

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**  
June 11, 2018

The Staff Senate of the University of Louisville held its regular meeting on June 11, 2018 in the Chao Auditorium, Ekstrom Library, Belknap Campus, Chair William Armstrong, presiding.

**VOTING MEMBERS REGISTERING ATTENDANCE:**

**A&S:** Ginger Brown, Cynthia Jeffery, Lindsey Ronay, Jessica Key **BUSINESS:** Erica Gabbard **DENTISTRY:** Laura McKinney, Lisa Wade, Nancy Trabue, Bonnie Dean, Barbara Dearing **EDUCATION:** Heidi Cooley-Cook, Alex McWilliams **GRAD SCHOOL:** Jackie Fryer **KENT SCHOOL:** Kim Rogers **LAW SCHOOL:** Lee McWhorter **LIBRARIES:** Angela Ren **MEDICINE:** Skip Hurley, Victoria King, Jason Beare, Ruby Keith, Candace Allen, Chelsea Henderson, Martin Brown, Will Armstrong, Angela Beverly, Vickie Tencer, Ellyce Patton, Donna Bottorff, Leslie Cooper, Amy Mock, Jared Neal, Denise Hand, Kathy Brashear, Leondra Gully, Linda Leake, John Morgan, Barbara Bishop **MUSIC:** Debby Kalbfleisch **PROVOST OFFICE:** Julie Hohmann, Patti Williams, Will Adamchik, Valerie Casey, Virginia Hosono **PUBLIC HEALTH:** Rachel Quick **SPEED SCHOOL:** Wendy Metcalf **VP-ATHLETICS:** Marian Vasser, Regina Johnson, Meg Peavy **VP-FINANCE & BUSINESS ADMINISTRATION:** Melissa Shuter, Sally Molsberger, Paul Eitel, Sandy Russell, Peggy Trader, Melissa Taylor, Mary Baechle, Kathryn Doaty, Kim Noltemeyer, Christina Howard, Carla Meredith, Tim Dill, Geri Morgan, Dennis Thomas, Andie Davis, William Taylor **VP-GENERAL COUNSEL:** Carcyle Barrett **VP-HEALTH AFFAIRS:** Rick Williams, Donna Hardesty **VP-RESEARCH:** Karen Johnson, Angela Lewis-Klein **VP-STUDENT AFFAIRS:** Glenn Gittings, John Smith

**OTHERS REGISTERING ATTENDANCE:**

**UNIVERSITY PRESIDENT:** Dr. Neeli Bendapudi  
**CHIEF OPERATING OFFICER:** Dr. Joseph Han  
**INTERIM EXECUTIVE DIRECTOR OF HUMAN RESOURCES:** John Elliott  
**DIRECTOR TOTAL REWARDS:** Mr. Todd Kneale  
**UofL ASSOCIATION of RETIRED PERSONNEL (ULARP):** Ms. Bev Daly  
**UofL Today:** Alicia Kelso

**GUESTS REGISTERING ATTENDANCE:**

Michael Wade Smith, Wendy Smithson, Christina Reed, Barbara Lewis, Tiffany Bowles, Shelly Dunn, Karen Karem, Bev Santamouris

**VOTING MEMBERS NOT REGISTERING ATTENDANCE:**

**DENTISTRY:** Sharon Hinton **EDUCATION:** Shavon Wagner **MEDICINE:** Kent Gardner, Sherry Gainous, Tatyana Tarakanova, Whitney Rogers, Lihua Zhang, Ray Yeager, Jennifer Stephens, Erica LaMarche, Priscilla Tingle **NURSING:** Vacant **PRESIDENT'S OFFICE:** Vacant **PROVOST'S OFFICE:** Andrew Grubb **SPEED SCHOOL:** Kari Donahue **VP-ATHLETICS:** Rhonda Gilliland **VP-COMMUNITY ENGAGEMENT:** Patrick Smith **VP-FINANCE & BUSINESS ADMINISTRATION:** Bobbi Carlton, David Schlaegel, Steve Lindsey **VP-UNIVERSITY ADVANCEMENT:** Lisa Motley, Leeann 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 minutes of the [May 14, 2018 Staff Senate](#) meeting were unanimously approved.

**GUEST: UNIVERSITY PRESIDENT – Dr. Neeli Bendapudi**

President Neeli Bendapudi thanked the Staff Senate for inviting her since taking on the Presidents in mid-May. She introduced her chief-of-staff Michael Wade Smith to the body.

President Bendapudi's top priorities for UofL are to be a great place to learn, a great place to work and a great place to invest. Encompassing these priorities are the underlying values of diversity, equity, and inclusion. She said these priorities will never change, but the focus on each could change.

Senators were given an opportunity to ask questions, which included:

**SALARY INCREASES:** The President said that the first task is to increase our cash on hand, in response to concerns raised by SACS. With a 5% cut and a 4% tuition increase, she could not say when salary increases will happen.

**COMMUNICATION:** As she is a marketing professor, she said that we cannot be a team if we have different information. So, internal communication is important. Her plan is to have weekly emails sent to the entire university community. One week would be from her, the next week the email may be from the provost, the next week the EVP-Health Affairs, and so on.

**INVESTING:** She is trying to meet everyone, regardless of political party, as we need all the friends we can get. When she meets people, the only subject is UofL. Investors fund visions, not necessarily needs. With her banking background, she is very comfortable with leaders and big money. She encourages donors to visit UofL. This how we will learn who our friends are and we will never forget who helped us when we were down

**STAFF MORALE:** President Bendapudi said, first, do no harm. She does not want a toxic environment. She is listening and will try to get funding for staff development. As far as promoting from within, she believes it is a good idea to have a healthy mix of internal and external hires.

Dr. Bendapudi asked for some time to get settled into the new job and that she will come back to report in a few months.

**STANDING COMMITTEE REPORTS – Vice Chair Vickie Tencer**

**VICE CHAIR REPORT – [JUNE 2018](#)**

- Credentials & Nominations Committee (C&N) – Senator Jeffery  
Senator Jeffery reported that unit elections for Libraries and Nursing resulted in ties, so they have to be rerun. She then read the seating for the 2018-2019 roster. Chair Armstrong called the vote and the seating passed unanimously.
  - ELECTIONS – Committee members distributed the ballots.
    - Candidates for Secretary-Treasurer gave their statements.
    - Candidates for Vice Chair gave their statements.
    - Candidates for Chair gave their statements.

The ballots were collected and taken out to be tallied.

- RESULTS – Parliamentarian Shuter announced the results of the election.
  - Rhonda Gilliland was elected Secretary-Treasurer.

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- Marian Vasser was elected Vice Chair.
- John Smith was elected Chair.
- Policy, Economics & Development Committee (PED) – Senator Molsberger
  - [JUNE REPORT](#)
- Services & Facilities Committee (S&F) – Senator Hurley
  - [ANNUAL REPORT](#)
- Staff Grievance Committee (SGC) – Senator Smith
  - [ANNUAL REPORT](#)
- Staff Help and Relief Efforts committee (SHARE) – Senator Dean
  - [JUNE REPORT](#)
  - [ANNUAL REPORT](#)
- Staff Morale & Community Outreach (SMCO)- Senator Ronay
  - [ANNUAL REPORT](#)

**REPORT: SECRETARY/TREASURER – Secretary-Treasurer Rhonda Gilliland**

SECRETARY-TREASURER REPORT – [JUNE 2018](#)

**REPORT: INTERIM VP FOR HUMAN RESOURCES and DIRECTOR OF TOTAL REWARDS – Mr. John Elliott and Mr. Todd Kneale**

Mr. Elliott reported that the FSLA audit is nearly complete; the pharmacy update will be ready next month; and so far in 2018, there have been 58 RIFs.

Mr. Kneale, Director of Total Rewards, provided a report to try and demystify compensation and how pay is determined. The idea is to be transparent and help employees understand how their pay is determined. He said they strive for market-competitive salaries by trying to match UofL jobs with those in the marketplace. The new 2 page job descriptions will make this process easier. Mr. Kneale's full report is [online](#).

**REPORT: CHIEF OPERATING OFFICER - Dr. Joseph Han**

Dr. Joseph Han, COO, also provided a report, noting that the Operations Leadership Academy is launching, training employees how to facilitate conversations within their groups. Also, open hours are planned for the fall to showcase various units under the operations umbrella.

Dr. Han also said he is sending out an executive monthly report to everyone in the department, and is working on a technology plan that aligns PIBA and IT.

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

Chair Armstrong reported on several topics, including:

BOARD OF TRUSTEES: The Audit Committee meets this week, and the full board meets on June 20<sup>th</sup> to vote on the budget for FY19.

BUDGET: There will be a 5% cut across the board. The email about the cut was sent out at 9AM on Friday, instead of after hours, as had been the practice in the past.

CHANGES: Chair Armstrong pointed out some of the Senate's accomplishments over the past two years.

- The Staff Senate now has a seat on the Foundation's Board of Directors.
- The Senate also now has a seat on the Tuition & Fee Setting Committee.

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- The Staff Senate actively participated in the presidential search, with members sitting on the search committee.
- The RIF Pool Policy was extended to 18 months, from 12
- Revised the Nepotism Policy
- Established a strong relationship with the Faculty Senate and the SGA

Chair Armstrong expressed his appreciation for the Senate's support and trust over the past two tumultuous years. He will continue as a senator and the Senate will move ahead with John Smith as chair. John will be working with Krista Wallace-Boaz (Faculty Senate chair) and Jonathan Fuller (SGA President). He said his love for UofL intensified during his chairmanship and the future is full of hope, stability and continued innovation, led by the staff.

**REPORT: UNIVERSITY-WIDE COMMITTEES – Chair Will Armstrong**  
[Faculty Senate Planning & Budget Committee](#) – Senator Ronay

**ADJOURNMENT**

The meeting was adjourned at 4:40 p.m.

Respectfully submitted,

Gretchen Henry