

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
MAY 13, 2019

The Staff Senate of the University of Louisville held its regular meeting on Monday, May 13, 2019 in the Thorntons Academic Center of Excellence in Cardinal Stadium, Chair John Smith, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE

A&S: GINGER BROWN, LINDSEY RONAY, CYNTHIA JEFFERY **BUSINESS:** KAYLA MILLER **DENTISTRY:** LAURA MCKINNEY, LISA PANTOJA, JONTHAN GRAVES, NANCY TRABUE, BONNIE DEAN, KATHERINE LINZY **EDUCATION:** SHAVON WAGNER, HEIDI COOLEY-COOK, ALEX McWILLIAMS **KENT SCHOOL:** KIM ROGERS **LIBRARIES:** SARAH FRANKEL **MEDICINE:** ANGELA BEVERLY, VICTORIA KING, JASON BEARE, KENT GARDNER, WHITNEY ROGERS, RUBY KEITH, CANDACE ALLEN, TONY SIMMS, CATHY BUCKLEY, ELLYCE PATTON, LIHUA ZHANG, JAMI VANCE, DONNA BOTTORFF, NAKIA STRICKLAND, JENNIFER STEPHENS, AMANDA ABLES, JARED NEAL, ERICA LaMARCHE, KATHY BRASHEAR, PATTI WILLIAMS LEONDR GULLY, CHRISTINA HOWARD, BARBARA BISHOP **MUSIC:** DEBBY KALBFLEISCH **NURSING:** VICKIE TENCER **PROVOST'S OFFICE:** ANDREW GRUBB, WILL ADAMCHIK, 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, MEG PEAVY **VP-BUSINESS AFFAIRS:** MELISSA SHUTER, SALLY MOLSBERGER, PAUL EITEL, DONNA HARDESTY, BOBBI CARLTON, MELISSA TAYLOR, STEVEN LINDSEY, SANDY RUSSELL, JENNIFER STEIER, KIM NOLTEMAYER, WENDY SMITHSON, TIM DILL, DAVID SCHLAEGEL, KEVIN LEDFORD, DENNIS THOMAS, ANDIE DAVIS **VP-HEALTH AFFAIRS:** RICK WILLIAMS, LISA WADE, DENISE HAND **VP-RESEARCH:** KAREN JOHNSON, ANGELA LEWIS-KLEIN **VP-GENERAL COUNSEL:** CARCYLE BARRETT **VP-STUDENT AFFAIRS:** GLENN GITTINGS, JOHN SMITH, LINDA WILDE **VP-UNIVERSITY ADVANCEMENT:** ERICA GABBARD, ANGELA REN

GUESTS REGISTERING ATTENDANCE

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI
PRESIDENT'S CHIEF OF STAFF: MR. MICHAEL WADE SMITH
CHIEF ADMIN & PEOPLE OFFICER: MR. JOHN ELLIOTT
DIRECTOR TOTAL REWARDS: MR. TODD KNEALE
UofL ASSOCIATION OF RETIRED PERSONNEL (ULARP): MR. MICHAEL BYRNE
UofL TODAY: MS. ALICIA KELSO

OTHERS REGISTERING ATTENDANCE

SHELLEY DUNN, KATHY HITE, KAREN KAREM, JESSIE MORGAN, CHRISTINA REED, BEV SANTAMOURIS, CRAIG SCHROEDER, AMANDA SNYDER

VOTING MEMBERS NOT REGISTERING ATTENDANCE:

A&S: JESSICA KEY **LAW SCHOOL:** LEE McWHORTER **MEDICINE:** SKIP HURLEY, MARTIN BROWN, ROSS SCHULTZ, JOHN MORGAN, PRISCILLA TINGLE **PROVOST'S OFFICE:** JULIE HOHMANN, LINDA LEAKE **VP-COMMUNITY ENGAGEMENT:** PATRICK SMITH **VP-BUSINESS AFFAIRS:** WILLIAM TAYLOR, CARLA MEREDITH

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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 [April 8, 2019](#) meeting were unanimously approved.

WELCOME: THORNTONS ACADEMIC CENTER OF EXCELLENCE

Johnson

Senator Regina Johnson graciously welcomed the Staff Senate to the [Thorntons Academic Center of Excellence](#). The Thorntons Center was originally housed in the SAC, but the new facility has twice the space. It is a resource to help student-athletes succeed and Senator Johnson was happy to share the beautiful facility. She introduced Scott Sallade, the Assistant Athletic Director for Student Services who also welcomed the Staff Senate. Tours of the facility are available after the meeting.

REPORT: SALARY INCREASE & HUMANA GYM

Smith/Bendapudi

Chair John Smith gave some background information as to why he voted in favor of President Bendapudi's raise. When Dr. Bendapudi was hired, she was offered a lower salary because she was not a sitting president. After a year, and a positive review, the Board of Trustees would increase her salary to be in line with other university presidents. It sent a strong message to donors, legislators and other partners (IBM, for example). The decision to return the increase to UofL was made before the raise was given.

President Bendapudi thanked the Senate and said she was very grateful. She said she is trying to be as transparent as possible. Many issues have been cleaned up, but she cannot discuss them. The decisions she makes are based on will it make UofL a great place to learn, to work, or to invest. She is working to get to a place where raises are consistent and predictable. To do this, her team has been looking at every spending line to see who and how many benefit from an expense. So, the Humana Gym costs \$1M a year to operate. She did not want to eliminate everything, so she reached out to Planet Fitness. The Disease Management Programs remain, now located in HR. The classes remain, now located in the SAC. The \$40 Get Healthy Now deduction remains. There is one Humana Gym and there are hundreds of Planet Fitness gyms across the country.

- **Question:** Staff were not involved in any discussions. It was a top-down decision, not shared governance, and that was not good. We are burned.
 - **Response:** We are taking care of the Get Healthy Now staff. There was a lot of input, but it was an emergency decision.
- **Comment:** That information makes sense, but we would like to hear it first.
 - **Response:** That was the plan but rumors were going around and we decided to announce it.
- **Comment:** If we know ahead of time, we can be an advocate.
 - **Response:** We will do better.
- **Comment:** You deserve the raise. I read about it in the newspaper and then saw on TV about the gym closing. That is not being transparent. The Board of Trustees should be transparent, too.

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- **Response:** Agree. I have no control over the Board of Trustees. Will share the metrics on the gym. She promised she is doing her best and that a lot of good news will come out soon.
- **Comment:** The Staff Senate is the representative of all university staff and the backbone of the university. Instead of using us as a mouthpiece to push your agenda, we want, and should be, partners.
 - **Response:** Agree. I promise I will.
- **Question:** Do you have plans for the donated raise?
 - **Response:** She will think about it, but student mental health is important to her.
- **Comment:** I understand the financial aspect of closing the gym, but this is another benefit being eroded.
 - **Response:** This benefit has increased, not decreased. Will share the gym metrics. Only a small percentage benefitted from it.
- **Comment:** There is a lot of concern with the way the information was shared. Shared governance is not a new idea, but it sounds like you just heard it.
 - **Response:** Nothing could be further from the truth. The Faculty and Staff Senate and the SGA have been included in all these issues. As things come up we will be more sensitive.
- **Comment:** I echo that concern. I am hearing that decisions have been made and there are changes to come regarding STEC and ATC.
 - **Response:** That is the first I have heard of it.
 - **Added Response (Michael Wade Smith):** He was not sure what STEC and ATC means, but said we cannot bring everything to you – there is too much. The Chief Information Officer has met with the vice presidents and deans, and not leadership.
- **Question:** What is happening with the Kentucky One transition?
 - **Response:** We are looking for a partner to manage the properties. That search is still going on, so not all details can be discussed.
- **Question:** Will we get the extra week off in December?
 - **Response:** She is not sure it will repeat. Don't count on it.
- **Question:** Why does it cost \$25 to join the SRC, but \$15 for Planet Fitness?
 - **Response:** Students pay \$25 for the SRC.
- **Comment:** It doesn't feel like staff are at the table. We want to be in on more decision making.
 - **Response:** If there is anything, please send her an email, and we will try to find ways to include you.
 - **Added Response (Michael Wade Smith):** We have no issue with shared governance. At Kansas, it was required to have staff senators included. He reads The REDBOOK to learn what official behaviors are required. If something is not codified, we won't know about it. Let's work on it together.
- **Comment:** It is great for you to show up and take some difficult questions.
 - **Response:** We are doing this together. I give my word. And I give Michael's word.

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INFORMATION ITEM: ELECTION PROCEDURES

Shuter

Senate Parliamentarian Senator Shuter began the election process with the nomination of officers.

- For Secretary-Treasurer, the nominees are Rhonda Gilliland and Kevin Ledford. Both stated they accepted the nomination. Calling for other nominations from the floor and hearing none, Senator Shuter called for a motion to close nominations. A motion was made and seconded. Each candidate was given three minutes to speak and both gave their reasons for running.
- For Vice Chair the nominees are Marian Vasser, Andrew Grubb and Alex McWilliams. All three stated they accepted the nomination. Calling for other nominations and hearing none, Senator Shuter called for a motion to close nominations. A motion was made and seconded. Each candidate was given three minutes to speak and all gave their reasons for running.
- For Chair, the nominees are John Smith, Ginger Brown and Vickie Tencer. All three stated they accepted the nomination. Calling for other nominations from the floor and hearing none, Senator Shuter called for a motion to close the nominations. A motion was made and seconded. Each candidate was given three minutes to speak and all gave their reasons for running.

Senator Shuter said at the June 10th meeting, each candidate will have five minutes and a Q&A will follow. Senators in good standing who are unable to attend the June meeting may request an absentee ballot.

UPDATES: SHARED LEAVE & COMPENSATION POLICY

Kneale

Mr. Kneale was in attendance today to discuss the Shared Leave and Compensation policies.

- **Shared Leave Policy**– This policy needs to be revised, as he believes it is in a time deficit. To get the revision ball rolling, he put together a small group of people who are familiar with the policy to work on it. They looked at the old policy, called Catastrophic Shared Leave, and worked on issues to improve it. They also looked at benchmarks. The old policy allowed for direct donations, but due to inaccurate bookkeeping, it fell into a deficit. His thoughts for revision include removing ‘catastrophic’, tying it to FMLA as a continuation of coverage, using a pool of donated time as opposed to direct donation. The pool would eliminate any pressure to donate directly to people. He would add a limit of 30 days per year of sick and vacation time and the donated time could be used for 24 months and any unused time would return to the pool. He shared this draft policy with HRAC last week. It is still under consideration and is not final. Once approved, he will begin taking donations.
 - **Comment:** We fought for direct donations years ago so we could help someone in our own department. Thirty days is OK, but 24 months is not needed. We also worked on a definition of ‘catastrophic’.
 - **Response:** There was no definition included in the files.
 - **Added Response (Mary Elizabeth Miles):** If you qualify for FMLA, you are qualified to receive Shared Leave.
 - **Question:** If it is tied to FMLA, it is continuous. What about someone who is intermittent?
 - **Response:** It is continuous.
 - **Comment:** What about someone who comes and goes for chemo treatments? Reapplying when they come and go. The pressure to donate can be relieved.

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- **Question:** What about leftover leave? Too much leave on July 1st – use it, lose it or donate it?
 - **Response:** He will check into this, but there should be no restriction on vacation time that can be donated.
- **Question:** Will you send this to John so we can look at it?
 - **Response:** Yes.
- **Question:** Shared Leave is only available through FMLA participation?
 - **Response:** If you are off work for more than 7 days, you must file for FML and then qualify for Shared Leave.

Mr. Kneale said he had to start somewhere to have something to bring to the Senate. There is no deadline, and will return in June, if necessary.

- **Compensation Policy** – Last year a work group looked at this policy. A revision was completed in December and a report sent to the President’s Cabinet. The draft policy is in the Compliance Office. He would like to implement it on July 1. It simplified the previous policy with no major changes. It makes the process of figuring pay scales consistent. He will send the draft policy to John Smith.

REPORT: STAFF SENATE CHAIR’S REPORT

Smith

[This report is online.](#)

REPORT: VICE CHAIR

Vasser

This report will be sent.

REPORT: SECRETARY-TREASURER

Gilliland

[This report is online.](#)

REPORT: SGA REPRESENTATIVE

Burns

Ms. Burns reported that the Cardinal Cupboard is now open in the SAC.

REPORT: FACULTY SENATE REPRESENTATIVE

Tillquist

No report was made.

STANDING COMMITTEE REPORTS

Vasser

- Credentials & Nominations Committee (C&N) – Jeffery
 - Senator Jeffery is redistributing seats and will have all complete by the June meeting.
- Policy, Economics & Development Committee (PED) – Buckley
 - [This report is online.](#)
- Services & Facilities Committee (S&F) –Eitel
 - No report was made.
- Staff Grievance Committee (SGC) – Botorff
 - [This report is online.](#)

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- Staff Help and Relief Efforts committee (SHARE) – Dean
 - [This report is online.](#)
- Staff Morale & Community Outreach (SMCO)- Lindsey
 - No report was made.

OTHER COMMITTEES

- Human Resources Advisory Committee (HRAC) - Williams
 - [This report is online.](#)
- Ad Hoc Bylaw Review Committee – Barrett
 - [This report is online.](#)

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

ADJOURNMENT

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

Respectfully submitted,
Gretchen Henry
Senate Coordinator