, patients and the community?

UofL Health and KentuckyOne will work together to ensure that all affected parties receive timely and transparent updates. If you have any questions, please email UofLHealth@ulp.org.