

MINUTES OF THE MEETING OF THE
HUMAN RESOURCES COMMITTEE OF THE
BOARD OF TRUSTEES OF THE UNIVERSITY OF LOUISVILLE

June 24, 2021

In Open Session

Members of the Human Resources Committee of the University of Louisville Board of Trustees met at the Student Activities Center Ballroom, Belknap Campus, both in-person and virtually at 1:40 p.m. on June 24, 2021, with members present and absent as follows:

Present: Mr. Al Cornish, Chair
Mr. James Rogers
Mr. John Smith
Ms. Sherrill Zimmerman

Other Trustees

Present: Mr. Scott Brinkman
Dr. Raymond Burse
Mr. John Chilton
Ms. Sabrina Collins
Ms. Diane Medley
Ms. Mary Nixon
Ms. Diane Porter
Prof. David Schultz

From the
University:

Dr. Neeli Bendapudi, President
Dr. Lori Gonzalez, Executive Vice President and University Provost
Mr. Dan Durbin, Vice President for Finance and CFO
Ms. Angela Curry, General Counsel and Vice President for Legal Affairs
Dr. Michael Wade Smith, Vice President for External Affairs and Chief of Staff
Dr. Jasmine Farrier, Vice President for University Advancement
Mr. Vince Tyra, Vice President for Athletics and Athletic Director
Dr. Toni Ganzel, Vice President for Academic Medical Affairs
Ms. Mary Elizabeth Miles, Vice President for Human Resources
Mr. Rehan Khan, Vice President for Information Technology Services
Mr. Mark Watkins, Sr. Associate Vice President for Operations
Ms. Sandy Russell, Assistant Vice President for Enterprise Risk and Compliance
Ms. Shannon Rickett, Assistant Vice President for Government Relations
Ms. Beverly Santamouris, Treasurer/Controller
Dr. Tracy Eells, Vice Provost for Faculty Affairs
Ms. Jessica Murnock, Deputy Chief of Staff, President's Office
Ms. Amy Shoemaker, University Counsel and Associate Athletic Director
Mr. Jeff Spoelker, Associate Athletic Director

Mr. John Carns, Associate Athletic Director
Dr. Thomas Hardy, Director of Campus Housing
Ms. Kim Adams, Chief Information Security Officer
Ms. Jennifer Mudd, Director of Integrity and Compliance
Ms. Stacie McCutcheon, Privacy Officer
Ms. Cheri Jones, Director of Audit Services
Prof. Richard Germain, Challenge for Excellence Chair, Supply Chain Mgmt.
Prof. Avery Kohlers, Interim Chair, Philosophy Department
Prof. Isabel Botero, Director of Family Business Center
Prof. Lauren Freeman, Philosophy Department
Mr. Michael Marquette, Director of Financial Analysis
Mr. Jake Beamer, Dir. of Governance & Strategic Initiatives & Asst. Secretary

From the UofL

Foundation: Mr. Keith Sherman, Executive Director

Guests: Mr. Chris Suda, Clifton Larson Allen
Ms. Kyla Greenhoe, Clifton Larson Allen
Mr. Ethan Lay, Clifton Larson Allen

I. Call to Order

Chair Cornish called the roll and having determined a quorum present, called the meeting to order at 1:40 p.m.

Approval of Minutes, 3-18-2021

Mr. Rogers made a motion, which Mr. Smith seconded, to approve the minutes of the March 18, 2021 meeting.

The motion passed.

II. Update from VP for Human Resources

Using the **attached** presentation, Ms. Miles provided an update to committee members on the Human Resources organization. Highlights included employee advocacy, wellness resources, a proposed 1% salary increase, remote work options, the Juneteenth holiday, the restoration of retirement contributions, COVID-19 vaccinations and testing, a return to campus plan, faculty and staff recognition and excellence awards, and the compensation and total rewards study,

VP Miles then fielded questions from committee members.


Chair Cornish thanked the vice president for her report and for the holistic wellness approach she and her Human Resources team is providing to UofL employees.

III. Adjournment

Having no other business to come before the committee, Ms. Zimmerman made a motion, which Mr. Rogers seconded, to adjourn.

The motion passed and the meeting adjourned at 2:15 p.m.

Approved by:


Signature on file _____
Assistant Secretary

Human Resources Committee Board of Trustees

Human Resources Updates

June 2021

Intentional Well-being

Physical, emotional, social and financial well-being

- Employee Advocacy
 - Assisting employees with finding in-network doctors
 - Scheduling doctor appointments on behalf of employees
 - Providing claim and medical bill assistance
 - Understanding Medicare
 - Coaching 1:1
 - Interpreting medical exam results
 - Identifying and meeting health goals
- UofL Wellness Resources
 - Physical – Get Healthy Now, Planet Fitness
 - Financial – TIAA, Fidelity, EAP
 - Emotional/Mental/Social – Get Healthy Now, EAP, Employee Success Center



Cardinal Experience



- Proposed 1% Salary Increase
- Remote Work Option
- Juneteenth Holiday

Community of Care

- Retirement contribution restoration
- No increase in healthcare coverage for 2022
- Intentional Wellness Launch (Advocacy and Incentives)
- Annual leave adjustment extended from June 30 to December 31
- Free vaccinations
- Onsite Covid-19 testing
- Return to campus plan
 - Phased plan (May – August)
 - Supervisor and employee training/guidance
 - Webpage with recorded training videos, resources and FAQs
 - Learning Cafes and additional support resources
- Juneteenth holiday and education/events
- Workday Change Ambassador Network
- Satellite unemployment office and website

Community of Care: Excellence Awards

Outstanding Performance Awards and Outstanding Supervisor Award

Staff employee who have outstanding performance and commitment to service or a supervisor who has gone above and beyond the call of duty to engage and develop their employees.

Cardinal Principles Champions Award

The new Cardinal Principles Champions award honors faculty and staff, individuals or teams, who have demonstrated one of the Cardinal Principles at the highest level of impact. Eight winners will be recognized annually.

Updates

- Compensation and Total Rewards Study
- Workday Implementation



Questions?