

Faculty Senate Meeting
Staff Senate Update [November 1, 2023]

Staff Senate met on October 10

- a. **Open Enrollment Information:** Michaeline Miller provided an update about open enrollment. Open enrollment will be October 23 through November 8.
- b. **Ombudsman Report:** Diane Tobin provided the annual Ombuds report (attached as a PDF).
- c. **University President:** Dr. Schatzel joined the meeting. Dr. Schatzel expressed appreciation for the warm welcome received by her family and friends during the inauguration. Dr. Schatzel provided updates on the following:
 - She will be working with the legislature and advocating for performance funding money as part of the operating budget.
 - She will also be advocating for UofL's capital items including the new health sciences building which is a \$280 million project.
 - Ground breaking on the new Speed School building will happen in early spring which is a \$100 million building.
 - An RFP is out to take a look at the Research Park on the land that is back behind Speed School, about 30 acres in the space between the stadium and the campus. It is owned by the Foundation. UofL needs to put together a strategy for the Research Park. A committee will be put together as part of this process.
 - A plan to take a look at the Foundation owned land that is adjacent to I-65 for a conference center and hotel is being developed. This project will not use university dollars.
 - The search for the School of Medicine dean is ongoing. A search firm has been hired. The goal is to clearly define the job given UofL's current configuration.
 - A consultant is looking at how the partnership between UofL and UofL Health can be better aligned.
 - During each of the Board meetings, an update will be given on one of the top priorities (and goals the Board has assigned Dr. Schatzel). The individuals in charge of the goals will give a briefing on the status. Dr. Schatzel encourages everyone to tune into the Board meetings.
 - Dr. Schatzel took several questions:
 - i. Are any general funds being used for the new Speed School building?
 1. Dr. Schatzel will consult with Dan Durbin and ask him to get back with Kevin with the answer. Follow-up with Dan Durbin:
 2. State appropriated funds of \$65 mill that were appropriated and restricted for the construction of this facility.
 3. Any philanthropy (gifts) we receive that is directed toward the building
 4. For the remaining balance needed (if any), we plan to borrow over 20 or 30 years and use a dedicated differential engineering student fee that is restricted toward this purpose.
 - ii. Can you speak briefly about the recent email about the compensation study?
 1. The actions arose from the fact that Dr. Schatzel heard tremendous concerns from the community about those staff who are senior in their positions (i.e., been in their positions for many years). Dr. Schatzel asked to take a look at the data. The concerns needed to be addressed in an accelerated manner. Individuals impacted by the latest action will be notified by December 1.
 - iii. Do you have a recommendation about how individual staff can get their concerns addressed?

1. Dr. Schatzel recommends going to their supervisor first. Many supervisors (about 80%) have attended trainings.
 - iv. What is the recourse for reclassifications? Supervisors haven't been given instructions on where to go next?
 1. Dr. Schatzel is surprised to hear this given that so many supervisors have attended trainings. She will follow-up with Brian Buford about the process. Training for the career laddering will happen in the spring.
 - v. With the impending departure of Mary Elizabeth Miles and with Angela Curry moving into the position, will there be any holds or delays put on the actions that were developed from directors of finance or as a result of the compensation study?
 1. Dr. Schatzel said "no". That work is really being done by staff working in those areas. The actions will be processed as soon as possible. Dr. Schatzel is hoping to be able to bring in someone from the Registry to fill that spot with extra HR knowledge and leadership. This would be a temporary add-on. The search will be launched as soon as possible. The intent is not to slow down anything. She appreciates people's patience.
 - vi. How will grant funded positions accommodate the new pay mandated by the compensation study?
 1. The university is covering the costs through the rest of this fiscal year.
 - vii. When will compensation for individuals who have not stayed in the same position for more than 5 years be addressed?
 1. Dr. Schatzel indicated this will be on an individual basis. The goal of the last move was systemic to be able to address a population as a whole instead of individuals. Dr. Schatzel recommends talking to your supervisor and then HR.
 - viii. What is the role of the Foundation now and in the future to provide support to UofL outside of land development?
 1. The Foundation's sole purpose is to be able to support the university itself. There are endowments to each of the units which are gifts. The Foundation manages these gifts. Almost 80% to 85% of the Foundation's assets are not land but more liquid assets. About 3% to 4% of these assets are spun off every year to help the University.
 - ix. Will the restructuring of advising have an impact on advisors receiving compensation from this new initiative?
 1. Dr. Schatzel said her understanding is no.
 - x. How was the cutoff date chosen for the last letter relating to the compensation study?
 1. Dr. Schatzel said the cutoff date was determined based on the data set they had.
- Dr. Schatzel concluded her time with an expression of appreciation and dedication to shared governance.

Submitted by,
 Becky Patterson
 Staff Senate Representative to the Faculty Senate