

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
FEBRUARY 10, 2020

The Staff Senate of the University of Louisville held its regular meeting on February 10, 2020 in the Chao Auditorium, Ekstrom Library, Chair John Smith, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE:

ARTS & SCIENCES: GINGER BROWN, JESSICA KEY **ATHLETICS:** BARBARA BISHOP, TIM DILL, BLAKE LeBLANC, MEG PEAVY, KIM ROGERS **CHIEF OPERATING OFFICER:** BOBBI CARLTON, PAUL EITEL, RHONDA GILLILAND, DONNA HARDESTY, KEVIN LEDFORD, STEVE LINDSEY, MIKE MATERNA, SALLY MOLSBERGER, KIM NOLTEMEYER, DAVID SCHLAEGEL, JENNIFER STEIER, DENNIS THOMAS, **COLLEGE OF BUSINESS:** KAYLA MILLER **DENTISTRY:** BONNIE DEAN, JONTHAN GRAVES, JOHN MORGAN, LISA PANTOJA, NANCY TRABUE **EDUCATION:** HEIDI COOLEY-COOK, SAUNDRA KIMBERLAIN **ENTERPRISE RISK:** KATHY BRASHEAR **HUMAN RESOURCES:** WENDY SMITHSON **LAW SCHOOL:** LEE McWHORTER **LIBRARIES:** SARAH FRANKEL **MEDICINE:** CANDACE ALLEN, KENNETH ALLEN, ANGELA BEVERLY, JASON BEARE, MARTIN BROWN, KENT GARDNER, LEONDR A GULLY, JENNIFER HALL, CHRISTINA HOWARD, THEORA HUDSON, SKIP HURLEY, RUBY KEITH, STEPHANIE KITTLE, JARED NEAL, ELLYCE PATTON, ANGELA REN, ROSS SCHULTZ, TONY SIMMS, JAMI VANCE, PATTI WILLILAMS, DAVID YOUNG, LIHUA ZHANG **MUSIC:** DEBBY KALBFLEISCH **PRESIDENT'S OFFICE:** CARCYLE BARRETT **PROVOST'S OFFICE:** WILL ADAMCHIK, ANDREW GRUBB, JULIE HOHMANN, LINDA LEAKE, TONY ROBINSON **SPEED SCHOOL:** KARI DONAHUE, HEIDI NEAL **VP-COMMUNITY ENGAGEMENT:** PATRICK SMITH **VP-HEALTH AFFAIRS:** DENISE HAND, KRISTIN ROBERTS **VP-RESEARCH:** KAREN JOHNSON, ANGELA LEWIS-KLEIN **VP-STUDENT AFFAIRS:** GLENN GITTINGS, JOHN SMITH **VP-UNIVERSITY ADVANCEMENT:** ERICA GABBARD, NAKIA STRICKLAND

GUESTS REGISTERING ATTENDANCE:

DIRECTOR UofL FOUNDATION: MR. KEITH SHERMAN
FACULTY SENATE REP: DR. CHRISTOPHER TILLQUIST
UofL ASSOCIATION OF RETIRED PERSONNEL(ULARP): MR. MICHAEL BYRNE
UofL TODAY: MS. JANET CAPPIELLO

OTHERS REGISTERING ATTENDANCE:

MS. SHARI BARNES, MS. MIMI BELL, MS. LISA HAGAN, MS. CHRISTINA REED

VOTING MEMBERS NOT REGISTERING ATTENDANCE:

ARTS & SCIENCES: AMANDA LANGDON, LINDSEY RONAY **ATHLETICS:** ERICA LaMARCHE **CHIEF OPERATING OFFICER:** SANDY RUSSELL, MELISSA SHUTER, BILL TAYLOR **DENTISTRY:** LAURA McKINNEY **EDUCATION:** SHAVON WAGNER **KENT SCHOOL:** KATHERINE LINZY **MEDICINE:** MICHELLE BLESSET, LISA FLOORE, VICTORIA KING, KIM LAUN, DANIYA SHEIKH, JENNIFER STEPHENS, TIMOTHY TRAVIS, LINDA WILDE **NURSING:** VICKIE TENCER **PROVOST'S OFFICE:** VALERIE CASEY, MICHELLE RODEMS **PUBLIC HEALTH:** RACHEL QUICK **SPEED SCHOOL:** WENDY METCALF **VP-FINANCE:** LYSHANNA CUNNINGHAM **VP-HEALTH AFFAIRS:** LISA WADE **VP-STUDENT AFFAIRS:** MELISSA TAYLOR

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 [December 9, 2019](#) meeting were unanimously approved.

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
FEBRUARY 10, 2020

REPORT: FOUNDATION UPDATE- SHERMAN

Mr. Sherman updated the Staff Senate today on steps that have been taken to improve the Foundation's endowments financial situation since 2016, when he came to UofL. The Foundation and the University of Louisville are two separate entities that operate independently. Raising financial gifts for the University is the responsibility of University Advancement. The role of the Foundation is to receive all those financial gifts and to invest or use them. The University spends its own money first, and then the Foundation sends reimbursements to the University. An endowment is a financial gift of \$25K or more that is put directly into a mutual fund where it can grow over the years. The Foundation has 1650 endowment accounts, totaling about \$637M. As earnings increase, people ask why isn't the endowment or the spend rate increasing, as well? Past administrations manipulated accounts to increase the spend rate to 7.48%, though the earning rate was only 7.1%. In the Billion Dollar Campaign of 2012, all that money that came in, immediately went out and didn't give the accounts time to grow. Then, the state forensic audit resulted in a \$38M write-off. In 2017, endowments were \$60M underwater (worth less than the original investment). In 2020, they have improved to \$20M underwater. The spend rate is set to keep the accounts safe and to last into perpetuity. For the last three to five years, the investment performance of the endowments has been low. A decision was made to change the investment management company, an RFP was sent out and in January 2020 a new firm was hired.

Questions

- Question: Would it help to have a fundraiser with the staff?
 - Reply: Maybe. Not everyone wants to bail out the past administration.
- Question: Who owns all the real estate?
 - Reply: The Foundation and the Real Estate Foundation.
- Question: How much money is tied up in real estate?
 - Reply: About \$20M.
- Question: Do all these measures help philanthropy?
 - Reply: When donors saw more money going out than was coming in, they quit making good on pledges. Now, they have restarted paying on past donations. Gifts are good, but not enough. Some are waiting to see if we are really doing what we say. Donors can log in online and see where their money is going.
- Question: Is the new investment firm more aggressive?
 - Reply: We want a very conservative return of 6%. If an endowment makes a return of 6-7%, it's killing it. Our growth will be steady.
- Question: What's the firm's name?
 - Reply: Prime Buchholz.

The full report is online, [here](#).

REPORT: STAFF SENATE CHAIR'S REPORT - SMITH

Chair Smith reported on several topics, including:

- Board of Trustees – last week the board approved new bylaws for the Athletic Association. It gave the president veto power. This gives institutional control over decisions made in Athletics.
- Shared Governance Work Group – subcommittee invitations have been sent out.
- Provost Search – This is a national search and the search firm is from Dallas.

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
FEBRUARY 10, 2020

- SGO –Senator Will Adamchik has been named as the new SGO, as Sandy Russell has stepped down.

Questions

- Question: Any updates on the LGBTQ situation?
 - Reply: President Bendapudi sent out two emails to address the issue. It's a fine line between free speech and harassment. Not more to say until more information is known.
- Question: Is there an update on the emergency message to immediately evacuate buildings?
 - Reply: Chair Smith said he would talk to DPS and Mark Watkins to find out and update through the list serve.
A discussion took place on the chaos this event created across campuses. Chair Smith said to send questions to him and he will get the answers. At this time, Chair Smith had to leave the meeting and Vice Chair Grubb presided.

The chair's full report is online, [here](#).

REPORT: STAFF SENATE BYLAWS REVISION – BARRETT

Senator Barret read through the changes (in red). It was suggested to change the support person's title from Program Coordinator to Staff Senate Support Person throughout the document.

At this time, someone in the audience contacted UofL Police Chief Lewis to come to the meeting and explain what happened last week regarding the emergency call to evacuate buildings. He explained that a glitch in IT caused a program called Dial Cast to be used to send the erroneous message only over the phone system. This program is no longer used and will be disconnected. The program UofL uses is RAVE and sends emails, texts and phone alerts. Each building has an emergency plan and a person designated to lead it.

When the discussion moved to other topics, Vice Chair Grubb returned the meeting to the Bylaws.

The subject of meeting attendance and location were briefly discussed. Most felt that the current attendance requirement was acceptable. Further suggestions or changes will reset the clock on the three readings.

First reading of the revised [Staff Senate bylaws](#).

REPORT: SGA REPRESENTATIVE - BURNS

No report was made.

REPORT: FACULTY SENATE REPRESENTATIVE - TILLQUIST

Professor Tillquist reported that Faculty Senate is looking into the issue of free speech on campus. He encouraged staff senators to read the university's policy on speech and literature distribution.

REPORT: VICE CHAIR – GRUBB

The full report is online, [here](#).

REPORT: SECRETARY-TREASURER – GILLILAND

This report is online, [here](#).

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
FEBRUARY 10, 2020

STANDING COMMITTEE REPORTS - GRUBB

- [CREDENTIALS & NOMINATIONS](#) (C&N) – STEIER
- [POLICY, ECONOMICS & DEVELOPMENT](#) (PED) – HOSONO
- [SERVICES & FACILITIES](#) (S&F) – GITTINGS
- [STAFF GRIEVANCE COMMITTEE](#) (SGC) – BEARE
- [STAFF HELP & RELIEF EFFORTS COMMITTEE](#) (SHARE) – MOLSBERGER
- STAFF MORALE & COMMUNITY OUTREACH (SMCO) – EITEL

UNIVERSITY-WIDE COMMITTEE REPORTS

- [COMMISSION ON DIVERSITY & RACIAL EQUALITY](#) (CODRE) – HOWARD
- [HUMAN RESOURCES ADVISORY COMMITTEE](#) (HRAC) – WILLIAMS
- [LEGISLATIVE MONITORING & ACTION COMMITTEE](#) (LMAC) – BARRETT

AD HOC COMMITTEE REPORTS

- [ADA/TITLE IX](#) – BISHOP
- [BYLAW REVISION COMMITTEE](#) – BARRETT
- [CONSENSUAL RELATIONS POLICY REVIEW](#) – BISHOP
- [PHYSICAL PLANT COMMITTEE](#) – BISHOP
- [GRAND CHALLENGES](#) - YOUNG

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting was adjourned at 4:30 p.m.

Respectfully submitted,
Gretchen Henry
Senate Coordinator

UNIVERSITY of LOUISVILLE
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FEBRUARY 10, 2020

DRAFT