

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**

The Staff Senate of the University of Louisville held its regular meeting on July 9, 2018 in the Chao Auditorium, Ekstrom Library, Belknap Campus, Chair John Smith, presiding.

**VOTING MEMBERS REGISTERING ATTENDANCE:**

A&S: Ginger Brown, Jessica Key, Lindsey Ronay, Cynthia Jeffery BUSINESS: Kayla Miller DENTISTRY: Laura McKinney, Latasha Brown, Jonathan Graves, Nancy Trabue EDUCATION: Heidi Cooley-Cook, Alex McWilliams GRAD SCHOOL: Jackie Fryer KENT SCHOOL: Kim Rogers LIBRARIES: Sarah Frankel MEDICINE: Skip Hurley, Victoria King, Laurie Milliner, Jason Beare, Sherry Gainous, Whitney Rogers, Ruby Keith, Candace Allen, Cathy Buckley, Ellyce Patton, Lihua Zhang, NURSING: Vickie Tencer PROVOST'S OFFICE: Julie Hohmann, Will Adamchik, Virginia Hosono SPEED SCHOOL: Kari Donahue VP-ATHLETICS: Regina Johnson, Ryan Luke, Rhonda Gilliland, Meg Peavy VP-COMMUNITY ENGAGEMENT: Patrick Smith VP-FINANCE & BUSINESS ADMINISTRATION: VP-HEALTH AFFAIRS: Rick Williams, Lisa Wade, Denise Hand VP-RESEARCH: Angela Lewis-Klein VP-STRATEGY & GENERAL COUNSEL: Carcyle Barrett VP-STUDENT AFFAIRS: Glenn Gittings, John Smith VP-UNIVERSITY ADVANCEMENT: Erica Gabbard, Angela Ren

**GUESTS REGISTERING ATTENDANCE:**

Athletic Director: Vince Tyra  
Associate VP Business Service: Mark Watkins  
Director of Total Rewards: Todd Kneale  
Director of Pharmacy Utilization: Jessie Morgan

**OTHERS REGISTERING ATTENDANCE:**

UofL Association of Retired Personnel (ULARP): Mike Byrne  
*UofL Today*: Alicia Kelso

**VOTING MEMBERS NOT REGISTERING ATTENDANCE:**

DENTISTRY: Bonnie Dean, Barbara Dearing EDUCATION: Shavon Wagner LAW SCHOOL: Lee McWhorter MEDICINE: Angela Beverly, Chelsea Henderson, Martin Brown, Will Armstrong, Ray Yeager, Lisa Motley, Leslie Cooper, Jared Neal, Christina Howard MUSIC: Debby Kalbfleisch PRESIDENT'S OFFICE: Tammy Lawson PROVOST'S OFFICE: Andrew Grubb, Linda Leake, Valerie Casey PUBLIC HEALTH: Rachel Quick SPEED SCHOOL: Heidi Neal, Wendy Metcalf VP-FINANCE & BUSINESS ADMINISTRATION: Paul Eitel, Melissa Taylor, Sandy Russell, Kim Noltemeyer, Wendy Smithson, Carla Meredith Charles Schroeder VP-RESEARCH: Karen Johnson

**CALL TO ORDER**

Chair Smith called the meeting to order at 2:31 p.m.

Chair Smith opened the meeting by saying he will be depending on the Parliamentarian to assist with Robert's Rules for the meetings. In an effort to better recognize each other, the chair asked senators to stand and identify themselves when speaking. Further, he asked senators to be mindful of their responsibility to their constituents and to adopt a solution-minded mindset.

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**ACTION ITEM: APPROVAL OF THE MINUTES** - Smith

The minutes of the June 11, 2018 were unanimously approved as distributed.

**REPORT: SGA REPRESENTATIVE** - Harris

No report was made.

**REPORT: FACULTY SENATE REPRESENTATIVE** - Tillquist

No report was made.

At this time, Chair Smith reminded senators to sign in, as that is the only official record of attendance.

**REPORT: STAFF SENATE CHAIR'S REPORT** - Smith

Chair Smith said there was not much to report, as he has been on vacation since the election last month. The officers plan to meet on Monday mornings to discuss Senate business.

**REPORT: ATHLETICS UPDATE** – Athletic Director Vince Tyra

Mr. Tyra reported said that he has been visiting various groups around campus to update them about what is going on in Athletics. He has been connected to UofL, both academically and athletically, as a fan, a donor and as a director on the Foundation board. He touched on other topics, including:

- **ATHLETIC DIRECTOR POSITION** –Mr. Tyra said he took the position because he was a student/athlete and comes from a family of student/athletes, as well. He also believes his experience as a leader in the business community can benefit UofL as a whole, and not only in Athletics. He is in synch with President Bendapudi's goals for the University and is now included in her Executive Cabinet meetings.
- **ATHLETICS ENVIRONMENT** – He is recruiting athletes and staff to reshape the culture in Athletics. All staff, athletes and coaches understand the University's goals and their role in moving Athletics to a more positive place.
- **BUDGET** – As Athletics becomes more fiscally careful, he wants to help UofL with its rising costs. One of his goals for Athletics is to be financially self-sustaining. He is looking for ways to hold costs down and to create revenue in a time when ticket holders are questioning UofL. Aligning with the University, staff in Athletics will not be getting raises this year.
- **NEW STUDENT TRADITIONS**: He is trying to promote more student participation by establishing some new traditions. A group of student-led sports enthusiasts, the Hooligans, will be renamed the VILLIANS and their antics will be coordinated with the student band and cheerleaders. This is easier to do in basketball than in football.

**REPORT: PARKING UPDATES** – AVP-Business Services Mark Watkins and Director of Parking Gary Becker Reporting on concerns that were anonymously submitted to the Staff Senate web site, Mr. Becker said he saw issues to address.

- **RATE INCREASES**: Parking is an auxiliary service and receives no funding from the administration. Over the past six years, there has been only one significant increase. which has created a deficit. This year, parking closer to campus will see the largest rate increase. This includes reserved

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parking and the Chestnut Street Garage. The 620 Garage on HSC will see an increase of \$7 a month. There will be no increase for blue permits.

- **COMMUNICATING PARKING INCREASES:** The decision-making was slowed significantly by the vetting process. The information was ready in April, but was not presented to or vetted by the Board of Trustees until June. It took a lot of work to get it ready by July 1. As the University grows, and more buildings are added to campuses, parking will eventually move to the periphery of campus.

**REPORT: Prescription Changes for 2019 and FLSA Audit Results** - Director of Total Rewards Todd Kneale  
FLSA AUDIT RESULTS - Mr. Kneale reported that six months ago, John Elliott, Interim Vice President for Human Resources, contracted with a third-party company to audit the results that were made according to the FLSA regulations. The company looked at 115 jobs that affect 700 employees. The company found that 4 jobs that involve 5 people were borderline. The compensation team will take another look at the 4 jobs with both the employees and supervisors. Mr. Kneale was comfortable with the work that was done, saying he would rather err on the side of caution. He said that all jobs are non-exempt and must go through the tests set by federal regulations, to become exempt. HR uses a software program that scores jobs, based on the federal requirements of salary and job duties

PRESCRIPTION CHANGES FOR 2019 – Using market data, Mr. Kneale explained that specialty drug prices have increased 188%. UofL employees have not had an increase in pharmacy co-pays for the last 10 years, though UofL's portion has increased 23%. UofL participates in a drug coalition with other Kentucky schools. This has kept our costs to 9.3% of what the rest of the coalition members pay. The average of the other coalition member schools is 17.9% of the total spent. In 2019, our co-pays will increase to 11.3% (from \$8 to \$10) for non-specialty drugs and from \$8 to \$16 for specialty drugs. About 190 UofL employees will be affected by specialty drug increases. It is difficult to find market data that is relevant to UofL. Mr. Kneale gave some areas that can help – the Disease Management Program at Get Healthy Now, and the HR Newsletter has information on saving on the cost of drugs.

[The Prescription Changes](#) and the [FLSA Audit Results](#) slides are online.

**REPORT: Pharmacy Initiatives Results** – Director of Pharmacy Utilization Jessie Morgan

Mr. Morgan went over a slide that showed the savings that have been realized from this initiative, so far. There was no discussion. [This report is online.](#)

**STANDING COMMITTEE REPORTS** – Vasser

Vice Chair Vasser asked committee to submit their written reports to the Senate coordinator.

- **Credentials & Nominations Committee (C&N) - Jeffery**  
Some vacant seats were filled by the committee and require Senate approval.
  - ATH02 – Ryan Luke
  - VPSA03 Lisa Pantoja
  - VPHA03 Denise Hand
  - NUR01 Vickie Tencer
  - LIB01 Sarah Frankel
  - BUS01 Kayla Miller

A vote was taken and all were unanimously approved.

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- Policy, Economics & Development Committee (PED) - Molsberger
  - [This report is online.](#)
- Services & Facilities Committee (S&F) - Hurley
- Staff Grievance Committee (SGC)
- Staff Help and Relief Efforts committee (SHARE) - Dean
- Staff Morale & Community Outreach (SMCO)

**REPORT: SECRETARY/TREASURER** - Gilliland

The [July Report](#) is online.

**ANNOUNCEMENTS**

- There is no meeting in August. The next meeting is on September 10, 2018.
- The Senate Retreat will be on September 10, 2018 from 9-12 in the SAC's Multi-Purpose Room. There will be an activity until noon, when lunch vouchers will be distributed. After lunch, we return for another activity until the monthly meeting begins at 2:30 in the Floyd Theater.
- If you do not want your personal cell phone number to be published publicly, go into your ULink account and change your mobile number to "other".

**ADJOURNMENT**

The meeting was adjourned at 4:25 p.m.