

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**  
**NOVEMBER 11, 2019**

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

**VOTING MEMBERS REGISTERING ATTENDANCE:**

**A&S:** GINGER BROWN, JESSICA KEY, LINDSEY RONAY **ATHLETICS:** BARBARA BISHOP, TIM DILL, ERICA LaMARCHE, BLAK LeBLANC, MEG PEAVY, KIM ROGERS **BUSINESS:** KAYLA E. MILLER **COO:** PAUL EITEL, RHONDA GILLILAND, DONNA HARDESTY, KEVIN LEDFORD, STEVE LINDSEY, MIKE MATERNA, SALLY MOLSBERGER, KIM NOLTEMEYER, SANDY RUSSELL, DAVID SCHLAEGEL, MELISSA SHUTER, JENNIFER STEIER, BILL TAYLOR, DENNIS THOMAS  
**DENTISTRY:** BONNIE DEAN, JONATHAN GRAVES, LAURA MCKINNEY, LISA PANTOJA, NANCY TRABUE **EDUCATION:** SHAVON WAGNER **ENTERPRISE RISK MANAGEMENT:** KATHY BRASHEAR **KENT:** KATHERINE LINZY **LIBRARIES:** SARAH FRANKEL **MEDICINE:** CANDACE ALLEN, KENNETH ALLEN, ANGELA BEVERLY, JASON BEARE, LISA FLOORE, LEONDRA GULLY, JENNIFER HALL, CHRISTINA HOWARD, RUBY KEITH, STEPHANIE KITTLE, KIM LAUN, JARED NEAL, ANGELA REN, ROSS SCHULTZ, DANIYA SHEIKH, TIMOTHY TRAVIS, JAMI VANCE, PATTI WILLIAMS, DAVID YOUNG  
**MUSIC:** DEBBY KALBFLEISCH **NURSING:** VICKIE TENCER **PRESIDENT'S OFFICE:** CARCYLE BARRETT **PROVOST'S OFFICE:** WILL ADAMCHIK, ANDREW GRUBB, JULIE HOHMANN, VIRGINIA HOSONO, LINDA LEAKE, TONY ROBINSON, MICHELLE RODEMS **PUBLIC HEALTH:** RACHEL QUICK **SPEED:** KARI DONAHUE, WENDY METCALF **VP-COMMUNITY ENGAGEMENT:** PATIRCK SMITH **VP-FINANCE:** LYSHANNA CUNNINGHAM **VP-HEALTH AFFAIRS:** DENISE HAND, KRISTIN ROBERTS, LISA WADE **VP-RESEARCH:** KAREN JOHNSON, ANGELA LEWIS-KLEIN **VP-STUDENT AFFAIRS:** GLENN GITTINGS, JOHN SMITH, MELISSA TAYLOR **VP-UNIVERSITY ADVANCEMENT:** ERICA GABBARD

**OTHERS REGISTERING ATTENDANCE**

**UNIVERSITY PRESIDENT:** DR. NEELI BENDAPUDI  
**INTERIM AVP-HR:** MS. MARY ELIZABETH MILES  
**FACULTY SENATE REP:** DR. REG BRUCE  
**SGA REP:** MS. JOENIMA WANI  
**UofL ASSOCIATION OF RETIRED PERSONNEL (ULARP):** MR. MICHAEL BYRNE  
**UofL TODAY:** MR. IRA GREEN

**GUESTS REGISTERING ATTENDANCE**

MR. JOHN KARMAN, MS. LAURA McDANIELS, MS. SHELLEY DUNN, MS. CHRISTINA REED, MR. JAKE BEAMER

**VOTING MEMBERS NOT REGISTERING ATTENDANCE**

**COO:** BOBBI CARLTON, RICK WILLIAMS **DENTISTRY:** JOHN MORGAN **EDUCATION:** HEIDI COOLEY-COOK **HUMAN RESOURCES:** WENDY SMITHSON **LAW:** LEE McWHORTER **MEDICINE:** AMANDA ABLES, MICHELLE BLESSETT, MARTIN BROWN, KENT GARDNER, THEORA HUDSON, SKIP HURLEY, VICTORIA KING, ELLYCE PATTON, TONY SIMMS, JENNIFER STEPHENS, LIHUA ZHANG **PROVOST'S OFFICE:** VALERIE CASEY **SPEED:** HEIDI NEAL **VP-UNIVERSITY ADVANCEMENT:** NAKIA STRICKLAND

**CALL TO ORDER**

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

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

The [minutes of the October 14<sup>th</sup>](#) meeting were unanimously approved.

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**UPDATE: CONSTRUCTION PROJECTS & PARKING IMPACTS – BECKER**

Mr. Gary Becker, Director of University Parking and Transportation Services, discussed the upcoming Belknap Campus construction projects. New Residence Hall 1, which will have approximately 450 traditional-style spaces. It will start in late spring of 2019, with a scheduled completion date of fall 2021. It will be located between Miller Hall and the Student Activities Center, the current location of the visitor parking lot for the SAC. The reserved lot behind the Red Barn will be closed to allow for the parking of construction trailers and to provide construction vehicles access to the site. After that that building is completed, Threlkeld Hall will be razed and New Residence Hall 2 will be built, opening in fall 2022. Finally, Miller Hall will be razed at the end of the 2022 academic year.

**UPDATE: UNIVERSITY PRESIDENT – BENDAPUDI**

President Bendapudi reported on several topics, including:

- **Day of Giving/Cards Come Together** – Because the Mayor’s Day of Giving, held annually in the spring, created scheduling problems with final exams, graduation and Derby, we renamed ours Cards Come Together and moved it to October, during Homecoming Week. Dr. Bendapudi hoped senators were able to participate in this very important initiative.
  - **Raise Some L** – Last year, this campaign raised \$300K. This year, the total was over \$925K.
- **Implementation of Strategic Plan** – Work has begun on implementing the Strategic Plan. In addition to each of the three pillars – Great Place to Learn, Work and Invest, there will be three subcommittees. In addition, two other committees will be added – Grand Challenges and CARDINAL Principles. Dr. Gail DePuy will lead the implementation of the overall plan. The Grand Challenges committee will look at big picture initiatives, across disciplines (example –Aging). The CARDINAL Principles is the code of behavior that all faculty and staff should know.
- **Acquisition of KyOne Facilities** – The acquisition of all Louisville-based KentuckyOne facilities was complete on November 1. If this deal was not made, the impact to vulnerable populations, our students, physicians and the state would have been devastating. More information and explanations on the acquisitions can be found [here](#). As a sign of respect, the name changes for the facilities includes a part of the past. Our Lady of Peace, is now UofL Health – Peace Hospital and Saints Mary & Elizabeth Hospital is UofL Health – Mary & Elizabeth Hospital. Jewish Hospital will become UofL Health – Jewish Campus. More information on the changes are [online](#).

**Questions**

- Question: Constituents are asking about salaries.
  - Reply: In January, everyone will receive a 2% raise and our hope is that after July 2020, we will be in a positions to give annual cost of living increases.
- Question: If we do not get the \$50M loan from the state, is there a Plan B?
  - Reply: No. We don’t want to appear to not need the loan. There is no Plan B.
- Question: Is the city playing a role?
  - Reply: The city is very supportive, but says it doesn’t have the money to participate. If we can improve student retention, we won’t need state money.
- Question: Have we identified why students leave?
  - Reply: We have a committee looking into that. There are many reasons students choose to leave - academic, financial, a sense of belonging and mental health, to give some examples. Please greet a student as you pass them on campus.

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**INFORMATION ITEM: HUMAN RESOURCES - MILES**

Ms. Miles reported on the following:

**Compensation Study** - HR is preparing for a compensation study for staff. The current system recognizes the person and not the position. This has created a lot of inequity over the years. Before diving into the compensation study, departments will be asked for job descriptions for all staff. The plan is to classify each job. The job description is the first step. This is very important to the compensation study and will give a big picture of the benefits offered at UofL.

**Communication** - Ms. Miles said she often hears that HR does not communicate enough with the campus community. Her remedy has been to tell her team to over communicate. To allow HR to be proactive, [HR Talks/HR Listens](#) was developed. Ms. Miles introduced her team – Ms. Laura McDaniels, Ms. Shelley Dunn, and Ms. Christina Reed, who have worked on this initiative since August.

**Winter Break** – This year, the break will be from December 23, 2019 until January 2, 2020. For hourly employees who must work during the break, the University is working on how to compensate them. As a trial this year, hourly employees who must work during the winter break, will be paid a premium or given floating holiday time (to be used 30 days before or 90 days after). A chart explaining this can be found [here](#).

**Questions**

- Question: Can the 30 days before be broken up?
  - Reply: Yes. Timesheets are set up by the hour and it is up to each department to schedule.
- Question: Will the job descriptions be on the HR web site?
  - Reply: Yes, after the compensation study is completed. The revised job descriptions will be reviewed by a third party to determine where we compare to market. There are many steps to this process. HR will communicate each of the steps. The first is to get the job descriptions corrected. Then we will conduct a total benefits study that will put a dollar figure to each benefit. This will give a full picture of each employee's total compensation.
- Question: Will the current pay scales be fixed?
  - Reply: President Bendapudi is just starting on that. We need the market information and compensation philosophy to guide us. Once we have all this information, it will be shared.
- Question: Why are job specs unavailable?
  - Reply: We are not taking anything away from anyone. The current information we have is not reliable. We have people who will sit with you one-on-one to help you get what you need.

**INFORMATION ITEM: BENEFITS DESIGN WORK GROUP – BEARE**

Representing the Staff Senate on the Benefits Design Work Group, Senator Beare presented a list of ideas that was generated by the consultants on how the University may get the best benefits for its money. The list is [online](#). A brief discussion took place on some of the ideas on the list. Some ideas that were found unfavorable were the tobacco and spouse surcharges and the waiting period for new hires.

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**REPORT: SGA REPRESENTATIVE - WANI**

Ms. Wani reported that the SGA collected 1800 pounds of food during the Cards Come Together. During the holiday break, residence halls will be outfitted with printers.

**REPORT: FACULTY SENATE REPRESENTATIVE – BRUCE**

Dr. Reg Bruce reported that the Faculty Senate met on November 6<sup>th</sup> in the Chao Auditorium. The Academic Programs Committee presented three proposals, which were all approved. The next meeting is December 4<sup>th</sup>, also in the Chao Auditorium.

**REPORT: STAFF SENATE CHAIR’S REPORT – SMITH**

Chair Smith reported on several topics, including:

- Chik-Fil-A is now open on HSC
- The \$8M buyout to John Schnatter was paid by Athletics. This led to a discussion of Athletic’s revenue. Comments included the difficulty in watching UofL games on local television. The rights are owned by ESPN and it decides what local providers it will contract with.

[This full report is online.](#)

**REPORT: VICE CHAIR - GRUBB**

Vice Chair Grubb reported that he is the only staff voice on the UofL Athletic Association (ULAA). He also sits on the ULAA Personnel Committee. He is also on the Task Force for Tuition and Fees, and the Provost’s Advising Task Force.

**REPORT: SECRETARY-TREASURER – GILLILAND**

[This report is online.](#)

**STANDING COMMITTEE REPORTS - GRUBB**

- CREDENTIALS & NOMINATIONS (C&N)
  - No report was made. Two vacancies exist on this committee.
- POLICY, ECONOMICS & DEVELOPMENT (PED) – HOSONO
  - [The full report is online.](#)
- SERVICES & FACILITIES (S&F) – GITTINGS
  - [This report is online.](#)
- STAFF GRIEVANCE COMMITTEE (SGC) – BEARE
  - [This report is online.](#)
- STAFF HELP ASSISTANCE RELIEF EFFORTS COMMITTEE (SHARE) - MOLSBERGER
  - [This report is online.](#)
- STAFF MORALE & COMMUNITY OUTREACH (SMCO) – EITEL
  - [This report is online.](#)

**OTHER COMMITTEE REPORTS**

- [Ad hoc ADA/TITLE IX Committee](#) – BISHOP
- [Ad hoc Consensual Relations Policy](#) – BISHOP
- [Ad hoc Physical Plant Committee](#) – BISHOP

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- [EVPRI Search Committee](#) – FRANKEL
- [Faculty Senate Academic Programs Committee](#) – FRANKEL
- [Human Resources Advisory Committee \(HRAC\)](#) - WILLIAMS

**OLD BUSINESS**

None

**NEW BUSINESS**

None

**ANNOUNCEMENTS**

None

**ADJOURNMENT**

The meeting adjourned at 4:45 P.M.

Respectfully submitted,  
Gretchen Henry  
Senate Coordinator