

UNIVERSITY OF LOUISVILLE
STAFF SENATE MEETING
APRIL 13, 2020

The Staff Senate of the University of Louisville held its regular meeting on April 13, 2020 on the TEAMS platform, Chair John Smith, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE:

A&S: GINGER BROWN, JESSICA KEY, LINDSEY RONAY **ATH:** BARBARA BISHOP, TIM DILL, ERICA LaMARCHE, BLAKE LeBLANC, MEG PEAVY, KIM ROGERS **BUS:** KAYLA MILLER **COO:** BOBBI CARLTON, PAUL EITEL, RHONDA GILLILAND, DONNA HARDESTY, KEVIN LEDFORD, STEVE LINDSEY, MIKE MATERNA, SALLY MOLSBERGER, KIM NOLTEMEYER, DAVID SCHLAEGEL, MELISSA SHUTER, JENNIFER STEIER, BILL TAYLOR, DENNIS THOMAS **DENTISTRY:** BONNIE DEAN, JONATHAN GRAVES, LAURA MCKINNEY, JOHN MORGAN, LISA PANTOJA, NANCY TRABUE **EDUCATION:** HEIDI COOLEY-COOK, SAUNDRA KIMBERLAIN, SHAVON WAGNER **ERM:** KATHY BRASHER **HUMAN RESOURCES:** WENDY SMITHSON **KENT:** KATHERINE LINZY **LAW:** LEE McWHORTER **LIBRARIES:** SARAH FRANKEL **MEDICINE:** KENNETH ALLEN, ANGELA BEVERLY, JASON BEARE, MICHELLE BLESSETT, MARTIN BROWN, LISA FLOORE, KENT GARDNER, LEONDRAL GULLY, JENNIFER HALL, CHRISTINA HOWARD, THEORA HUDSON, SKIP HURLEY, RUBY KEITH, VICTORIA KING, STEPHANIE KITTLE, KIM LAUN, JARED NEAL, ELLYCE PATTON, ANGELA REN, ROSS SCHULTZ, DANIYA SHEIKH, TONY SIMMS, JENNIFER STEPHENS, TIMOTHY TRAVIS, JAMI VANCE, LINDA WILDE, PATTI WILLIAMS, DAVID YOUND, LIHUA ZHANG **MUSIC:** DEBBY KALBFLEISCH **NURSING:** VICKIE TENCER **PRESIDENT'S OFFICE:** CARCYLE BARRETT **PROVOST OFFICE:** WILL ADAMCHIK, VALERIE CASEY, ANDREW GRUBB, JULIE HOHMANN, VIRGINIA HOSONO, LINDA LEAKE, TONY ROBINSON, 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, LISA WADE **VP-RESEARCH:** KAREN JOHNSON, 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
PRESIDENT'S EXECUTIVE ASSISTANT: MS. JESSICA MURNOCK
FACULTY SENATE REPRESENTATIVE: DR. CHRISTOPHER TILLQUIST
UofL TODAY: MS. SARAH LOPEZ
UofL TODAY: MS. ALICIA KELSO

GUESTS REGISTERING ATTENDANCE:

AMANDA CUNNINGHAM, SHARI BARNES, LISA NORMAN, CATHERINE KEIBLER, DONALD BIDDLE, ANNA HINTON, SANDRA KING, CRYSTAL BRADLEY, PAULA HUFFMAN, ERIC NUNN, JOSH RIMMER, CYNTHIA CLEMONS, SCOTT SHELTON, CAROL ZEHNDER, MEGAN CAMPBELL, CHRISTINA REED, JESSIE MORGAN, CHAD WHITE, KAREN KAREM, LAURA SCHROEDER, KATHY HITE, AMANDA LeDUKE, WILL ARMSTRONG, TODD KNEALE, CHERI BINGHAM

CALL TO ORDER

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

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ACTION ITEM: APPROVAL OF THE MINUTES - SMITH

The minutes of the [March meeting](#) were approved as distributed.

UPDATE: COMMUNICATION – SMITH

Chair Smith encouraged senators to continue to communicate with their constituents, now more than ever, as we navigate this new normal. There is a lot of anxiety at this time with the uncertainty of what is to come. There are no guidelines of how to handle something like this pandemic and no idea how long it will last. It is important to stay in touch with constituents, even to just say we're here.

ACTION ITEM: BYLAWS REVISION – THIRD READING – BARRETT

Senator Barret presented the third, and last, reading of the revised bylaws. No material changes have been made since the second reading last month. A last minute suggestion was made to change the attendance policy. As this had been discussed at length in earlier meetings and by the Executive Committee, the general consensus was that the current policy is sufficient. The Executive Committee met and discussed the idea of videoconferencing the meetings and decided that it should be included in the standing rules, and not in the bylaws. The feeling was the bylaws are harder to amend than standing rules. Asked about holding meetings on each campus, Senator Barrett said the bylaws, which are general in nature, mandate that the meetings be consistently held on a regular day and time, without specifying where. A vote was taken after the meeting on Survey Monkey and the revised bylaws were approved. They are available online, [here](#).

UPDATE: SHARE COMMITTEE – MOLSBERGER

Senator Molsberger, Chair of the SHARE Committee, reported on recent committee activity. The committee met last week to discuss a recent anonymous donation of \$37,500 to the SHARE fund. This will be kept separate from the existing funds of \$21K, but will be available, if needed. Because of the pandemic, the guidelines and application will be revised. Committee Vice Chair, Senator Kari Donahue is working on a promotional video. All the information is in the monthly committee report, [here](#).

REPORT: FACULTY SENATE REPRESENTATIVE - TILLQUIST

Dr. Tillquist reported that the Faculty Senate met on April 1 on the TEAM platform. Most of the meeting centered on the proposed pass/fail grading system for this semester and that all courses in summer term will be online.

UPDATE: COVID-19 – BENDAPUDI

President Bendapudi joined the meeting to update the Senate on the COVID-19 situation. Dr. Bendapudi said she is so grateful that we were able to save the hospitals in January. Who could have known the need would be so great just three months later. The President's Council continues to meet and discuss ways to move forward. The decision to hold all summer session courses online is a good one. In about a week, we will have an FAQ with answers. We are going through ideas and suggestions to come up with a plan. Chair Smith said senators would be interested to hear about any personnel actions

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that will be taken. We are looking at the remote work policy and will probably extend it. If any cuts are made, we will try to make it as painless as possible. One recommendation was to start at the top. We are discussing furloughs and not lay-offs, so we can get people back to work. A furlough is a definite amount of time away and then you return to work. This is still under discussion, but we are considering temporary furloughs through July 31. We are working actively with the state to keep paychecks whole and the federal government will add \$600 per week to furloughed paychecks. Healthcare benefits will continue during furloughs.

QUESTIONS

- Question: What about the contribution to retirement plans?
 - Reply: This was an unexpected crisis. To help our liquidity, we had to stop contributions to retirement plans. If enrollment is good and if other good things happen, maybe we can put the money back in, but I do not know yet. I cannot promise we will reinstate it. This saves us about \$3M per month. It helps us manage state cuts.
- Question: What is the timeline for furloughs?
 - Reply: I am not sure now. This is a unit-level decision.
- Question: The rules are different for Indiana residents, as far as state unemployment. Do you know how this will impact those employees?
 - Reply: This is being discussed and will be addressed in the FAQs.
- Question: Will there be guidelines for supervisors making decisions on furloughs?
 - Reply: Decisions will be made in each unit. Guidelines should come down from the dean through the unit.
- Question: How are we on PPE (Protective Personal Equipment)?
 - Reply: The hospitals are OK for now. We have developed a method for sanitizing so the PPE can be reused. We are waiting on a shipment from China that will serve the state.

President Bendapudi had to leave the meeting to join another call. Chair Smith said he or HR could answer many of the questions in the chat box.

REPORT: CHAIR'S REPORT – SMITH

The Chair's report is available online, [here](#).

REPORT: SECRETARY-TREASURER'S REPORT – GILLILAND

The Secretary-Treasurer's report is available online, [here](#).

REPORT: VICE CHAIR'S REPORT – GRUBB

The Vice Chair's report is available online, [here](#).

STANDING COMMITTEE REPORTS - GRUBB

- CREDENTIALS & NOMINATIONS (C&N) – STEIER
 - This report is online, [here](#).
- POLICY, ECONOMICS & DEVELOPMENT (PED) – HOSONO
 - This report is online, [here](#).

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- SERVICES & FACILITIES (S&F) – GITTINGS
 - This report is online, [here](#).
- STAFF GRIEVANCE COMMITTEE (SGC) – BEARE
 - This report is online, [here](#).
- STAFF HELP & RELIEF EFFORTS COMMITTEE (SHARE) – MOLSBERGER
 - This report is online, [here](#).
- STAFF MORALE & COMMUNITY OUTREACH (SMCO) – EITEL
 - This report is online, [here](#).

OTHER COMMITTEE REPORTS

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

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

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

Respectfully submitted,
Gretchen Henry
Senate Coordinator