

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**

JUNE 9, 2020

The Staff Senate of the University of Louisville held its regular meeting on June 9, 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, 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, LEONDR A GULLY, JENNIFER HALL, CHRISTINA HOWARD, THEORA HUDSON, RUBY KEITH, VICTORIA KING, STEPHANIE KITTLE, KIM LAUN, JARED NEAL, ELLYCE PATTON, ANGELA REN, ROSS SCHULTZ, DANIYA SHEIKH, TONY SIMMS, JENNIFER STEPHENS, TIMOTHY TRAVIS, LINDA WILDE, PATTI WILLIAMS, DAVID YOUNG **NURSING:** VICKIE TENCER **PRESIDENT'S OFFICE:** CARCYLE BARRETT **PROVOST OFFICE:** WILL ADAMCHIK, VALERIE CASEY, ANDREW GRUBB, JULIE HOHMANN, VIRGINIA HOSONO, LINDA LEAKE, MICHELLE RODEMS **PUBLIC HEALTH:** RACHEL QUICK **SPEED SCHOOL:** KARI DONAHUE **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  
**INTERIM AVP HUMAN RESOURCES:** MS. MARY ELIZABETH MILES  
**PRESIDENT'S CHIEF OF STAFF:** MR. MICHAEL WADE SMITH  
**TOTAL REWARDS DIRECTOR:** TODD KNKEALE  
**FACULTY SENATE CHAIR:** DR. KRISTA WALLACE-BOAZ  
**FACULTY SENATE REPRESENTATIVE:** DR. CHRISTOPHER TILLQUIST  
**STUDENT GOVERNMENT REPRESENTATIVE:** MS. HENNY RANSDALL  
**UofL TODAY:** MS. SARAH LOPEZ

**GUESTS REGISTERING ATTENDANCE:**

DEBRA WILLIAMS, CARLA HILSE, STACY BLACK, TERRI MORGAN, MIMI BELL, KIMBERLY WHITT, COLLEEN EUBANK, SHARI BARNES, VICKI DAHILL, KATHERINE MARKUSON, SHELLEY DUNN, TAMMI THOMAS, DONNA ERNST, LAURA SCHROEDER, CAROL ZEHNDER, CHAD WHITE, JESSIE ROTH, KRISTINA DOAN, CARY CHERNOV, REBECCA LEDFORD, CRYSTAL BRADLEY, MICHAEL BRILL, AMY PURCELL, CAROLYN DOWD, JACQUELINE GUTTERMAN, TALEIA WILLIS, YOLANDA DEMAREE, SCOTT SHELTON, SHERRI PAWSON, LUCY OVERSTREET, DELINDA BUIE, LISA COX, AMADAN LeDUKE, KATHY HITE, RACHEL HODGE, CYNTHIA HOUCHEMS, MANI VANGALUR, ROBERTA DEVERS, MICHELLE HENDERSON

**VOTING MEMBERS NOT REGISTERING ATTENDANCE:**

**MEDICINE:** SKIP HURLEY JAMI VANCE **MUSIC:** DEBBY KALBFLEISCH **PROVOST:** TONY ROBINSON

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**  
JUNE 9, 2020

**CALL TO ORDER**

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

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

The minutes will be approved next month.

**UPDATE: COVID-19 – BENDAPUDI**

President Bendapudi reported that she had received a letter from the Black Student Union (BSU) with two requests. They asked that the Overseers Honors House name be changed and that the University cut all ties with Louisville Metro Police Department (LMPD). The name change was made immediately. New signage is in the works and the Board of Trustees will meet next week and approve the new name of President's Council. To cut ties with LMPD will not make us safer. We are not an enclosed campus. The lines between our campus and the city are blurred. On HSC you cannot tell where our streets end and the city's begin. To be clear, we do not have a formal agreement with LMPD. We rely on LMPD downtown. When the lines overlap, they assist us. On our campus, only ULPD are on patrol. The BSU asked if our police, ULPD, could get new uniforms. That is a good idea, but we have no funds for that. So, Chief Lewis said to look for the Minerva patch. We are very lucky to have Chief Lewis with us. After much discussion, we will now require any officers hired for any events on our campus to go through ULPD and not Athletics. Also, all non-ULPD officers hired for these events will have to undergo training developed by Chief Lewis. This training will include de-escalation, cultural competency and implicit bias. Questions

- Question: Will the LMPD officers who serve in UofL Hospital also be held to the Cardinal Principles?
  - Reply: Absolutely. Tom Miller is making the same commitment. I spoke with Dr. Aaron Thompson, the CPE president and shared that we want to use this moment, as university and college presidents, to say it is time for the state to be thinking about the training that we provide to all police. UofL can be an influence because he house the Southern Police Institute on our campus.
- Question: Could the same be applied to officers on our affiliated housing properties?
  - Reply: Good question. I don't know what we do now, but could require all vendors and partners to do some training with us. We could say if you want to do business with us, this is what you have to do. It's a good idea. Let's look at how to make it happen, if possible.
- Question: What is happening with the strike set for tomorrow? Are we allowed to voice our opinions on Black Lives Matter on social media?
  - Reply (Bendapudi): I don't know anything about a strike.
  - Reply (Michael Wade Smith): There is no social media policy, but it should not interfere with your UofL work. The Office of Communications & Marketing sends the all official university communications.
  - Reply (Miles): We look at social media issues on a case-by-case basis, as we have no policies.

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**  
JUNE 9, 2020

**REPORT: HUMAN RESOURCES – MILES**

Ms. Miles, the Interim VP for Human Resources, reported that she and Chair Smith speak regularly and he frequently, especially with the furloughs and unemployment issues. At the beginning of the furloughs, we made a decision to file for our employees. We had never done this before and we have learned a lot. The state's unemployment office is the busiest it's ever been. Their computer system is over two decades old. In the midst of all this, there was a change in their leadership. We have heard that filing for our employees was better than having them all file individually. We write to the unemployment office every day, sometimes more than once. The HR team is working every day, that is seven days a week, to get these problems addressed.

Questions

- Question: We have a remote worker who is falling short of their duties. Can we request they come into the office to be more closely monitored?
  - Reply: I prefer to address that offline. I can't give a blanket answer without all the facts. Please reach out to me.
- Question: What is the number of staff furloughed and how many from Belknap and HSC?
  - Reply: I have no info from which campus, but the total number is about 1000.
- Question: If a furlough ends on June 30, would they be notified?
  - Reply: If they are on furlough, they would already know when to return.
- Question: If employee is doing well remotely, will the option to continue be available?
  - Reply: We are looking at several things. If classes in the fall are on campus – what jobs need to be on campus? We will have to weigh the issues brought on by COVID-19 – health, childcare, etc. We will make the best decisions for all involved and will take into account staff with compromised health.

**REPORT: STATEMENT OF SUPPORT - SMITH**

We are seeking input before we develop a statement. We are interested in a plan of action and not just a statement, The EC meets in two weeks. Please send suggestions to the officers or EC members. Dr. J.P. Mohsen, CODRE Chair, joined the conversation and said that CODRE insists on working with the Staff Senate and he will send a letter to the Chair.

**DISCUSSION: ELECTIONS – LEWIS-KLEIN**

The officers asked the EC to create a plan for the annual elections. At the EC meeting on May 28<sup>th</sup>, a discussion took place on how to proceed. Several ideas were discussed and the committee concluded that with so many changes this year, to not change anything. Therefore, all officers and committees will remain as is until next spring's election. Those not wishing to continue on a committee may resign and their seat will be filled. So, all 2020 seats change to 2021 and all 2021 seats change to 2022. Senator Lewis-Klein then read the recommendation. A vote will be taken after the meeting on Survey Monkey.

**REPORT: FACULTY SENATE REPRESENTATIVE - TILLQUIST**

The Faculty Senate met and the main item of discussion was the return to campus in August.

**REPORT: SGA REPRESENTATIVE - RANSELL**

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**

JUNE 9, 2020

There is a student forum today and President Bendapudi and ULPD Chief Lewis will address student concerns. The SGA is supporting the BSU. Also, the results of a student survey on returning in the fall will be available soon.

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

Chair Smith share some information on the budget. There were three slides – Impacts on Budget, Potential Financial Risk and Potential Mitigation Examples. These are only points for discussion.

**Questions**

- Question: Will furloughs be extended?
  - Reply: Can't say yes or no, at this point.
- Question: Will the retirement payments be returned?
  - Reply: There will be a partial return of 2.5%.
- Question: Will employees return from furlough on July 1?
  - Reply: I will ask Mary Elizabeth Miles.
- Question: When will we return to campus?
  - Reply: We are working on that now.
- Question: What do we tell someone going on furlough?
  - Reply: They will hear from HR and their supervisor.
- Question: What was the \$41M in other measures in the budget?
  - Reply: I will ask Dan Durbin.
- Comment: Furloughs are an option because units were mandated to set aside 5% of their budget and not touch it. Furloughs help units reach that 5%.
- Comment: The federal funds are what is keeping people whole. If that funding ends July 31, furloughs should, too.
- Comment: Our EC and the Faculty Senate XC are forming a COVID-19 Advisory Group. The first meeting is tomorrow.
- Question: Will there be parking increases this year?
  - Reply (Mark Watkins): We are still looking at permit prices for the fall. I'm not sure if there will be an increase or not. Options were sent out. If you returned your permit, refunds were made.

[The full report is online.](#)

**REPORT: VICE CHAIR - GRUBB**

[The full report is online.](#)

**REPORT: SECRETARY-TREASURER – GILLILAND**

[The full report is online.](#)

**STANDING COMMITTEE REPORTS - GRUBB**

- **CREDENTIALS & NOMINATIONS (C&N) – STEIER**
  - C&N is working to fill the vacancies on S&F and SMCO. [The full report is online.](#)
- **POLICY, ECONOMICS & DEVELOPMENT (PED) – HOSONO**

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**

JUNE 9, 2020

- This committee has been working with HR on the Telecommuting Policy. It will meet this week to try to finalize it. [The full report is online.](#)
- **SERVICES & FACILITIES (S&F) – GITTINGS**
  - The committee met last week and the [full report is online.](#)
- **STAFF GRIEVANCE COMMITTEE (SGC) – BEARE**
  - One grievance has been filed. The committee is being chaired by Vice Chair Senator Barbara Bishop while Chair Jason Beare is on furlough. The committee was surprised to get a grievance while so many staff are working remotely. The committee wrote a letter (included in the report) to university leadership regarding disciplinary actions taken on staff at this time. Staff Grievance Officer, Senator Will Adamchik added that a few people have reached out to him, but he expects an influx of activity when we return to campus. The annual end of the year meeting was held yesterday. The committee gathered five years of grievance data, included in the report. [The full report is online.](#)
- **STAFF HELP & RELIEF EFFORTS COMMITTEE (SHARE) - MOLSBERGER**
  - Since March, the committee has awarded \$8518.33. The new logo is included in the report. [The full report is online.](#)
- **STAFF MORALE & COMMUNITY OUTREACH (SMCO) – TAYLOR**
  - The committee elected Senator Melissa Taylor as chair and Senator Jessica Key as vice chair. The vacancy on the committee should be filled soon. [The full report is online.](#)

**OTHER COMMITTEE REPORTS**

- **AMERICANS WITH DISABILITIES ACT REVIEW (ADA) -- BISHOP**
  - [This report is online](#)
- **CONSENSUAL SEXUAL RELATIONS POLICY (CSR) — BISHOP**
  - [This report is online.](#)
- **FACULTY SENATE ACADEMIC PROGRAMS – FRANKEL**
  - [This report is online.](#)
- **HUMAN RESOURCES ADVISORY COMMITTEE (HRAC) – WILLIAMS**
  - [This report is online.](#)
- **TITLE IX REVIEW - BISHOP**
  - [This report is online.](#)

**OLD BUSINESS**

None

**NEW BUSINESS**

None

**ANNOUNCEMENTS**

None

**ADJOURNMENT**

The meeting was adjourned at 4:35 p.m.

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**  
JUNE 9, 2020

Respectfully submitted,  
Gretchen Henry  
Senate Coordinator