

# UNIVERSITY of LOUISVILLE

## STAFF SENATE MEETING SUMMARY

DATE: October 14th, 2025 | TIME: 2:30 PM | LOCATION: Microsoft Teams

[LINK TO FULL VIDEO](#)

### **ACTION ITEM: Approval of the [September minutes](#) - Kevin Ledford**

The September minutes are linked above and were approved.

### **INFORMATION ITEM: [OneIT and Team Dynamix](#) - Kaugars, Williams**

Chief Information Officer, Dr. Karlis Kaugars reported on the following topics.

**Windows 10:** Windows 10 could reach end of life imminently, with Microsoft ceasing security updates. Faculty and staff devices still running Windows 10 will receive Duo warnings in 14 days and be denied access in 30 days.

**OneIT:** Dr. Kaugars provided a status update on the One IT project, detailing resumed committee activities, ongoing information gathering, and upcoming IT listening sessions with unit leadership.

**Team Dynamix Ticketing System:** Ms. Andrea Williams, IT Project Manager, presented the implementation plan for the Team Dynamics ticketing system, outlining its features, rollout timeline, and opportunities for departmental participation.

This presentation is linked above. To hear more, [please go to the video](#).

### **INFORMATION ITEM: Public Safety Report - Chief Green**

Chief Steven Green provided a public safety update, addressing recent crime trends, protest management, communication strategies for newsworthy incidents, and responded to questions about transparency and freedom of assembly.

**Crime Trends and Incident Management:** Chief Green reported that thefts are under control, violent crime is down, and recent sexual assault cases involved known individuals with offenders prosecuted where appropriate. He clarified that there is no ongoing threat from unknown assailants.

**Protest Handling:** Chief Green described recent protest management, including the removal of unauthorized encampments per university policy, coordination with the Dean of Students Office, and ensuring protestors' rights to assemble peacefully.

**Transparency and Crime Log:** Concerns were raised about ULPD transparency and timely reporting of incidents. Chief Green explained the process for updating the daily crime log, which may have a 48-hour delay, and reiterated that all arrests are reported as required by law.

To hear more, [please go to the video](#).

### **INFORMATION ITEM: [Pathways To Parenthood](#) - Yingling, Barrett**

Professor Marissa Yingling presented on the Pathways to Parenthood initiative, outlining requests for policy improvements related to bereavement, adoption, foster care, reproductive health benefits, and data transparency, and discussed next steps for university engagement.

**Program Overview and Goals:** Professor Yingling explained that Pathways to Parenthood is an inclusive group supporting employees pursuing parenthood through adoption, assisted reproductive technologies, surrogacy, fostering, or other means, with aims to connect employees and influence university policy.

**Policy and Benefit Requests:** The group requested explicit inclusion of reproductive loss in the bereavement policy, improved adoption and foster care leave and benefits, expanded reproductive health coverage, and the ability to make mid-year benefit changes for infertility diagnoses.

This presentation is linked above. To hear more, [please go to the video](#).

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### **INFORMATION ITEM: Open Enrollment - Michaeline Miller**

Ms. Michaeline Miller from Human Resources provided an update on the open enrollment process, emphasizing mandatory participation, current enrollment statistics, available support, and addressed questions about special circumstances and benefit changes.

**Enrollment Requirements and Progress:** Michaeline explained that open enrollment is mandatory this year due to new medical plan options and tax-advantaged accounts. As of the meeting, about 3,000 employees were enrolled, with another 3,000 still needing to complete the process.

**Support and Outreach Efforts:** HR is offering appointments, benefit fairs, and targeted email reminders to assist employees. Special outreach is being conducted for departments with mandatory coverage and for retirees or spouses without university emails.

To hear more, [please go to the video.](#)

### **REPORT: Staff Senate Chair - Kevin Ledford**

This report is linked above.

### **REPORT: Staff Senate Vice-Chair - Kari Donahue**

There was no report.

### **REPORT: Staff Senate Secretary-Treasurer - Donald Dean**

This report is linked above. To hear more, [please go to the video.](#)

### **REPORT: Faculty Senate Representative - Courtney Stine**

This report is linked above.

### **REPORT: Student Government Representative - Grant Avis**

There was no report.

### **STANDING COMMITTEE REPORTS**

- **Cardinals for Action, Resilience and Education (CARE) - Leondra Gully**  
This committee is still planning its work for the year.
- **Credentials and Nominations (C&N) - Barbara Bishop**  
Committee Chair Barbara Bishop reported on filling three vacant Senate seats and two committee vacancies, detailing the process and announcing the new appointees.  
This report is linked above. To hear more, [please go to the video.](#)
- **Policies and Economic Development (PED) - Tessa McGilbra**  
This committee finalized its recommendations for the Staff Professional Leave Policy and will send them to the appropriate decisionmakers. This report is linked above. To hear more, [please go to the video.](#)
- **Services and Facilities (S&F) - Katie Hasper**  
This report is linked above.

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- **Staff Grievance Committee (SGC) - Ellyce Patton**  
This committee recently received two grievances and will begin working on them. A report will be sent out for next month's Staff Senate meeting.
- **Staff Help and Relief Effort (SHARE) - Tammy Lawson**  
Committee Chair Tammy Lawson reported that the web site has been updated to reflect HR's participation, and two new applications have been submitted. To hear more, [please go to the video.](#)
- **Staff Morale and Engagement (SME) -Stephanie Kittle**  
There was no report.

**OLD BUSINESS**

None

**NEW BUSINESS**

None

**ANNOUNCEMENTS**

None

**ADJOURNMENT**

The meeting adjourned at 4:05 p.m.

Respectfully submitted,  
Gretchen Henry  
Senate Coordinator