

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
DECEMBER 9, 2019

The Staff Senate of the University of Louisville held its regular meeting on December 9, 2019 in the Chao Auditorium, Ekstrom Library, Chair John Smith, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE:

ARTS & SCIENCES: JESSICA KEY, LINDSEY RONAY **ATHLETICS:** BARBARA BISHOP, TIM DILL, ERICA LaMARCHE, BLAKE LeBLANC, MEG PEAVY **CHIEF OPERATING OFFICER:** BOBBI CARLTON, PAUL EITEL, RHONDA GILLILAND, DONNA HARDESTY, STEVE LINDSEY, MIKE MATERNA, SALLY MOLSBERGER, KIM NOLTEMAYER, DAVID SCHLAEGEL, MELISSA SHUTER, JENNIFER STEIER, BILL TAYLOR, DENNIS THOMAS, RICK WILLIAMS **DENTISTRY:** BONNIE DEAN, JONTHAN GRAVES, JOHN MORGAN, LISA PANTOJA, NANCY TRABUE **EDUCATION:** HEIDI COOLEY-COOK, SAVON WAGNER **ENTERPRISE RISK:** KATHY BRASHEAR **HUMAN RESOURCES:** WENDY SMITHSON **KENT SCHOOL:** KATHERINE LINZY **LAW SCHOOL:** LEE McWHORTER **LIBRARIES:** SARAH FRANKEL **MEDICINE:** KENNETH ALLEN, ANGELA BEVERLY, JASON BEARE, MICHELLE BLESSET, MARTIN BROWN, LISA FLOORE, KENT GARDNER, LEONDRA GULLY, JENNIFER HALL, THEORA HUDSON, SKIP HURLEY, RUBY KEITH, VICTORIA KING, KIM LAUN, JARED NEAL, ANGELA REN, ROSS SCHULTZ, TONY SIMMS, JENNIFER STEPHENS, JAMI VANCE, LINDA WILDE, PATTI WILLILAMS, DAVID YOUNG, LIHUA ZHANG **MUSIC:** DEBBY KALBFLEISCH **PRESIDENT'S OFFICE:** CARCYLE BARRETT **PROVOST'S OFFICE:** WILL ADAMCHIK, VALERIE CASEY, ANDREW GRUBB, JULIE HOHMANN, LINDA LEAKE, TONY ROBINSON, MICHELLE RODEMS **PUBLIC HEALTH:** RACHEL QUICK **SPEED SCHOOL:** WENDY METCALF **VP-COMMUNITY ENGAGEMENT:** PATRICK SMITH **VP-FINANCE:** LYSHANNA CUNNINGHAM **VP-HEALTH AFFAIRS:** KRISTIN ROBERTS, LISA WADE **VP-RESEARCH:** KAREN JOHNSON, ANGELA LEWIS-KLEIN **VP-STUDENT AFFAIRS:** GLENN GITTINGS, JOHN SMITH, MELISSA TAYLOR **VP-UNIVERSITY ADVANCEMENT:** NAKIA STRICKLAND

GUESTS REGISTERING ATTENDANCE:

CHIEF FINANCIAL OFFICER: DAN DURBIN
FACULTY SENATE REPRESENTATIVE: REG BRUCE
UofL TODAY: ALICIA KELSO
OTHERS: SHELLY DUNN, CHRISTINA REED

VOTING MEMBERS NOT REGISTERING ATTENDANCE:

ARTS & SCIENCES: GINGER BROWN **ATHLETICS:** KIM ROGERS **COLLEGE OF BUSINESS:** KAYLA MILLER **HIEF OPERATING OFFICER:** KEVIN LEDFORD, SANDY RUSSELL **DENTISTRY:** LAURA McKINNEY **MEDICINE:** CANDACE ALLEN, CHRISTINA HOWARD, STEPHANIE KITTLE, ELLYCE PATTON, DANIYA SHEIKH, TIMOTHY TRAVIS **NURSING:** VICKIE TENCER **PROVOST'S OFFICE:** VIRGINIA HOSONO **SPEED SCHOOL:** KARI DONAHUE, HEIDI NEAL **VP-HEALTH AFFAIRS:** DENISE HAND **VP-UNIVERSITY ADVANCEMENT:** ERICA GABBARD

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 [November 11th meeting](#) were unanimously approved.

REPORT: BUDGET UPDATE – DURBIN

Mr. Dan Durbin, UofL's Chief Financial Officer, updated the Senate on the University's past, present and future budget. Some of the highlights for fiscal year 2019 included: a total revenue increase by 5%, to \$1.1B; a total expense increase by 3%; an increase in our value to \$23M; and, the financial position remains strong with total assets at \$1.3B. Cash on hand was an issue for SACS and the financial rating agencies, but we continue to make progress and increase our cash situation. All revenue increased, including HSC's. Mr. Durbin said that a corner has

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been turned and we are no longer in a gloom and doom situation. In November, Moody's (a financial ratings agency) lowered our rating. This was due mostly to the acquisition of KentuckyOne, though Moody's is known to be negative on higher education and non-profit healthcare. Standard & Poor's, another financial rating agency, did not lower our rating after the acquisition. The takeaway for fiscal year 2019 is threefold – we improved our financial position and performance, we have a clean audit opinion and we are actively investing in student, staff and programs. Mr. Durbin said many people worked very hard on these efforts and we should all be very proud. He also noted that without the 5% cut, this report would not look so great. Turning to the present, fiscal year 2020, revenue is already up 2% over last year. An unforeseen challenge, was a drop in fall's tuition by \$1.6M from fall 2019. We are taking steps to compensate for this in the spring semester. This issue is controllable by enrollment, but it is a very competitive field. To include more people in the future budgeting process, a new Budget Planning & Monitoring Committee will be developed to advise President Bendapudi and her team. It will advise how allotted funds align with the Strategic Plan's vision. It will be co-chaired by Provost Boehm (academics) and Mr. Durbin (financials) and have about 30 members from deans, the senates, SGA and administrators. There will be three sub-committees - the Funding Request Sub-Committee, the Budget Model sub-committee and the Administrative Unit Budget review Sub-Committee.

Questions

- Question: We have been told that our budget is final. Is that true?
 - Reply: Yes, unless something happens with enrollment.
- Question: How will the University manage the 2% raise and the deferred maintenance issues?
 - Reply: Last year, we presented a 3-year plan to the Board of Trustees for the raises and will make sure they can continue. As for deferred maintenance, the state is requesting funding for it from the legislature, but it a matching-fund request. We are studying our most pressing issues and how to get the matching funds.
- Question: Was the purchase of KentuckyOne a good one for us?
 - Reply: Absolutely. Financially, academically and in every way.
- Question: What about the \$590M loan?
 - Reply: We are meeting with every legislator one-on-one. The pushback has been on the loan's forgiveness.
- Question: Grants and contracts – how do you project those in the future?
 - Reply: It depends on trends. What you see is the cost of the grants. This is another area that SACS, Moody's and S&P look at. Three years ago, we were an institution on the decline. Now, we are very different and grants are up.
- Question: Is HSC losing money in clinical or research?
 - Reply: Clinical.

Mr. Durbin thanked all who helped make 2019 a good year. [The full presentation is online.](#)

RECAP: CARDS COME TOGETHER – COOLEY-COOK

Senator Heidi Cooley-Cook reported on the success of the campus-wide initiative, Cards Come Together. She said there were about 500 participants and most of the feedback has been positive. The Donation Drives –were a big success and garnered 1981 pounds of food for the Cardinal Cupboard that will directly benefit UofL students. [The full presentation is online.](#)

REPORT: BYLAW REVISIONS – BARRETT

The revisions are not ready for a first reading today, but Senator Barrett asked for feedback on the process of using charters. The Bylaws Review Committee created charters for each standing committee. This would make it easier

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to revise or update than going through an entire Bylaws revision. The process would be to work with committee chairs and present to the Executive Committee before presenting to the full Senate.

Questions

- Question: Would each standing committee have a charter? And that would become part of the bylaws?
 - Reply: The Charter would refer to the bylaws.

REPORT: SGA REPRESENTATIVE - BURNS

No report was made.

REPORT: FACULTY SENATE REPRESENTATIVE - BRUCE

The Faculty Senate heard a report from President Bendapudi and the new budget model was presented by Dentistry's Dean Bradley.

REPORT: STAFF SENATE CHAIR'S REPORT – SMITH

There are many committees to serve on and it is getting harder and harder to get staff representatives. Please step up where you can.

[The full report is online.](#)

REPORT: VICE CHAIR – GRUBB

[The full report is online.](#)

REPORT: SECRETARY-TREASURER - GILLILAND

Statements have not been sent out. A report will be made at the February meeting.

STANDING COMMITTEE REPORTS - GRUBB

- CREDENTIALS & NOMINATIONS (C&N) – STEIER
 - C&N approved the following new senators – Amanda Langdon in ANS04 and Sandra Kimberlain in ED03. The motion to seat both passed unanimously. Linda Wilde and Donna Hardesty were seated on C&N. Linda Wilde is vice chair of C&N. A call will be sent out for membership on the Legislative Advisory Committee. [This report is online.](#)

POLICY, ECONOMICS & DEVELOPMENT (PED) – HOSONO

- [This report is online.](#)
- SERVICES & FACILITIES (S&F) – GITTINGS
 - [This report is online.](#)
- STAFF GRIEVANCE COMMITTEE (SGC) – BEARE
 - [This report is online.](#)
- STAFF HELP & RELIEF EFFORTS COMMITTEE (SHARE) – MOLSBERGER
 - No new applications have been submitted. The committee is scheduled to meet tomorrow.
- STAFF MORALE & COMMUNITY OUTREACH (SMCO) – EITEL
 - The committee met on November 21 with Brian Buford and Diane Tobin.

OTHER COMMITTEE REPORTS

- [AD HOC ADA/TITLE IX](#) – BISHOP
 - This report is online.
- [AD HOC CONSENSUAL RELATIONS POLICY REVIEW COMMITTEE](#) – BISHOP
 - This report is online.

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- [AD HOC PHYSICAL PLANT COMMITTEE](#) – BISHOP
- This report is online.
- [BENEFITS DESIGN WORK GROUP](#) – BEARE
 - This report is online.

UNIVERSITY-WIDE COMMITTEE REPORTS

- [ACADEMIC TECHNOLOGY](#) – LINZY
 - This report is online.
- [DINING SERVICE ADVISORY COMMITTEE](#) – STRICKLAND
 - This report is online.
- [NON-ACADEMIC GRIEVANCE COMMITTEE](#) – GABBARD
 - This report is online.
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OTHER COMMITTEES WITH STAFF REPRESENTATION

- HEALTH & WELLNESS – GILLILAND
 - This committee will evaluate RFPs for Health & Wellness.
- COMPENSATION WORK GROUP – GILLILAND
 - This work group discussed transfers, X-pays and reclassifications and reviewed these policies.
- COMMISSION ON DIVERSITY & RACIAL EQUALITY (CODRE) – PEAVY
- BUDGET MODEL WORK GROUP – TENCER
- GENERAL COUNSEL SEARCH
 - Names have been submitted, but no selection has been made.
- STRATEGIC PLAN IMPLEMENTATION COMMITTEE – SMITH
 - This committee met twice and is still organizing the subcommittees and workloads.
- BUDGET MONITORING & PLANNING COMMITTEE
 - Names have been submitted for selection.
- STUDENT WELL-BEING TASK FORCE – TONY SIMMS
 - This committee met twice and developed three subcommittees. Will have more information in February.
- PROVOST SEARCH COMMITTEE – GITTINGS
 - This committee met on December 18, 2019.
- IBM GLOBAL PARTNERSHIP – SHUTER
- SHARED GOVERNANCE COMMITTEE – SMITH
 - The co-chairs of this committee will meet in January.
- AWARDS & DESIGNATIONS COMMITTEE – HOWARD
- BOOKSTORE ADVISORY COMMITTEE – GITTINGS
- COMMUNITY ENGAGEMENT STEERING COMMITTEE – EITEL
- FACULTY SENATE ACADEMIC PROGRAMS COMMITTEE – FRANKEL
 - This committee reviewed many new programs this semester.
- FACULTY SENATE EXECUTIVE COMMITTEE – BROWN
- FACULTY SENATE PLANNING & BUDGET COMMITTEE – HOSONO
- INTELLECTUAL PROPERTY REVIEW COMMITTEE – SCHULTZ
- PARKING ADVISORY COMMITTEE – BRASHEAR
 - This committee met last week.
- PARKING APPEALS COMMITTEE – HURLEY
- STUDENT GOVERNMENT ASSOCIATION – MCKINNEY

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- GRAND CHALLENGES COMMITTEE – YOUNG
 - Senator Young will send out a request for ideas.
- HUMAN RESOURCES ADVISORY COMMITTEE (HRAC) – WILLIAMS
 - Senator Williams sent the monthly report for December.

NEW BUSINESS

Chair Smith said that when names are submitted for various university-wide committees, he does not know who has been selected. He requested that senators let him know if they have been selected for a committee. He also said that Senator Sandy Russell is concerned that with her position as Interim director of Risk Management, she may be perceived as an administrator, though she is not, and this may inhibit staff from filing a grievance. He is working on naming an interim SGO, to remove any misperceptions.

ANNOUNCEMENTS

At the bowl game in Nashville, UofL will host a food drive at two of the entrance gates.

ADJOURNMENT

The meeting adjourned at 4:22 p.m.

Respectfully submitted,
Gretchen Henry
Senate Coordinator