

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
October 13, 2020

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

VOTING MEMBERS REGISTERING ATTENDANCE

A&S: GINGER BROWN, JESSICA KEY, KORINNE QUIRE, LINDSEY RONAY **ATHLETICS:** BARBARA BISHOP, KELLY CONKLIN, TIM DILL, ERICA LaMARCHE, BLAKE LeBLANC, KIM ROGERS **BUSINESS:** KAYLA MILLER **COO:** BOBBI CARLTON, PAUL EITEL, RHONDA GILLILAND, DONNA HARDESTY, JOHN HUGHES, KEVIN LEDFORD, STEVE LINDSEY, MIKE MATERNA, KIM NOLTEMAYER, 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 BRASHEAR **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, MELISSA GARRETT, LEONDRA GULLY, JENNIFER HALL, THEORA HUDSON, SKIP HURLEY, RUBY KEITH, VICTORIA KING, STEPHANIE KITTLE, KIM LAUN, JARED NEAL, ELLYCE PATTON, ANGELA REN, ROSS SCHULTZ, TONY SIMMS, JENNIFER STEPHENS, TIMOTHY TRAVIS, JAMI VANCE ANDREW WEINBERGER, LINDA WILDE, PATTI WILLIAMS, DAVID YOUNG, LIHUA ZHANG **MUSIC:** DEBORAH KALBFLEISCH **NURSING:** VICKIE TENCER **PRESIDENT'S OFFICE:** CARCYLE BARRETT **PROVOST OFFICE:** WILL ADAMCHIK, SHABEER AMIRALI, VALERIE CASEY, ANDREW GRUBB, VIRGINIA HOSONO, LINDA LEAKE, TONY ROBINSON, MARK WOOLWINE **PUBLIC HEALTH:** RACHEL QUICK **SPEED SCHOOL:** KARI DONAHUE, KYLE HURWITZ, MANI VANGALUR **VP-COMMUNITY ENGAGEMENT:** PATRICK SMITH **VP-FINANCE:** LYSHANNA CUNNINGHAM **VP-HEALTH AFFAIRS:** DENISE HAND, KRISTIN ROBERTS, LISA WADE **VP-RESEARCH:** JODY CARROLL, ANGELA LEWIS-KLEIN **VP-STUDENT AFFAIRS:** GLENN GITTINGS, JOHN SMITH, MELISSA TAYLOR **VP-UNIVERSITY ADVANCEMENT:** ERICA GABBARD, NAKIA STRICKLAND

GUESTS REGISTERING ATTENDANCE

SENIOR VICE RPESIDENT FOR DIVERSITY & EQUITY: DR. FAYE JONES
DIRECTOR TOTAL REWARDS: MR. TODD KNEALE
VICE PRESIDENT HUMAN RESOURCES: MS. MARY ELIZABETH MILES
ASSISTANT DIRECTOR TOTAL REWARDS: MS. MIMI BELL
FACULTY SENATE REPRESENTATIVE: DR. CHRISTOPHER TILLQUIST
STUDENT GOVERNMENT REPRESENTATIVE: MS. HENNY RANSDALL

OTHERS REGISTERING ATTENDANCE

SHARI BARNES, KRISTINA DOAN, DONNA ERNST, KAREN KAREM, TERRI MORGAN, ERIC NUNN, CHRISTINA REED, BRENT RUMMAGE, MELISSA SCHRECK, MICHAEL WADE SMITH, ANGELA SPARKS, TAMMI THOMAS, CAROL ZEHNDER,

CALL TO ORDER

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

At this time, Chair Smith welcomed Senator Steve Lindsey back after a week in the hospital. He also welcomed the twelve new senators to their first Senate meeting.

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ACTION ITEM: APPROVAL OF THE MINUTES - SMITH

The [minutes of the September meeting](#) were unanimously approved.

REPORT: ANTI-RACISM AD HOC COMMITTEE - GRUBB/GULLY

Chair Smith gave a brief background on this ad hoc committee. Last month the Senate convened the ad hoc Anti-racism Committee to look at the university's Anti-racism agenda and find ways for the Senate to actively participate. A one month deadline was met and here to give the report is Senator Leondra Gully and Vice Chair Andrew Grubb. Senator Gully thanked the Senate for the opportunity to [resent today. She also thanked the committee members who made it possible to get so much done in such a short amount of time. Committee members are Jason Beare, Crystal Bradley, Rachel Quick, Lindsey Ronay, Patrick Smith, Jennifer Stephens, Linda Wilde, and co-chairs Leondra Gully and Andrew Grubb. The ten recommendations are:

1. Establish an anti-racism tool kit that can be used by staff senators to support dialogues about racism and racial justice.
2. Collaborate with the Center for Employee Resources to create and implement dialogue circles.
3. Create and implement a CARA Series aimed at building senators' capacity to understand structural and systemic racism and to learn strategies to address racism as individuals and collectively.
4. Encourage constituents to attend Staff Senate meetings and invite constituents to bi-monthly anti-racism trainings sponsored by the Staff Senate.
5. Assess the climate of the Staff Senate body in a fashion similar to the annual Campus Climate survey.

Vice Chair Andrew Grubb reported on the five remaining recommendations.

6. Enhance existing communications within the Staff Senate and with constituents to increase awareness of racism and anti-racism efforts.
7. Explore the possibility of soliciting and using demographic information from senators and applicants in order to promote diverse representation in the senate.
8. All Staff Senate standing committees should add diversity and inclusion-related goals to their committee charter.
9. Create a standing committee related to anti-racism and diversity.
10. Proactively pursue partnerships to combat racism and to encourage diversity and inclusion with the Faculty Senate, Student Government Association, the Commission on the Status of Women (COSW) and the Commission on Diversity and Racial Equality (CODRE).

Chair Smith congratulated the ad hoc committee members for doing the work so quickly. He was particularly encouraged with the potential impact on the current standing committees and the transition of this ad hoc to a regular standing committee.

- QUESTION: How would #8 apply to the SHARE Committee, when all of its applications are anonymous and/or confidential?
 - REPLY: Not sure. It may not be a fit for that committee.

[The full report is online.](#)

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INFORMATION ITEM: ANTI-RACISM OBSERVATIONS – JONES

Dr. Faye Jones, Senior Associate Vice President for Diversity and Equity was in attendance today and thanked Chair Smith for inviting her to speak. As she prepared her remarks for today, she noted that most of what she was going to say was the same as the ad hoc committee just reported, which she thought shows alignment in promoting the anti-racism agenda. Dr. Jones was excited to know that the Staff Senate plans on making the ad hoc Anti-Racism Committee one of its standing committees and will include anti-racism as part of the charge for each. She encouraged increased communication between groups to avoid duplication of effort and to broaden the reach of the anti-racism agenda. When setting goals, it is a good idea to prioritize them and set a timeline. What can be done immediately and what will take longer? Dr. Jones said that every unit in every school at UofL has a diversity plan and encouraged senators to get involved with their units. Dr. Jones said that the draft CARA Report is now going through the approval and revision process.

- QUESTION: How can we increase diversity on the Senate?
 - REPLY: The way to increase diversity is to increase the pool.

At this time Chair Smith asked Parliamentarian Senator Carcyle Barrett to determine the process for transitioning an ad hoc committee to a standing committee.

INFORMATION ITEM: OPEN ENROLLMENT – KNEALE/BELL

Mr. Todd Kneale and Ms. Mimi Bell updated the Senate on the upcoming open enrollment period and changes to benefits.

Open Enrollment - Open enrollment runs from October 21 to November 4th and all the information is on the Human Resources [web site](#). The good news for 2021 is that changes are minimal.

Increases covered by UofL - The medical coverage will increase about 8.5% this year, but the university is covering that increase and not passing it to employees. So, for employees remaining in the same plan in the same tier as last year, there will be no increases. That is a big win considering this year and the health threats we all face.

Copays - Copays in the PPO plan will see an increase of five dollars for a primary care physician visit and for a specialist visit.

PCA Rollover- The rollover for a PCA account will be reduced from three times the amount to one time the amount. The PCA reduction keeps us in line with the market.

Prescriptions – Generics and maintenance medicines by mail-order will have a zero copay. Special medications will be reduced to a 30 day supply instead of the 90 day supply. This is because there is a lot of waste when a prescription is changed before the 90 days are up.

Get Healthy Now – The GHN program will continue with the \$40 monthly reduction. Here is a [link to that web site](#).

Dental Benefits – We have two plans – Basic and Enhanced. In 2021, the basic covers cleanings and cavities and the Enhanced covers orthodontia. In 2020, orthodontia was covered by the Basic plan. If you are in the middle of orthodontia and choose the Basic plan for 2021, we will honor that until the lifetime maximum amount is reached. We will reach out to those employees. The premiums for the Basic plan will see about a 9% reduction and the premiums for the Enhanced plan will see about an 8% increase. The Dental Benefits can be found [here](#).

Vision – There are no plan changes for 2021. Premiums will increase slightly, depending on which tier you are in. Information on the vision benefits are online, [here](#).

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- **QUESTION:** Regarding the 90 prescription, will this continue for someone on lifelong medications?
 - **REPLY:** If it is a specialty drug, no, they will get the 30 day supply.
- **QUESTION:** What is the rationale for changing the PCA carryover?
 - **REPLY:** There are two reasons – this puts us in line with the market. Very few companies allow carryover. Secondly, unlike an HCA, this is not your money and you cannot take it with you when you leave the university. After several years, the university will see a savings.
- **QUESTION:** If an employee stays with the same health plan, but changes from a single to a family, does the employee pay the increased premiums?
 - **REPLY:** Yes.
- **QUESTION:** What market are you referring to?
 - **REPLY:** The general market, higher education, local government, private and public corporations.
- **QUESTION:** Has there been any discussion on getting the day before Thanksgiving off?
 - **REPLY (Mary Elizabeth Miles):** President Bendapudi has given us two weeks off for the December holidays this year and next. There has been no discussion of the half day before Thanksgiving.

Chair Smith encouraged everyone to sign up during open enrollment. Ms. Mimi Bell said that there are virtual sessions to assist with open enrollment. They take place every Thursday this month and you can register online.

At this time Senator Carcyle Barrett reported back that the Bylaws do not state how an ad hoc committee can become a standing committee, but **Robert's Rules** state that if the members (the Staff Senate) vote to change the status of the ad hoc by adding its name and duties to the bylaws. At this time, Chair Smith asked for a motion to change the Anti-Racism ad hoc committee to a standing committee. A motion was made by Senator Steve Lindsey and was then seconded. After this, Senator Angela Lewis-Klein spoke that she would like more time to read the ad hoc committee's recommendation and to see what duties it would undertake before voting on information only presented moments ago. Chair Smith agreed that was a valid point. A discussion ensued as to the parliamentary process to follow once a motion was made and seconded. Senator Lewis-Klein's motion to table passed and the subject will be taken up next month.

REPORT: SGA REPRESENTATIVE - RANSELL

No report was made.

REPORT: FACULTY SENATE REPRESENTATIVE - TILLQUIST

Dr. Tillquist reported that at the Faculty Senate meeting the provost spoke about the spring semester and concern with online teaching modalities. Online teaching and learning has been a challenge for both faculty and students. It is a time of flux and transition. It is certainly a challenge for faculty who have not taught online prior to last spring.

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- **QUESTION:** Is there any talk of making online education a requirement for faculty beyond Covid?
 - **REPLY:** Students also have to learn how to be good students online. Who knows when we will have the technology? We have to remain hopeful that we will rise to the occasion, in the context of changing desires of students and the administration, regarding online teaching.

REPORT: STAFF SENATE CHAIR'S REPORT – SMITH

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

REPORT: VICE CHAIR - GRUBB

[The vice chair's report is online.](#)

REPORT: SECRETARY-TREASURER – GILLILAND

[The secretary-treasurer's report is online.](#)

STANDING COMMITTEE REPORTS - GRUBB

- CREDENTIALS & NOMINATIONS (C&N) – STEIER
 - New constituent lists will be going out soon.
 - The following committees had a vacancy and we must vote on the new members. For Staff Grievance – Jennifer Hall. For SHARE - Melissa Garrett. And for SMCO – Mani Vangalur. All were seated.
 - [The C&N report is online.](#)
- POLICY, ECONOMICS & DEVELOPMENT (PED) – HOSONO
 - The Telework Policy was approved today. More information will be available in next month's report.
 - [The PED report is online.](#)
- SERVICES & FACILITIES (S&F) – GITTINGS
 - [The S&F report is online.](#)
- STAFF GRIEVANCE COMMITTEE (SGC) – BEARE
 - [The SGC report is online.](#)
- STAFF HELP & RELIEF EFFORTS COMMITTEE (SHARE) – DONAHUE
 - [The SHARE report is online.](#)
- STAFF MORALE & COMMUNITY OUTREACH (SMCO) – TAYLOR
 - [The SMCO report is online.](#)

OTHER COMMITTEE REPORTS

- HUMAN RESOURCES ADVISORY COMMITTEE (HRAC) – WILLIAMS
 - [This report is online.](#)
- DIGITAL TRANSFORMATION COMMITTEE – SHUTER
 - [This report is online.](#)

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OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting was adjourned at 4:00 p.m.

The recording of the October Staff Senate meeting, is available [online](#).

Respectfully submitted,
Gretchen Henry
Senate Coordinator