

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

The Staff Senate of the University of Louisville held its regular meeting on October 9, 2017 in the CTRB Room 101/102, HSC Campus, Chair William Armstrong, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE:

A&S: Ginger Brown, Lindsey Ronay, Jessica Key **DENTISTRY:** Bonnie Dean, Barbara Dearing **GRAD SCHOOL:** Jackie Fryer **LAW:** Lee McWhorter **MEDICINE:** Skip Hurley, Victoria King, Jason Beare, Whitney Rogers, Ruby Keith, Candace Allen, Chelsea Henderson, Lihua Zhang, Will Armstrong, Ray Yeager, Vickie Tencer, Ellyce Patton, Leslie Cooper, Amy Mock, Denise Hand, Erica LaMarche, Barbara Bishop **PROVOST'S OFFICE:** Valerie Casey **PUBLIC HEALTH:** Rachel Quick **SPEED:** Kari Donahue, Kim Kerns, Wendy Metcalf **VP-ATHLETICS:** Marian Vasser, Rhonda Gilliland, Meg Peavy **VP- COMMUNITY ENGAGEMENT:** Patrick Smith **VP-FINANCE & BUSINESS ADMINISTRATION:** Sally Molsberger, Paul Eitel, Sandy Russell, Bobbi Carlton, Melissa Taylor, David Schlaegel, Mary Baechle, Kathryn Doaty, Kim Noltemeyer, Christina Howard, Carla Meredith, Tim Dill, Geri Morgan, Steve Lindsey, Andie Davis **VP-General Counsel:** Carcyle Barrett **VP-HEALTH AFFAIRS:** Donna Hardesty **VP-RESEARCH:** Ann LaPerle, Angela Lewis-Klein **VP-STUDENT AFFAIRS:** Glenn Gittings, John Smith

OTHERS REGISTERING ATTENDANCE:

INTERIM UNIVERSITY PRESIDENT: Greg Postel
INTERIM EXECUTIVE DIRECTOR OF HUMAN RESOURCES: John Elliott
UofL Today: Alicia Kelso
ULARP: Bev Daly

GUESTS REGISTERING ATTENDANCE:

Mimi Bell, Christina Reed, Wendy Smithson

VOTING MEMBERS NOT REGISTERING ATTENDANCE:

A&S: Sabrina Haug, Cynthia Jeffery **BUSINESS:** Erica Gabbard **DENTISTRY:** Laura McKinney, Lisa Wade, Sharon Hinton, Nancy Trabue **EDUCATION:** Shavon Wagner, Heidi Cooley-Cook, Alex McWilliams **KENT SCHOOL:** Kim Rogers **LIBRARIES:** Angela Ren **MEDICINE:** Kent Gardner, Diane Dougherty, Tatyana Tarakanova, Cathy Buckley, Martin Brown, Angela Beverly, Donna Bottorff, Jennifer Stephens, Jie Li, Kathy Brashear, Hanna Martin, Leondra Gully, Linda Leake, John Morgan, Priscilla Tingle **MUSIC:** Debby Kalbfleisch **NURSING:** Karen Rose **PRESIDENT'S OFFICE:** Tammy Lawson **PROVOST'S OFFICE:** Andrew Grubb, Julie Hohmann, Patti Williams, Wes Partin, Will Adamchik, Virginia Hosono **VP-ATHLETICS:** Regina Johnson **VP-FINANCE & BUSINESS ADMINISTRATION:** Melissa Shuter, Peggy Moore, Dennis Thomas, William Taylor **VP-HEALTH AFFAIRS:** Gary Southard, Ellie Fridell **VP-UNIVERSITY ADVANCEMENT:** Leann Riffle

CALL TO ORDER

Chair Armstrong called the meeting to order at 2:30 p.m.

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ACTION ITEM: APPROVAL OF THE MINUTES – Chair Will Armstrong

The [September 11, 2017 minutes](#) were unanimously approved as distributed.

STANDING COMMITTEE REPORTS – Vice Chair Vickie Tencer

VICE CHAIR ACTIVITY REPORT: [This report is online.](#)

- **Credentials & Nominations Committee (C&N)** – Senator Ginger Brown
 - The committee is finalizing its goals and objectives.
 - There is a vacancy in VPUA. A call will be put out to the unit.
- **Policy, Economics & Development Committee (PED)** – Senator Sally Molsberger
 - The RIF Policy was approved by Human Resources. Because of the hiring freeze, an eligibility extension was given from 12 months to 18 months.
 - The committee is working on other initiatives, including an Internal Hiring Policy. This was sent to HR and John Elliott asked for some revisions. The Shared Leave policy is another policy the committee is reviewing.
 - For today's report, PED presented a [Telecommuting Policy list of points](#). The policy came forward in August and advanced through the Executive Committee. The committee looked at benchmark schools and their policies. Senator Lewis-Klein mentioned that this was a Senate project years ago, and it would be a shame to lose all that work and effort. For clarification, telecommuting is work done at a different location than a campus office, for example, at home. A flexible schedule is when work is done at a campus office, but the days and times are flexible. This initiative is only focused on telecommuting. This came with a second from the committee, and there was no further discussion. The vote to approve was unanimous. Chair Armstrong will send this to Human Resources.
 - [The full report is online.](#)

Committee reports were postponed to accommodate Dr. Postel's report.

REPORT: INTERIM UNIVERSITY PRESIDENT – Dr. Greg Postel

President Postel said that, though it has been a tough year, he is optimistic. He updated the Senate on several topics, including:

Athletics – Sports is a very small part of college life, but with the intense media attention, it may be hard to tell. Most people think Athletics takes 70% of the entire budget. It is only 3-4%. Therefore, he does not focus the energy on the 3%, as there is so much more to work on.

Good News - These negative stories outshine the good things happening at UofL, including: the \$13.8M NIH grant extension that Dr. Roberto Bolli received to further his 20 year study on heart disease; the Foundation's work over the past eight months that has seen a 12% increase in the endowment funds; a positive site visit with the SACS team; and, the American Bar Associations' visit to the Law School that ended with that team saying that this is the "happiest faculty, staff and students they had ever seen".

Budget – Dr. Postel is now concerned that we understand how to construct a budget with little state support. With the 18 annual cuts, our state appropriations have been reduced to 4.5% of our total budget, including all affiliates. As a contrast, UNC's state support is 50% of its budget. He was told by the state that in order to address the pension crisis, a 10% cut is coming and will continue. This forces us to become more entrepreneurial and less like a public institution. We are beginning to plan on the 2018

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budget, in various scenarios. The forums are a good way for him to get ideas and are very important. However, they will not be enough.. Revenue growth will help us move forward. We cannot grow by cutting. It is important to know our priorities before we make any budget decisions.

UofL Hospital – Things are looking great. All the beds are full and the hospital is on diversion. Patient satisfaction is up and 180 nurses have been hired over the past 60 days. Kudos to all involved.

Jewish Hospital/Frazier Rehab – These properties are still for sale, with no viable buyer in sight. Their future is in the balance. We have faculty, staff, students and patients there.

- **Question:** Why is the presidential search closed?
 - **Response:** That is not his decision to make and he was not consulted. The Board of Trustees has chosen to hold a closed search. A closed search is not uncommon, but he is not sure what is the best practice. A closed search will attract candidates who do not want to risk their current job. It is a stark split from shared governance.
- **Question:** Is there a possibility of the VA buying Jewish Hospital?
 - **Response:** There was some interest shown and he spoke with the Veterans Administration in Washington. The VA moves very slowly. They are waiting to see what happens. There are political factors that we are not aware of and the VA has already purchased the new site.
- **Question:** Regarding budget savings ideas, will we know what's going on?
 - **Response:** He will ask Lee Smith to send the list of cataloged and rated ideas. With the changes already made, Mr. Smith is saving about \$1M a month.
- **Comment:** There are many committee that do not make reports and we do not hear what happens. This has gone on for years and it is poor communication.
 - **Response:** Many people are doing a lot of good work, but the word is not getting out.
- **Comment:** Sometimes the communication is sent out too late. It takes a while for things to get sent out. Not getting information in a timely manner makes people nervous about job loss.
 - **Response:** Timing is a good point. We have started early with our first budget forums, months ahead of the deadline. They are still going on. As far as job loss, most have been through attrition. We projected 1000 and there have been 103. Most were due to loss of grant funding.
- **Comment:** Regarding the bad publicity and scandals, it is bothersome to hear about things on the television. Is anyone defending us?
 - **Response:** It is not like we are not telling them. They choose to focus on the negative. We have hired a public relations firm to tell our story.
- **Question:** There is a lot of concern for the contracts in Athletics. How can this be changed?
 - **Response:** Many of the huge changes we are seeing will address this. These are 20 year contracts that we inherited. It is difficult to change when we are legally obligated to the contracts. Contracts cannot be changed in midstream.
- **Question:** What is the hiring status?
 - **Response:** The freeze is now a frost. There is a committee to review hiring requests. The key is to be judicious in requests. Positions are not automatically filled just because people leave or retire. There needs to be a lot of study and smart use of resources.
- **Question:** Does the Board of Trustees review applications to fill positions?
 - **Response:** No, the Board only looks at administrative positions.

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- **Question:** Was the monthly budget savings ready for release on October 1?
 - **Response:** The Board approved the budget in July. Then we tracked it monthly. We will give a first quarter report to the Board at its meeting on October 18th. It will show that we are on track. The first quarter is in October, but not exactly on October 1st.

After President Postel concluded his report, the meeting returned to the committee reports.

- **Services & Facilities Committee (S&F)** – Senator Skip Hurley
 - This committee will meet next Wednesday.
- **Staff Grievance Committee (SGC)** – Senator John Smith
 - This committee met last week for its annual training session.
 - Met with the new Ombudsman, Mindy Eaves.
 - The first grievance was filed. It will be reviewed over the next two weeks.
- **Staff Help and Relief Efforts committee (SHARE)** – Senator Bonnie Dean
 - [This committee report is online.](#)
- **Staff Morale & Community Outreach (SMCO)**- Senator Lindsey Ronay
 - Senator Ronay read the 2017-2018 goals and objectives.
 - The new web site is waiting for more content to be received..
 - The committee is working on a draft of the bylaws.
 - Birthdays were announced.
 - [The full report is online.](#)

REPORT: SECRETARY/TREASURER – Senator Sabrina Haug

- GENERAL FUND: \$19,063.41
- TECHNOLOGY FUND: \$1674.00
- SHARE FUND: \$15,792.97
- [G Account](#)
- [1037 Account](#)

REPORT: HUMAN RESOURCES – John Elliott Interim AVPHR

Mr. Elliott reported on various topics, including:

- **Open Enrollment** – October 16-26, 2017. There information on the web site and home mailings have been distributed..
- **RIF Temp Pool** – This is up and running. RIF data – as of this month, 103 employees have been RIFd since January 2017.
- **Search: Chief Operating Officer (COO)** – There are about 8 candidates being reviewed by the search committee.
- **Shared Leave Program** – Mr. Elliott has sent the proposal back to the PED Committee for clarification.
- **Performance Evaluation** – Many emails have made the point that the evaluation tool is too long and confusing. Mr. Elliott does not think there is enough time for it to be rewritten, vetted, etc. for the upcoming year. He said that is something all agree on, that the tool is not good.

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- **Re-organization in HR-** In order to increase efficiency, accuracy and responsiveness, there has been a shift on positions. There is a 1:300 HR to employee ratio, which is not good. Another example is, for the \$1.5B in the retirement plan, there is only one person who knows how to administer it. He is trying to be transparent as to what goes on in HR.
- **Staff Recognition Luncheon** – He is unable to attend, so it will be hosted by Will Armstrong and Vickie Tencer.
 - **Question:** Is the Staff Recognition Luncheon only for years of service?
 - **Response:** Yes.
 - **Comment:** The Presidential Outstanding Performance Awards was coordinated by people who have been RIFd.
 - **Response:** He will look into that.
 - **Question:** With the hiring frost, what will happen to in-range and reclassification efforts?
 - **Response:** It is not closed down. There is an authorization to hire process. The JDF goes to HR and then to the Budget Advisory Committee for approval. There will be more oversight and judicious decisions in hiring.
 - **Question:** We were told that a reclassification may not get a salary increase. Some requests have not been addressed and no notification has come forth.
 - **Response:** Send those to him and he will follow up.
 - **Question:** When someone leaves in a freeze/frost, is the department's money swept up?
 - **Response:** That is a Susan Howarth question. Senate Chair Armstrong added that the funds are swept centrally to keep the bottom line.
 - **Comment:** The waiver credit is still listed on the HR web site.
 - **Response:** Thanks for the heads up. It will be removed.

REPORT: FACULTY SENATE REPRESENTATIVE – Avery Kolers

Dr. Kolers was not able to attend today's meeting, but sent the following report.

Presidential Search - There was a great deal of concern and extended discussion about the secret search. Many faculty senators objected on both Redbook grounds and on the basis of standalone concerns about openness, legitimacy, and whether anyone hired in a secret search could succeed in the position. The Board of Trustees' reasons for wanting a closed search were aired and discussed with skepticism. The FSXC shared a letter it had authored to the Board urging them to open the search or at least to expand the scope of the search committee. The faculty senators voted as a body to endorse this letter, and in addition many faculty senators decided to sign on individually. The Senate chair assured the body that she had already aired these arguments strenuously and intended to do so again. But she also indicated that she thinks the tenure fight is likely to be more important and that is the hill she is willing to die on.

Report from Dean Mooradian of COB – The new College of Business dean expressed his dedication to faculty governance and to diversity, and to serving all the people of the commonwealth.

President's Report -Mostly had to do with NCAA situation. He expects the new situation will make the appeal for the previous case harder, even though they are formally distinct. He emphasized that they had been alerted by the FBI about 90 minutes before the press conference and that UofL is a victim in the case. Now that the entire relationship with Athletics is under reconsideration, it is likely that the

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student athletic fee will be reduced if not eliminated. He also talked about the hospital situation. UofL hospital is doing great, has hired 100+ nurses and is full. But KY One is unable to sell Jewish hospital. The university has developed a plan to keep it open even if there is no buyer. He assured us that there is a firewall between the budgets for the university and the healthcare system.

Report from Brian Bigelow Title IX compliance officer - He said basically the Trump DoE's new guidelines didn't affect UofL at all because the UofL policy was already doing the things that the new guidelines required. In effect, the new guidelines include more protection for those accused of sexual assault and UofL was already following this practice.

[The report is also available online.](#)

REPORT: STAFF SENATE CHAIR'S REPORT – Chair Will Armstrong

Chair Armstrong apologized for missing last month's meeting. He attended a Board of Trustees training on Kentucky statutes.

- **Searches**
 - Chief Operating Officer – this search committee meets tomorrow.
 - VP Risk Management – this search committee met recently.
- **Football Invitation** – This will be coming to senators soon.
- **Staff Trustee** – He is the Staff's voice on the Board of Trustees. He wants ideas from staff. Please use the anonymous feature on the senate's web site.
- **Nepotism Policy** – The last time this was revised was in 1992. It was approved on September 15, 2017 and is now a much better document.
- **Budget Advisory Committee** – This committee requires a lot of work. It initially was to develop a budget. Then, it was tasked with reviewing job and hiring requests. Now, it is getting back to the values in the budget development.
- **November Meeting** – Guests will be Mindy Eaves, the new Ombuds and Patricia Benson with a Get Healthy Now presentation.

REPORT: UNIVERSITY-WIDE COMMITTEES – Chair Will Armstrong

Academic Technology Committee (ATC) - Senator Leake

[This report is available online.](#)

OTHER BUSINESS

None

ADJOURNMENT

The meeting was adjourned at 4:15 p.m.

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