

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
DECEMBER 8, 2020

The Staff Senate of the University of Louisville held its regular meeting on December 8, 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, 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, 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, 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:

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI
CHIEF OPERATING OFFICER: MR. MARK WATKINS
VP-UNIVERSITY ADVANCEMENT: DR. JASMINE FARRIER
VP- HUMAN RESOURCES: MS. MARY ELIZABETH MILES
UNIVERSITY POLICE: CHIEF GARY LEWIS

OTHERS REGISTERING ATTENDANCE:

CRYSTAL BRADLEY, LISA GUNTERMAN, KATHY HITE, AMANDA LeDUKE, PATSY MAGUIRE, ERIC NUNN, WANDA WOLCOTT

Before Chair Smith called the meeting to order, he expressed his condolences to Senator Angela Lewis-Klein, whose mother had passed away in November. Senator Lewis-Klein thanked him for his comments.

CALL TO ORDER

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

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ACTION ITEM: Approval of [October](#) and [November](#) minutes - Smith
The minutes of October and November meetings were unanimously approved.

ACTION ITEM: Second Reading of [proposed bylaw revisions](#) - Ledford
Senator Ledford shared the document outlining the proposed changes to the Senate's bylaws which included the addition of the language that will change the ad hoc committee on anti-racism into a standing committee of the Staff Senate and another change that will reduce the number of readings to any future proposed bylaw revisions. The proposed changes had been posted, so Senator Ledford went over the highlights. The addition of the Committee on Anti-Racist Efforts (CARE) to the bylaws will appear as *Section G* in Article VII (Standing Committees of the Staff Senate) and, again in Section II. The committee description, purpose, composition and reporting are listed therein. The change to Article XI is an attempt to streamline the process for passing future bylaw revisions. The third, and final reading, will take place at the February 9, 2021 Staff Senate meeting.

REPORT: University Advancement and Development – Farrier
Dr. Jasmine Farrier, Director of [Advancement and Development](#), attended today's meeting to give an update on advancement activities and achievements. Dr. Farrier joined UofL's Department of Political Science faculty in 2002. She became the department chair until President Bendapudi recently offered her this opportunity. Dr. Farrier said there are three divisions within Advancement – Development (fundraising), Alumni Relations and Advancement Services (the back office operations). Advancement raised over \$800K for the [Student Emergency Fund](#), for those in need. In 2020, it also supported Research & Innovation by raising over \$50M for academics and health and held a record-breaking [Raise Some L](#) event. The first-ever [Black Alumni Summit](#) was held in October and organized by Staff Senator Nakia Strickland. Also in 2020, twenty-three per cent of faculty and staff made a donation to the university, and are on track to match that number in 2021. Since the SHARE Program began in the 1970s, Advancement has raised \$132,648 and, since March 2020, it has raised \$107,817 for the program. Dr. Farrier emphasized that donations to Advancement reach all corners of the university and when you give, you are investing in your values and the values of UofL. Dr. Farrier thanked the Senate for her invitation to speak today.

REPORT: University Police - Lewis
Chair Smith reminded senators that on a recent list discussion, concerns had been raised about safety on HSC. He thought it was a good time to have Chief Smith come and talk to the Senate. Chief Lewis said there had been conversations around an incident at the hospital and how notifications are sent out. He gave a brief overview of the state of ULPD, including its Mission Statement. Chief Lewis said he is often asked why so many alerts are sent. Statistics he shared showed that violent crime has dramatically increased across the country, and Louisville has had its share, as well. Though LMPD has had an increase in violent crime, ours has actually had a decrease. He credits the men and women on the ULPD force for creating a barrier that stops or deters potential crimes. We used to have a lot of bike thefts, but those instances have

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decreased by about 60%. We can see how being proactive has a direct effect on lowering these statistics. It is important to understand how we are authorized to send out the RAVE alerts. The federal government requires that we send an alert in a timely manner. We try to gather all the information and send an alert within the first twenty to thirty minutes, if not sooner. Within that time we have to verify that the incident is applicable to that timely alert requirement. Is it a crime? Does it qualify as a [Clery crime](#)? Does it fall within the UofL specified Clery geography? Is it an on-going threat to the UofL campus? These questions must be answered before a RAVE alert is sent out. We have an area of authority for reporting and being the primary law enforcement agency. When something happens at UofL Hospital, are we authorized to send out an alert? After meeting with General Counsel and Risk Management, it was determined that it does not fall within our Clery geography because they have their own private security and LMPD is the primary responding law enforcement agency. This is an important point to make. When crimes are committed adjacent to UofL, it has a direct impact. Because of that, Chief Lewis expanded on the proactive initiatives the department has taken to strengthen community relations. Chief Lewis went over the changes and improvements that have been made to ULPD. [The full presentation is online.](#)

- **QUESTION:** I realize UofL Hospital is out of your Clery jurisdiction, but we are concerned for the staff that work there and are not being notified when something happens. We need to know what we can do to make sure they get some kind of notification.
 - **REPLY:** One of our challenges is that we are only as good as the information we get. There was an incident at the hospital. Someone was admitted to the ER. They were feuding with a family that brought a weapon into the hospital. The hospital went on lockdown and their security handled it. Once the situation was contained, they removed the lockdown. The challenge with that situation was it was all handled internally. The hospital did not notify LMPD, their primary responder. Because of that, we were not notified, either. That is one example of how we are not in a position to issue an alert.
- **QUESTION:** I think you and ULPD are doing a great job. The Clery Act designates the geographical boundaries for your authority. But, if you had information could you send it out?
 - **REPLY:** It would be a case-by-case scenario. Once we have the information we have to act quickly and decide if this is something that will be the best thing for us, if we send it out.
- **QUESTION:** How does Emergency Management report to the individual colleges?
 - **REPLY:** Typical communication is via the RAVE alert system. If you are signed up, either faculty, staff or student, you are locked in as long as you remain at the university. RAVE is used for a number of things, from weather to class cancellations and work delays.
- **QUESTION:** Do we have a process for getting employees out of buildings when there is an emergency?
 - **REPLY:** Absolutely. Each building has an Emergency Management team and a Building Emergency Coordinator to help ULPD get people out quickly.

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REPORT: Semester Overview - Bendapudi

President Bendapudi thanked the Senate for inviting her to today's meeting. She said it had been a very challenging year and we could not have been as successful without everyone on board. She has been here two and a half years and a quarter of her time has been dealing with the Covid pandemic. Because everyone worked so hard, we were able to achieve the following successes in 2020.

- Fall Enrollment – Enrollment for fall 2020 was the highest it has been in twenty years, at 23K. We are always concerned with enrollment and ask that if you know a student, to please encourage them to stay in school.
- Research Funding – Funding was at an all-time high at \$170M. This will continue to grow. We are all very proud of our Covid-related research.
- Graduation – Five thousand Cardinals earned their degrees.
- Kentucky One Acquisition – It is over one year since we acquired the Louisville assets of Kentucky One. Imagine where we would be without all those facilities.
- Capital Construction/New Dormitories – The new dorms and Cultural Center will open in fall 2021.

President Bendapudi added that the National Panhellenic Council had recognized the nine traditional black fraternities and sororities with a marker, near the Belknap Academic Building.

- **QUESTION:** As an adviser, I've talked to students who want to take spring semester off for their mental well-being. How am I supposed to encourage them to stay in school when they feel it will harm their mental health?
 - **REPLY:** Oh, no! Please do not misunderstand what I am saying. Always put the students' priorities and health first. They need to do what is best for them and you, as an adviser need to do the right thing for them.
- **COMMENT:** I know of students moving home, due to Covid, to avoid the fee. Some are still being charged for next semester's housing.
 - **REPLY:** I am going to pass this on to University Housing to investigate.
- **COMMENT:** There seems to be some people who cannot differentiate between *I am not racist* and *I am anti-racist*. It may help to explain that in those communications.
 - **REPLY:** Thank you, that is a very good point. Being anti-racist is more proactive than saying *I am not racist*. Being anti-racist means when you see racist actions or hear racist speech, you will speak out against it. No longer will we allow those to go unchecked. We took the State Assembly mandate of being A Premier Metropolitan Research University a step further. This is not a knee jerk response to the troubled times downtown and across the country. We are going to be thoughtful and we are going to invest in this.

President Bendapudi hopes the extra week off will give everyone more time to relax and spend with their families.

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REPORT: Staff Senate Chair – Smith
[The full report is online.](#)

REPORT: Staff Senate Vice Chair – Grubb
[The full report is online.](#)

REPORT: Staff Senate Secretary-Treasurer – Gilliland
[The full report is online.](#)

REPORT: Faculty Senate Representative – Tillquist
[This report is online.](#)

REPORT: Student Government Representative - Ransdell
No report was made.

COMMITTEE REPORTS

- Credentials and Nominations (C&N) - Steier
 - [This report is online.](#)
- Policies and Economic Development (PED) - Hosono
- Services and Facilities (S&F) - Gittings
 - [This report is online.](#)
- Staff Grievance Committee (SGC) - Beare
 - [This report is online.](#)
- Staff Help and Relief Effort (SHARE) - Donahue
 - [This report is online.](#)
- Staff Morale and Community Outreach (SMCO) – Taylor
 - [This report it online.](#)

OTHER COMMITTEE REPORTS

- Human Resources Advisory Committee (HRAC) – Williams
 - [This report is online.](#)

OLD BUSINESS

None

NEW BUSINESS

None

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ANNOUNCEMENTS

- Senator Lindsey Ronay announced that she is on professional leave and is working in the [Employee Success Center](#) with Brian Buford. She informed the Senate on the many programs available for training and networking and opportunities for future leaders.
- Senator Patrick Smith announced that the [Office of Community Engagement](#) is partnering with Metro Housing Authority to refurbish old computers and any tech devices that are donated. They will be refurbished and given to households in need of technology. He encouraged senators to donate old computers, Wi-Fi adapters, USB mic headsets to the program and pick-up arrangements can be made with him.

ADJOURNMENT

The meeting adjourned at 4:48 p.m.

MEETING RECORDING

[The meeting video is available online.](#)

Respectfully submitted,
Gretchen Henry