

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

The Staff Senate of the University of Louisville held its regular meeting on February 11, 2019 in the Chao Auditorium in Ekstrom Library, Chair John Smith, presiding.

**VOTING MEMBERS REGISTERING ATTENDANCE:**

**A&S:** Ginger Brown, Jessica Key, Cynthia Jeffery **BUSINESS:** Kayla Miller **DENTISTRY:** Laura McKinney, Lisa Pantoja, Nancy Trabue **EDUCATION:** Shavon Wagner, Heidi Cooley-Cook, Alex McWilliams  
**LAW:** Lee McWhorter **LIBRARIES:** Sarah Frankel **MEDICINE:** Skip Hurley, Victoria King, Jason Beare, Whitney Rogers, Candace Allen, Cathy Buckley, Ellyce Patton, Lihua Zhang, Ray Yeager, Jami Vance, Jennifer Stephens, Jared Neal, Erica LaMarche, Kathy Brashear, Patti Williams, John Morgan, Priscilla Tingle, Barbara Bishop, Ross Schultz, Tony Simms **MUSIC:** Debby Kalbfleisch **NURSING:** Vickie Tencer  
**PROVOST'S OFFICE:** Andrew Grubb, Julie Hohmann, Will Adamchik, Linda Leake, Marian Vasser, Valerie Casey, Virginia Hosono **PUBLIC HEALTH:** Rachel Quick **SPEED SCHOOL:** Kari Donahue, Heidi Neal, Wendy Metcalf **VP-ATHLETICS:** Regina Johnson, Blake LeBlanc, Rhonda Gilliland  
**VP-COMMUNITY ENGAGEMENT:** Patrick Smith **VP-FINANCE & BUSINESS AFFAIRS:** Melissa Shuter, Paul Eitel, Donna Hardesty, William Taylor, Jr., Melissa Taylor, Steven Lindsey, Kim Noltemeyer, Wendy Smithson, Carla Meredith, Tim Dill, David Schlaegel, Kevin Ledford, Dennis Thomas, Andie Davis, Jennifer Steier **VP-HEALTH AFFAIRS:** Rick Williams, Denise Hand **VP-RESEARCH:** Karen Johnson, Angela Lewis-Klein **VP-STRATEGY & GENERAL COUNSEL:** Carcyle Barrett **VP-STUDENT AFFAIRS:** Glenn Gittings, John Smith, Linda Wilde **VP-UNIVERSITY ADVANCEMENT:** Erica Gabbard, Angela Ren

**ALSO REGISTERING ATTENDANCE:**

University President: Dr. Neeli Bendapudi  
Chief Financial Officer: Mr. Dan Durbin  
AVP-Human Resources: Mr. John Elliott  
Executive Director of Business Services: Mr. Bob Knaster  
Director of Parking Administration: Mr. Gary Becker  
Faculty Senate Rep: Dr. Christopher Tillquist  
SGA Rep: Mr. Wyatt Harris  
UofL Association of Retired Personnel (ULARP): Mr. Michael Byrne  
*UofL Today:* Ms. Alicia Kelso

**GUESTS REGISTERING ATTENDANCE:**

Chief of Police: Mr. Gary Lewis, Jr.  
Director of Communications & Marketing: Mr. John Karman  
Director of Employee Development & Success: Mr. Brian Buford  
Director of Pharmacy Utilization: Mr. Jessie Morgan

**OTHERS REGISTERING ATTENDANCE:**

Tiffany Bowles, Karen Karem, Laura McDaniels

**VOTING MEMBERS NOT REGISTERING ATTENDANCE:**

**A&S:** Lindsey Ronay **DENTISTRY:** Jonathan Graves, Bonnie Dean **KENT SCHOOL:** Kim Rogers **MEDICINE:** Angela Beverly, Laurie Milliner, Ruby Keith, Martin Brown, Donna Bottorff, Leondra Gully, Christina

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Howard **PRESIDENT'S OFFICE:** Tammy Lawson **VP-ATHLETICS:** Meg Peavy **VP-FINANCE & BUSINESS AFFAIRS:** Sally Molsberger, Sandy Russell **VP-HEALTH AFFAIRS:** Lisa Wade

**CALL TO ORDER**

**Smith**

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

**ACTION ITEM: APPROVAL OF THE MINUTES**

**Smith**

The minutes of the [December 10, 2018](#) meeting were unanimously approved.

At this time, Chair Smith asked any new senators to stand and introduce themselves. After the introductions, the chair stated that because today's agenda was very full, time for questions was limited.

**REPORT: SGA REPRESENTATIVE**

**Harris**

Mr. Harris reported on several topics, including:

- SGA Elections - The annual election process has started. Mr. Harris will be with the Staff Senate until April.
- Student Food Pantry – The SGA has worked on this initiative to offer free food to address students' food insecurity for over a year and now it is a reality. The pantry is now open in the SAC.
  - QUESTION: Does the food bank take donations?
    - RESPONSE: Yes, it is 100% donation-based. Your office can hold a food drive.
  - QUESTION: Can anyone use the food bank?
    - REPSONSE: It is specifically designated for students.
- Safety Concerns – The SGA has been working with Mark Watkins, AVP- Business Services to add crosswalks on Belknap and HSC. Also, the SGA is working on a lighting project for HSC, much like the L Trail on Belknap.
- Student Internships – The SGA is working with Business Services to ensure that UofL students are prioritized for internships on projects on UofL campuses.
- Cards In Action – UofL students travelled to Washington, D.C. to speak to Kentucky's representatives regarding student issues.

**REPORT: FACULTY SENATE REPRESENTATIVE**

**Tillquist**

The Faculty Senate heard a report from Jim Begany, the Vice Provost for Strategic Enrollment and Student Success about the strategies to recruit and retain students.

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

**Smith**

Chair Smith reported on several topics, including:

- The Strategic Plan – The response from people willing to serve on this initiative was overwhelming. There were 1200 nominations to fill 90 spots.

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## STAFF SENATE MEETING MINUTES

- Constituent Leadership Meetings – Chairs from the Faculty and Staff and the SGA president will hold an HSC open house on the third Mondays in February, March and April. This is an opportunity for faculty, staff and students to connect with these organizations. The meetings are from noon – one p.m. in the CTR Room 123, on February 18, March 18 and April 15, 2019.
- Tuition & Fee Setting Committee – This committee works diligently to keep student fees as low as possible. It studies each fee proposal very seriously.
- Police on HSC – Three police officers have been added to HSC. This is pilot program that is funded through early April.
- [The full report is online.](#)

### REPORT: UNIVERSITY PRESIDENT

**Bendapudi**

Dr. Bendapudi began by thanking the Senate for inviting her to today's meeting and introducing Mr. Jake Beamer, who works with the President's Office and the Board of Trustees. Dr. Bendapudi remarked that commencement in December 2018 was a good way to end the year and a reminder of why we are here.

- Strategic Plan – To make UofL a great place to learn, to work and to invest.
  - Great Place to Learn – We must focus on the whole student; provide them with a transformative education; and help them with issues they want to tackle.
  - Great Place to Work – It is important to commit to personal growth and professional development. We must create a culture based on our values.
  - Great Place to Invest – We must have a demonstrable impact on the city, the state, the region and beyond.
  - Feedback - There were 1200 nominations for the 90 spots. The others can join in town halls and participate in discussions.
  - Three Year Plan – The reason for the three years, instead of ten years, is Dr. Bendapudi would like for students to see changes before they graduate. Also, with a longer plan, actions can be put aside for nine years, lose steam and then rushed through in the last year.

The first three years of the strategic planning process will focus on creating a sound foundation – financially and structurally. The second three years will be devoted to the bigger picture and our aspirational goals.

- Leadership Team - Since coming to UofL nine months ago, the organizational chart and reporting lines have changed in an effort to streamline the layers of administration. Now, everyone who directly reports to her and all who report to them are under her purview. This provides two layers of decision makers. This group has met four times and discussed diversity and budgets. It is important to have this group in place to avoid silos that can separate us. Though not yet at the point where employees can expect a yearly raise, the team is working a plan to get there.
- **QUESTIONS & RESPONSES**
  - **Q:** What will happen to Jewish Hospital? It is one of two transplant hospitals in the state.
    - **R:** Nothing will happen there. We are working on it.
  - **Q:** What about a raise this year?
    - **R:** We just started talking about it. We are not there yet, but we are working on it.

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- **Q:** Some constituents have asked about the possibility of being off on Oaks Day.
  - **R:** It has not been brought up, but will look at it.
- **Q:** When Belknap gets off and HSC doesn't, it really affects employees on HSC.
  - **R:** We must be careful when making these decisions.
- **Q:** What about the in-state tuition reciprocity?
  - **R:** UofL will see this through the spring 2019 semester. Unless, the state legislature changes its position, we are leaning towards discontinuing the agreement.
- **Q:** Is it possible to upgrade the dorms for Great Place to Learn?
  - **R:** Yes, Jim Begany and Michael Mardis are working on that.

President Bendapudi encouraged senators to check out the [Strategic Planning web site](#) and share their ideas. Because we have so much talent within our own faculty and staff, no consultants will be hired.

**REPORT: UNIVERSITY CHIEF FINANCIAL OFFICER**

**Durbin**

Mr. Durbin thanked the Senate for the opportunity to present at today's meeting. He has been at UofL since 2017, when he came from West Virginia University. He started on HSC as its CFO and became the University's Chief Financial Officer eight months ago. Mr. Durbin shared that his main priority is to reimagine and create new ways to do things. He would like to combine budget planning with its execution. This includes facilitating more engagement with deans, faculty and staff and driving more efficiencies. He encouraged those senators involved in budgeting to send him their ideas for efficiency. [The full presentation is online.](#)

**REPORT: VICE CHAIR**

**Vasser**

There were no questions. [This report is online.](#)

**REPORT: SECRETARY-TREASURER**

**Gilliland**

Senator Gilliland reported that the Senate had no expenses incurred last month. The SHARE balance is \$18,219.52. Asked about the possibility of investing the SHARE funds, Senator Gilliland said the Executive had discussed it. [This report is online.](#)

**STANDING COMMITTEE REPORTS**

**Vasser**

- Credentials & Nominations Committee (C&N) –Jeffery
  - C&N motioned and seconded seating the following senators on committees”
    - Jason Bear to Staff Grievance Committee (SGC)
    - Julie Hohmann to the Staff Morale and Community Outreach Committee (SMCO)
  - C&N approved the seating of seven new senators:
    - Kent Gardner to MED06
    - Tony Simms to MED10
    - Genevieve Mulkins to MED17
    - Ross Schultz to MED22
    - Amanda Ables to MED23
    - Bobbi Carlton to VPFA05

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- Jennifer Steier to VPFA10
- C&N made a motion to make the following seats At Large:
  - DTL06
  - GRD01 – A call has been made to this unit.
  - MED20
  - VPFA19

Chair Smith called for the vote and the motion passed unanimously.

- C&N approved the seating of the following At Large senators
  - Katherine Linzy to DTL06
  - Nakia Strickland to MED20

Vacancies still exists on the following committees:

- SHARE – 1 vacancy
- Parking Appeals – 1 vacancy for an HSC representative
- Parking Advisory – 1 vacancy for a Belknap representative
- Non-Academic Grievance Committee – 1 vacancy for an Alternate
- Policy, Economics & Development Committee (PED) – Buckley
  - [This report is online.](#)
- Services & Facilities Committee (S&F) –Hurley
  - This committee had no report.
- Staff Grievance Committee (SGC) – Bishop
  - This committee has not met.
- Staff Help and Relief Efforts committee (SHARE) – Donahue
  - This committee met in November to streamline the application. The revised application was sent to the Executive Committee, where it was tabled for a later discussion.
- Staff Morale & Community Outreach (SMCO)- Lindsey
  - This committee submitted its Goals and Objectives.

**OTHER COMMITTEE REPORTS**

- Ad hoc Bylaw Review Committee Barrett
  - [This report is online.](#)
- Legislative Monitoring Action Committee Barrett
  - [This report is online.](#)

**INFORMATION ITEM:** Online Master’s program in Higher Education Hohmann  
Senator Hohmann presented information regarding the opportunity for employees to earn a Master’s degree online. [The information is available here.](#)

**REPORT:** Parking Strategy Summary Knaster/Becker  
Bob Knaster and Gary Becker updated the Senate on the recommended parking changes based on the [2015 Board of Overseers report](#), the [Walker Parking Consultant](#) report in 2017 and the report from the [Parking Strategy Task Force](#) in 2018. The [Parking Strategy Summary](#) that was presented today is also online. Mr. Knaster and Mr. Becker’s goal for today’s presentation was to give senators an overview of what the future of parking may be. No decisions have been made. They will return to the Senate at the

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March 11 meeting to discuss this topic further. They urged senators to read [all the above documents](#) that are posted on the Senate's web site so the discussion is based on the available information. Vice Chair Vasser said that answers to questions sent through Mentimeter.com would be sent out via the list serve. Chair Smith urged senators to read the documents to be prepared for an informed discussion next month.

**OLD BUSINESS**

None

**NEW BUSINESS**

None

**ANNOUNCEMENTS**

**ADJOURNMENT**

The meeting was adjourned at 4:35p.m.

Respectfully submitted,  
Gretchen Henry  
Senate Coordinator