

# UNIVERSITY OF LOUISVILLE

## STAFF SENATE MEETING

MAY 12, 2020

The Staff Senate of the University of Louisville held its regular meeting on May 12, 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 PROESIDENT: DR. BETH BOEHM  
PRESIDENT'S CHIEF OF STAFF: MR. MICHAEL WADE SMITH  
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:**

LIREN LU, SHARON O'BRYAN, KAREN KAREM, RYANN GILMORE, SAVANNAH NEACE. AMANDA DETHERAGE, JACQUELINE FADEL, AMANDA LASNIK, TERRI MORGAN, MARY BETH WILLIAMS, KIMBERLY WHITEHEAD, AMANDA LeDUKE, KELLY JOHNSON, JESSIE ROTH, MARY THORPE, DELINDA BUIE, LISA GUNTERMAN, KIMBERLY HOSBURGH, TAMEKKA CORNELIUS, MARIA MAYSHACK, CAROL ZEHNDER, REA DIEHLMAN, MARC ELLIS, KHOTSO LIBE, LISA COX, ALLISON COLVIN, TAMARA RUSSELL, KIRSTEN ARMSTRONG, MANAHIL KHAN, JOY HART, BETHANY POSTON, MELISSA BENNINGFIELD, TALEIA WILLIS, LISA NORMAN, REBECCA LEDFORD, SHERRY McCROSKEY, MEGAN CLIFTON. KATIE GIBSON, KAROLINE GARDNER, JASON SEITZ, AUNDRIA RADMACHER, CARY CHERNOV, WANDA WOLCOTT, ROBERTA DEVERS, MICHELLE HENDERSON, ANITA GEARY, DWAIN PRUITT, CYNTHIA HOUCHEM, CHRISTINA REED, PATTY GRIMES, WENDY MARTIN, BRENT RUMMAGE, STACIE NIELSEN, MARIAN VASSER, WILL ARMSTRONG

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### CALL TO ORDER

SMITH

### UPDATE: COVID-19

BOEHM/SMITH

President Bendapudi was in meetings all day and was unable to attend today. Mr. Michael Wade Smith, the president's chief of staff, and Provost Boehm updated the Senate on the plans for fall. Dr. Boehm reported that several weeks ago, Dr. Kevin Gardner, Dr. Phil Bressoud and she began discussing what would be needed for a safe return to campus. The group expanded to include Mike Mardis, Beth Willey, Jim Begany, Jenny Sawyer, Mark Watkins, Rehan Khan and Sabrina Collins. This became the Scenario Planning Committee, from which the subgroups were formed. The Academic Group, led by the provost and Beth Willey, has met three times and asked deans to nominate a faculty member to form a committee in each unit. These unit committees will create parallel plans to feed up the line to the main Scenario Planning Committee. This is a real shared governance initiative. The second group is the Testing, Tracing and Campus Health group, headed up by Kevin Gardner and Phil Bressoud. The third group, Operations and Facilities is led by Mark Watkins. The Student Life Committee is headed by Michael Mardis and the Enrollment and Admissions Committee is led by Jim Begany and Jenny Sawyer. All the groups are meeting and working on plans for fall. She can address questions for the Academic Committee.

### QUESTIONS

- Question: Some employees were informed of furloughs in inappropriate ways - in a TEAMS meeting and in an HR email. How were supervisors told to inform employees.
  - Reply (Michael Wade Smith): HR instructed senior leaders, deans, VPs and vice provosts to work with units and individuals. Personally was ideal, but not required. Notifications came through an HR email, but those people should have heard from their supervisor. It is not appropriate to be told in a public TEAMS meeting.
  - Reply (Provost Boehm): If a small group of people being furloughed, they may have met on a TEAMS meeting.
- Question: Is there a group looking at the number of minority individuals being furloughed?
  - Reply (Michael Wade Smith): HR is still putting together the report on furloughs. The intent was to solve the budget emergency we faced in this fiscal year, while trying to protect the most vulnerable employees, based on salary level. And because we know there is less diversity at the lower pay levels, we can assume there will be a greater number of furloughs in that group. As we have said, those employees making less than \$58K have an opportunity to recoup more money from the federal CARES Act and state unemployment insurance. It is not a perfect solution. There will still be some employees who will be negatively impacted, but we are working with the Board of Trustees and other donors to make sure the SHARE fund is properly funded so we can intervene where necessary.
- Question: It was announced that remote work would go until the end of May. Is June 1 still the target date for employees to return to campus?
  - Reply (Michael Wade Smith): At the senior leadership meeting yesterday, it was decided to not return to campus on June 1. The governor released a plan for phased reopening of the state. UofL will have a phased reopening over the next few months. Most work

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will be remoter for the next few months. We need to make sure we have everything ready for the return – masks, sanitizer, etc. And to be ready for those who return sooner than others.

- Question: If a staff member is concerned about returning, which committee should they contact?
  - Reply (Provost Boehm): It depends on where they work. If they work under Mark Watkins in Facilities or Operations, direct concerns there. The Academic Committee has a subgroup looking at employees who are concerned with returning, though the focus is primarily on faculty and staff who serve in academic roles (advisors). Andrew Grubb is on this committee and you can contact him. If you work in an area in Student Life, direct your concerns there. If you're unsure, contact the Academic Committee.
- Question: What is the timeframe for the return phases?
  - Reply (Provost Boehm): Unless deans decide for certain reasons, remote work will last until the end of June, for those who are able. We really don't have any definite answers because we don't know how this virus will behave.
- Question: Are there plans for a reoccurrence of the virus?
  - Reply (Michael Wade Smith): We have said this, we will do the same as we have done this time.
  - Reply (Provost Boehm): Scenario planning means you have different plans for possible scenarios.
- Question: If fall enrollment is down and state funding is down, how will the university stay solvent and will the burden be shared by the various constituent groups?
  - Reply (Michael Wade Smith): If both are down, that's bad. Now, fall enrollment is up. National data shows that students definitely want to be on campus. Our students are choosing to be residential. We will have to take additional steps if the state funds decline. We want to bring everyone back in the safest environment for all.
  - Reply (Provost Boehm): A letter is coming from Kevin Gardner and me.
- Question: What about testing?
  - Reply (Michael Wade Smith): The Campus Health committee is looking into that. Research on HSC is testing waste water from student housing to see if any virus could be there. Because of our research capabilities, we are looking into making antibody, waste water and diagnostic testing available to UofL employees. We have a head start in fighting this virus because of the research we do. We are following all the governor's recommendations.
- Question: Have we heard anymore from the state on the Jewish Hospital deal?
  - Reply (Michael Wade Smith): We received the \$35M in partially-forgivable loans a couple of weeks ago. Louisville would be in a much different place if the deal didn't go through.
- Question: What about people who do not observe safety measures?
  - Reply (Provost Boehm): We are considering those issues. We are tweaking the student code of conduct to include campus safety rules. We are exploring those situations.
- Question: Who will bear the cost of PPE? Central? Unit?

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- Reply (Michael Wade Smith): Yes, and add personal. We are looking into buying in bulk, but there will be a personal aspect, as well. You should take personal responsibility to clean your own things to your level of satisfaction.
- Question: Is anyone going to monitor HVAC systems and air circulation in the buildings?
  - Reply (Provost Boehm): Yes, Mark Watkins will handle that.
- Question: Is anyone monitoring JCPS?
  - Reply (Michael Wade Smith): Yes, we are in regular contact.
- Question: Are we exploring the economic impact of this?
  - Reply (Provost Boehm): Yes, higher education will be different from here on out. We are taking steps to improve our online courses and target marketing to adult learners and those who want to return to complete their degree. We are also working on tuition for online courses.
- Question: Has there been any talk of litigation for tuition refunds?
  - Reply (Provost Boehm): No, because students received credit for the courses they took this semester. We partially refunded for housing and meal plans.

### UPDATE: ANONYMOUS FEEDBACK

### GRUBB

Vice Chair Andrew Grubb reported that most questions that he had received had been answered by Provost Boehm and Mr. Michael Wade Smith. He reminded senators that there are three ways to submit anonymous questions – Mentimeter can be used during Senate meetings, the link on the web site leads to anonymous submission via Survey Monkey, and then questions can come from constituents through their senators.

### UPDATE: SHARE COMMITTEE

### MOLSBERGER

Senator Molsberger, Chair of the SHARE Committee reported that there were only two requests so far in May. The committee has revised its guidelines in light of the COVID-19 pandemic and the anticipation of a greater number of applications. The process used to include making payments for awardees, but now, an RFD (Request for Disbursement) will deposit funds directly into applicants' bank accounts. This is much more efficient. The SHARE awards are gifts and do not impact the applicants' taxes.

### REPORT: STAFF SENATE CHAIR

### SMITH

Chair Smith shared that nineteen staff in Athletics did not have their contracts renewed after June. In a Board of Trustees meeting, Tom Miller (UofL Hospital) reported that the hospital was going to be hiring. Chair Smith told him about the staff in Athletics and Mr. Miller said he would give them preference in hiring. The Chair's full report is online, [here](#).

### REPORT: STAFF SENATE VICE CHAIR

### GRUBB

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

### REPORT: SECRETARY-TREASURER

### GILLILAND

No report was made this month.

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### REPORT: FACULTY SENATE REPRESENTATIVE

No report was made this month.

TILLQUIST

### REPORT: STUDENT GOVERNMENT REPRESENTATIVE

No report was made this month.

RANSELL

### COMMITTEE REPORTS

- [CREDENTIALS & NOMINATIONS \(C&N\)](#)
- [POLICIES & ECONOMIC DEVELOPMENT \(PED\)](#)
- [SERVICES & FACILITIES \(S&F\)](#)
- [STAFF GRIEVANCE COMMITTEE \(SGC\)](#)
- [STAFF HELP & RELIEF EFFORTS \(SHARE\)](#)
- [STAFF MORALE & COMMUNITY OUTREACH \(SMCO\)](#)

STEIER  
HOSONO  
GITTINGS  
BEARE  
MOLSBERGER  
TAYLOR

### OTHER COMMITTEE REPORTS

- [Ad hoc ADA/TITLE IX](#)
- [Ad hoc CONSENSUAL RELATIONS POLICY REVIEW](#)
- [HUMAN RESOURCES ADVISORY COMMITTEE \(HRAC\)](#)

BISHOP  
BISHOP  
WILLIAMS

### OLD BUSINESS

None

### NEW BUSINESS

None

### ANNOUNCEMENTS

None

### ADJOURNMENT

The meeting adjourned at 4:30 p.m.