

**UNIVERSITY of LOUISVILLE**  
STAFF SENATE MEETING MINUTES  
September 9, 2019

The Staff Senate of the University of Louisville held its regular meeting on September 9, 2019 in the University Club Ballroom, Chair John Smith, presiding.

**VOTING MEMBERS REGISTERING ATTENDANCE:**

**A&S:** GINGER BROWN, CYNTHIA JEFFERY, JESSICA KEY, LINDSEY RONAY **ATHLETICS:** BARBARA BISHOP, TIM DILL, ERICA LaMARCHE, BLAKE LeBLANC, MEG PEAVY, KIM ROGERS **BUSINESS:** KAYLA MILLER **CHIEF OPERATING OFFICER:** BOBBI CARLTON, RHONDA GILLILAND, DONNA HARDESTY, KEVIN LEDFORD, STEVE LINDSEY, MIKE MATERNA, SALLY MOLSBERGER, KIM NOLTEMEYER, SANDY RUSSELL, DAVID SCHLAEGEL, MELISSA SHUTER, DENNIS THOMAS, RICK WILLIAMS **DENTISTRY:** BONNIE DEAN, JONTHAN GRAVES, LAURA McKINNEY, JOHN MORGAN, LISA PANTOJA, NANCY TRABUE **EDUCATION:** HEIDI COOLEY-COOK, ALEX McWILLIAMS, SHAVON WAGNER **ENTERPRISE RISK MANAGEMENT:** KATHY BRASHEAR **HUMAN RESOURCES:** WENDY SMITHSON **KENT SCHOOL:** KATHERINE LINZY **LIBRARIES:** SARAH FRANKEL **MEDICINE:** AMANDA ABLES, CANDACE ALLEN, ANGELA BEVERLY, KENT GARDNER, LEONDR A GULLY, CHRISTINA HOWARD, RUBY KEITH, VICTORIA KING, KIM LAUN, ELLYCE PATTON, ANGELA REN, ROSS SCHULTZ, TONY SIMMS, JENNIFER STEPHENS, JAMI VANCE, LINDA WILDE, PATTI WILLIAMS, DAVID YOUNG, LIHUA ZHANG **NURSING SCHOOL:** VICKIE TENCER **PRESIDENT'S OFFICE:** CARCYLE BARRETT **PROVOST'S OFFICE:** WILL ADAMCHIK, VALERIE CASEY, ANDREW GRUBB, JULIE HOHMANN, VIRGINIA HOSONO, LINDA LEAKE, MICHELLE RODEMS **PUBLIC HEALTH:** RACHEL QUICK **SPEED SCHOOL:** KARI DONAHUE, WENDY METCALF **VP-COMMUNITY ENGAGEMENT:** PATRICK SMITH **VP-FINANCE:** LYSHANNA CUNNINGHAM **VP-HEALTH AFFAIRS:** DENISE HAND, KRISTIN ROBERTS **VP-RESEARCH:** ANGELA LEWIS-KLEIN **VP-STUDENT AFFAIRS:** GLENN GITTINGS, JOHN SMITH, MELISSA TAYLOR **VP-UNIVERSITY ADVANCEMENT:** ERICA GABBARD, NAKIA STRICKLAND

**OTHERS REGISTERING ATTENDANCE:**

**UNIVERSITY PRESIDENT:** DR. NEELI BENDAPUDI **UNIVERSITY PROVOST:** DR. BETH BOEHM **VP-COMMUNITY ENGAGEMENT:** DR. RALPH FITZPATRICK **INTERIM AVP-HR:** MS. MARY ELIZABETH MILES **DIRECTOR TOTAL REWARDS:** MR. TODD KNEALE **FACULTY SENATE REP:** DR. REG BRUCE **SGA REP:** MS. LYDIA BURNS **UofL TODAY:** MS. ALICIA KELSO

**GUESTS REGISTERING ATTENDANCE:**

JOHN KARMAN, BRIAN BUFORD, RASHMI ASSUDANI, SUSAN JENKINS, LISA HAGAN

**VOTING MEMBERS NOT REGISTERING ATTENDANCE:**

**CHIEF OPERATING OFFICER:** PAUL EITEL, JENNIFER STEIER, WILLIAM TAYLOR **LAW SCHOOL:** LEE McWHORTER **MEDICINE:** KENNETH ALLEN, JASON BEARE, MARTIN BROWN, SKIP HURLEY, JARED NEAL **MUSIC:** DEBBY KALBFLEISCH **SPEED SCHOOL:** HEIDI NEAL **VP-HEALTH AFFIARS:** LISA WADE **VP-RESEARCH:** KAREN JOHNSON

Prior to the regular meeting, the Staff Senate convened for lunch at noon in the University Club's ballroom. Dr. Bendapudi and Dr. Boehm were invited as guest speakers. Before Senate Chair Smith introduced them, he thanked all senators who had assisted new students, in any capacity, at the start of the semester. He asked them to stand and they were given a round of applause.

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**UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI**

Dr. Bendapudi began by saying that with the beginning of the fall semester, students back on campus and football games, it feels like the start of year two. She thanked the senators and said that staff is like the connective tissue that binds the university together. Then, she went on to updates on several issues.

- Frankfort – she was called to testify before the legislature on the budget. She thanked Senate Chair John Smith for representing the Board of Trustees at these meetings.

At this point, Dr. Bendapudi said she would rather take questions, to address anything senators would like to hear.

- Question: How is the purchase of Jewish going?
  - Reply: Our Pediatrics Department is a very expensive department to run and has been running a \$12M to \$15M deficit for many years. In 2019, it broke even. As you know, Norton's has the Kosair Children's Hospital. Partnering with Norton's fixed that deficit. After declining a different deal in June, which would not have been good for UofL, the philanthropic support that came from the Jewish and Saints Mary & Elizabeth Hospital foundations and the state, made it completely different and very beneficial to us, the city, state and region. November 1 is the deadline to close the deal, but the state legislature has to vote on it in January.
- Question: Why is Business Ops taking over jobs of staff?
  - Reply: President Bendapudi said she doesn't know enough about it and will come back with an answer. She did say that she is looking for ways to be more effective/efficient.
- Question: Will this year's budget be this year's budget?
  - Reply: Yes, we worked very hard on this.

Now, that all the budget holes are filled, we can work on growing. The president spent a lot of time on the various deals and issues said she could not have done it without Provost Boehm's help. She also reported that the Strategic Plan kick-off will take place on September 23 and 24<sup>th</sup>. Dr. Gail DePuy will lead the implementation of the plan.

**UNIVERSITY PROVOST: DR. BETH BOEHM**

Student Mental Health – Earlier this summer, Dr. Boehm attended a meeting of chief academic officers (CAOs) of the Association of Public and Land-grant Universities. While there, she attended a talk by the [Healthy Minds Network](#) on the faculty role in student mental health. This is a major concern across the country. She is developing a committee with faculty and staff to explore a number of issues, like classroom practices and issues facing LGBTQ and minority students, and to come up with a plan. Committee members will include a doctor from the medical school, teachers of counseling, a social worker and other faculty, staff and students. She said it is important to have experts on the committee, not just randomly selected members. Training is a big part of this initiative. Part of the committee's charge will be to come up with some training.

- Question: last year a student ran out of money on the meal card and our office donated enough to get them through the semester. Is there a program to help students in need, like our SHARE Program?

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- Reply: She is working on meal sharing. There is also the food pantry and emergency funds are available from Student Affairs. You can donate to that on the Day of Giving.

President Bendapudi gave the Senate some homework. She asked that everyone smile at a student as they see them. It only takes one person to make a big difference in someone else's life. At this time, she introduced [Dr. Rashmi Assudani](#). Dr. Assudani is on the faculty at Xavier University in Cincinnati and is an [ACE Fellow](#). As an ACE Fellow, while at UofL over the next year, she will be observing and participating in key meetings and events, and take on special projects and assignments while under the mentorship Dr. Bendapudi.

At this time, senators took a brief break and returned for the regular meeting.

**CALL TO ORDER**

**SMITH**

Chair Smith called the meeting to order at 2:00 p.m.

**ACTION ITEM: APPROVAL OF THE MINUTES**

**SMITH**

The [minutes of the July 8, 2019](#) meeting were unanimously approved.

**PRESENTATION: DAY OF SERVICE**

**FITZPATRICK**

Dr. Fitzpatrick thanked Chair Smith for inviting him to today's meeting. He introduced Susan Jenkins and Heidi Cooley-Cook for their role in the planning process. President Bendapudi has challenged UofL to get 1000+ faculty, staff and students out in the community this year. The date has been moved from the spring to October 21st through October 26<sup>th</sup>. The spring proved to be a very busy time of year with graduation and Derby. At this time he invited Susan and Heidi to go over the schedule of events for the week. There are very many activities to choose from. Heidi reported that the name has been changed to CARDS COME TOGETHER. The Office of the President will be sending out information soon, so be on the lookout for that new name. The kick off will be during Homecoming Week on October 22<sup>nd</sup>, from 11AM to 1PM in the Red Barn. Wear red, to be fed! There will be activities on and off-campus that week – a composting project, community clean ups, and on October 24<sup>th</sup> the Americana Fall Festival. Susan then announced several volunteer opportunities for that week. There are on-campus and daily collections set up. They will be collecting canned foods, hygiene products, and bedding. Locations to drop off items will be consistent throughout the week. Check it out at [events.louisville.edu/cardscometogether](https://events.louisville.edu/cardscometogether). [This report is online.](#)

**REPORT: HEALTHCARE BENEFITS FOR 2020**

**KNEALE**

Mr. Kneale began by saying that open enrollment will run this year from October 23<sup>rd</sup> through November 7<sup>th</sup>. Regarding the rates for 2020, the range of increases is from a 6% decrease to a 9.9% increase. These figures are based on the cost of all of our medical and prescription claims. The projected expense for 2020 is \$65M, with the university paying the bulk. This whole process began in May when the President's Cabinet charged the benefits Design Work group with reviewing our healthcare plans and to look ahead by developing a three-year plan. The group went through the process of reviewing

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the information and saw how out of kilter ours were. Rates are based on tiers and usage. Usually, each group is assigned a tier that is consistent across the insurance industry. For example, Employee Only is 1.0; Employee + Spouse is 2.1; Employee + Children is 1.8; and, Family is 3.0. Ours were not like that and some were paying more than others and that did not make sense. In 2019, an Employee Only is not paying enough. In 2019, an employee + Spouse is paying too much. And, in 2019 a Family is paying five times the amount of an Employee Only. We are adjusting our tiers to be more consistent with the norm and developing a three-year plan, so changes won't happen as often. There will not be any changes to the Vision plan for 2020 and we are still working on the Dental plan.

- Question: With only a 2% raise how much more can we pay for healthcare/
  - Reply: The only change to a plan for 2020, was for ER visits. It increased from \$100 to \$150 because people use it as their doctor instead of real emergencies.
- Question: Why is Employee Only going up 9.9% when Employee + Spouse is going down 0.2%?
  - Reply: The tier ratios were messed up. If they had been inline, the increase would have been about the same. It is normal for a single employee to pay more.
- Question: By correcting now, were the Employee Only group benefitting in previous years?
  - Reply: In previous years, they were paying less than they should have.
- Question: Are measuring to like plans?
  - Reply: Tier ratios apply to any plan anywhere.
- Comment: It looks like a family would use more than a single employee.
  - Reply: Two adults cost more than an Employee + Children.
- Comment: When the cost of healthcare increases and it is more than the raise, this becomes a serious issue and will really hurt some employees.
  - Reply: The pay raise has nothing to do with the healthcare increase, but I do understand what you're saying.

At this time, Interim HR Director, Ms. Mary Elizabeth Miles added that this process was done very thoughtfully and with the intention of giving the very best healthcare options while being good financial stewards. It would be irresponsible to see the problem and do nothing. The university pays 75% and the employees pay the remaining 25%. That is the cost of healthcare today. A goal of ours is to educate employees on the use of the ER. Mr. Kneale added that the \$150 ER charge is waived if you are admitted to the hospital.

- Question: Will there be change to Get healthy Now?
  - Reply (Kneale): No, it will stay the same \$40 deduction.
- Question: What if your primary care physician refers you to the ER?
  - Reply (Miles): If your doctor tell you to go, go. That is not what is driving the increase in ER visits. The insurance company can tell by the symptoms listed. For example – hangnail or heart palpitations.
- Question: With the acquisition of the Jewish network, could we create an in-house network?
  - Reply (Kneale): The work group is looking at that. It would be at least a couple of years away.
- Question: What's the difference between that idea and Cardinal Care?
  - Reply (Kneale): I was not here, but understand that it was not done well and closed after five years.

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The [timeline](#) and [2020 rates](#) are online.

**REPORT: SGA REPRESENTATIVE**

**BURNS**

Ms. Burns reported on SGA initiatives.

- The SGA is working on retention and a sense of belonging for students.
- There will be 150 students going to Nashville for the football game against WKU.
- On September 16<sup>th</sup>, UL Police Chief Gary Lewis will give a safety talk.
- Constitution Day is September 17<sup>th</sup> in the Red Barn.

**REPORT: FACULTY SENATE REPRESENTATIVE**

**BRUCE**

The Faculty Senate met on September 4<sup>th</sup> and heard the same healthcare information. Committees were charged and chair elected. The Planning & Budget Committee will take a more active role in the university budget process. He thinks it is important to have staff representation at those meetings.

**REPORT: STAFF GRIEVANCE OFFICER**

**RUSSELL**

Senator Sandy Russell also serves as the Staff Grievance Officer. She reported that her main activity is listening to staff. She is not an advocate, but a helper. Policies and procedures are what she helps them understand. There have been 31 issues since this time last year. There were various topics – termination, department issues, supervisor issues and termination appeals. In reviewing the evidence for an employee who was terminated, it was overwhelmingly in favor of the termination. Sometimes, she will meet with a supervisor to discuss an issue.

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

**SMITH**

[This report is online.](#)

**REPORT: VICE CHAIR**

**GRUBB**

[This report is online.](#)

**REPORT: SECRETARY-TREASURER**

**GILLILAND**

[This report is online.](#)

**STANDING COMMITTEE REPORTS**

**GRUBB**  
**JEFFERY**

- **CREDENTIALS & NOMINATIONS (C&N)**
  - Elections were held to fill vacancies in Provost and Medicine.
    - PROV05 – Tony Robinson
    - MED11 – Jennifer Hall
    - MED13 – Michelle Blessett
    - MED17 – Daniya Sheikh
    - MED25 – Theora Hudson
    - MED26 – Stephanie Kittle

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- MED28 – Lisa Floore
- MED31 – Timothy Travis
- **POLICY, ECONOMICS & DEVELOPMENT (PED)** **HOSONO**
  - [This report is online.](#)
- **SERVICES & FACILITIES (S&F)** **WILLIAMS**
  - This committee met and will submit a report in October. To increase safety, signs will be added to the pedestrian crosswalk near the North Visitors Information booth.
  - Asked about the trash that collects on the bridge behind Speed, Senator Williams said he will make a note of it and discuss with the committee.
- **STAFF GRIEVANCE (SGC)** **BISHOP**
  - [This report is online.](#)
- **STAFF HELP & RELIEF EFFORTS (SHARE)** **MOLSBERGER**
  - There have been no applications submitted since the last Staff Senate meeting.
  - The committee will meet in October to go over the revisions made last year, which were never approved or implemented.
- **STAFF MORALE & COMMUNITY OUTREACH (SMCO)** **TAYLOR**
  - The committee met and elected Senator Paul Eitel as chair and Senator Melissa Taylor as vice chair.
  - The committee will meet later this month and send a report.

**OTHER COMMITTEE REPORTS**

- **Ad hoc ADA Compliance** **BISHOP**
  - This report is online.
- **Ad hoc Consensual Relations Policy Review Committee** **BISHOP**
  - This report is online.
- **Ad hoc physical Plant Committee** **BISHOP**
  - This report is online.
- **IBM Global Partnership** **SHUTER**
  - This committee has met one time.
- **VPRI Search Committee** **TENCER**
  - This committee will review applications this month and intends to hire by mid-2020.
- **Revenue Sharing** **TENCER**
  - This committee meets monthly. Many ideas are being considered.

**OLD BUSINESS**

None

**NEW BUSINESS**

None

**ANNOUNCEMENTS**

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The October meeting will be on HSC in the CTR Building.

**ADJOURNMENT**

The meeting was adjourned at 4:10 p.m.

Respectfully submitted,  
Gretchen Henry  
Senate Coordinator