

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

March 9, 2021

The Staff Senate of the University of Louisville held its regular meeting on March 9, 2021 on the TEAMS platform, Chair John Smith, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE:

ANS: GINGER BROWN, JESSICA KEY, KORINNE QUIRE, LINDSEY RONAY **ATH:** BARBARA BISHOP, KELLY CONKLIN, TIM DILL, ERICA LaMARCHE, BLAKE LeBLANC, **BUS:** KAYLA MILLER **COO:** BOBBI CARLTON, RHONDA GILLILAND, DONNA HARDESTY, KEVIN LEDFORD, STEVE LINDSEY, KIM NOLTEMEYER, DAVID SCHLAEGEL, MELISSA SHUTER, JENNIFER STEIER, WILLIAM TAYLOR, DENNIS THOMAS **DTL:** BONNIE DEAN, JONATHAN GRAVES, LAURA McKINNEY, JOHN MORGAN, LISA PANTOJA, NANCY TRABUE **EDU:** HEIDI COOLEY-COOK, SAUNDRA KIMBERLAIN, SHAVON WAGNER **ERM:** KATHY BRASHEAR **HR:** WENDY SMITHSON **KENT:** KATHERINE LINZY **LAW:** LEE McWHORTER **LIB:** SARAH FRANKEL **MED:** KENNETH ALLEN, JASON BEARE, ANGELA BEVERLY MICHELLE BLESSETT, MARTIN BROWN, LISA FLOORE, KENT GARDNER, MELISSA GARRETT, LEONDR A GULLY, JENNIFER HALL, CHRISTINA HOWARD, THEORA HUDSON, SKIP HURLEY, RUBY KEITH, VICTORIA KING, STEPHANIE KITTLE, JARED NEAL, ELLYCE PATTON, ANGELA REN, ROSS SCHULTZ, TONY SIMS, TIMOTHY TRAVIS, ANDREW WEINBERGER, LINDA WILDE, PATTI WILLIAMS, JAMI VANCE, DAVID YOUNG, LIHUA ZHANG **MUS:** DEBORAH KALBFLEISCH **NUR:** VICKIE TENCER **PRES:** CARCYLE BARRETT **PROV:** WILL ADAMCHIK, SHABEER AMIRALI, VALERIE CASEY, ANDREW GRUBB, LINDA LEAKE, MARK WOOLWINE **PH:** RACHEL QUICK **SPD:** KARI DONAHUE, KYLE HURWITZ, MANI VANGALUR **VP-CE:** PATRICK SMITH **VP-F:** LYSHANNA CUNNINGHAM **VP-HA:** KRISTIN ROBERTS, DENISE HAND **VP-R:** JODY CARROLL, ANGLEA LEWIS-KLEIN **VP-SA:** GLENN GITTINGS, JOHN SMITH, MELISSA TAYLOR **VP-UA:** ERICA GABBARD, NAKIA STRICKLAND

GUESTS REGISTERING ATTENDANCE

VICE PRESIDENT -DIVERSITY & EQUITY: DR. FAYE JONES

DIRECTOR OF INSTITUTIONAL EFFECTIVENESS: MS. KATIE PARTIN

DIRECTOR CAMPUS HEALTH: DR. PHIL BRESSOUD

VICE PROVOST -HUMAN RESOURCES: MS. MARY ELIZABETH MILES

FACULTY SENATE REPRESENTATIVE: DR. CHRISTOPHER TILLQUIST

UofL TODAY: MS. TALIA HORN, MS. SARAH LOPEZ

OTHERS REGISTERING ATTENDANCE

SHARI BARNES, MIMI BELL, CRYSTAL BRADLEY, CHERYL CAPITO-PAUL, DONNA CASEY, ANNA DETERS, KRISTINA DOAN, SHELLEY DUNN, DONNA ERNST, SHANNON FLOYD, DREW FOSTER, SUSAN FOWLER, PAMELA FRANK, LISA GUTERMANN, KATHY HITE, KAREN KAREM, ROBERT KERR, TODD KNEALE, WANDA LONG, ALEX McWILLIAMS, TERRI MORGAN, ERIC NUNN, JENNIFER OBERHAUSEN, CHARLES RAINS, CHRISTINA REED, MELISSA SCHRECK, CHELSEA SELBY, JOHN SPIVEY, EMILY SPODEN, PATSY MAGUIRE, RENEE WILLIAMS, WANDA WOLCOTT,

CALL TO ORDER

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

ACTION ITEM: APPROVAL OF FEBRUARY MINUTES

JOHN SMITH

The minutes of the meeting were unanimously approved.

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
March 9, 2021

ACTION ITEM: C&N: SEATING – CARE COMMITTEE

JENNIFER STEIER

In February, the Senate approved the creation of the Committee on Anti-Racist Efforts (CARE). Senator Steier reported that two calls were made for committee members and three senators volunteered to serve – Leondra Gully, Nakia Strickland and Korinne Quire. Though these senators serve on other committees, the bylaws allow for this when necessary. A motion to approve the seating of new committee members was seconded and passed unanimously. If anyone is interested in serving on this committee before the June election, please notify Chair John Smith. We expect to seat the full committee in the election.

UPDATE: VACCINE UPDATE

PHIL BRESSOUD

Dr. Bressoud updated the Senate on the following topics.

- **Covid-19 at UofL** – The Covid positivity rate for UofL has steadily decreased since January 2021. At that time there were 113 active cases, for a 4.1% rate. As of March 1, 2021, the rate had fallen to 1.0% with only 13 cases.
- **Vaccinations** – Invitations to register for a vaccine were sent to 1153 people in the 60-69 age group. Of those, about 468 responded and 278 said yes to taking the vaccine. UofLHealth is preparing to send vaccination invitation emails to those who are 60 years old as of March 1st.
- **New CDC Guidelines for Anyone Fully-Vaccinated**
 - Fully vaccinated people may visit other fully-vaccinated people indoors without masks or socially distancing.
 - Fully vaccinated people may visit without a mask unvaccinated people from a single household, who are at low risk for severe Covid-19.
 - Fully vaccinated people can refrain from quarantine and testing following a known exposure, IF they are asymptomatic.
- **New CDC Guidelines State that Fully-Vaccinated People Should Continue to**
 - In public, take precautions to continue to mask and physically distance.
 - Wear masks and practice physically-distancing and adhere to other prevention measures when visiting with unvaccinated people who are at increased risk for severe Covid-19 disease, or who have an unvaccinated household member who is at an increased risk for severe Covid-19 disease.
 - Wear masks, maintain physical distancing and practice other prevention measures when visiting with unvaccinated people from multiple households.
 - Avoid medium to large-size in-person gatherings.
 - Get tested if experiencing Covid-19 symptoms. Even if you are vaccinated, you can still become infected. It is unknown exactly how many can be vaccinated and still get infected and transmit it. Vaccines are 95% effective for reducing hospitalizations and morbidity, but those are not the same as reducing the number of infections, even if vaccinated.
- **Where We Are with Vaccinations**
 - Jefferson County, the health department, University Hospital and Norton all coordinate with the city. Together, they make decisions on the vaccination plan. Because of our population, it seems there is less vaccine in the Louisville area than in other counties. The state is working with University Hospital to open a center in early April and will remain open for six weeks. The plan is to vaccinate any UofL faculty and staff who are not vaccinated by April 1, will participate in the first few days that the center is open. This center will be in the football stadium's purple lot.

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

March 9, 2021

QUESTION: Which vaccine is available?

REPLY: You are not given a choice. You get what you get. Currently, we have Moderna and Pfizer.

QUESTION: Have any variants of the virus been detected?

REPLY: Not to my knowledge. We are prepared if the CDC asks us to help.

QUESTION: For young dependents, when will they be able to be vaccinated?

REPLY: One vaccine is for 16 and above and another is for 18 and above. They are conducting pediatric studies, but the vaccine is not approved for kids 14 and 15 years old.

QUESTION: When will the 40-59 age group get notification to be vaccinated?

REPLY: Probably early April when the center opens. Expect to get an email in the next few weeks.

QUESTION: Will testing continue to be mandatory with such low positivity rates?

REPLY: We want to get some results after spring break, but we're discussion ending that after this next round.

QUESTION: What is MRNA? Some people are apprehensive because it supposedly changes your DNA.

REPLY: It is [Messenger RNA](#) and translates DNA to make a protein. It dies off after it has completed its job.

QUESTION: After vaccination, do we still need to be tested?

REPLY: Even after vaccination, you can still become infected with the virus. One in twenty people who are vaccinated will not respond to the vaccine for various reasons.

QUESTION: Will this be an annual thing?

REPLY: Oh, I hope not! But nobody knows.

REPORT: CAMPUS CLIMATE SURVEY

FAYE JONES | KATIE PARTIN | EMILY SPODEN

Ms. Katie Partin, the Director of the Office of Institutional Effectiveness reported that her office is responsible for the logistics and administration of most of the surveys at UofL. She is here to discuss the methodology in what they do. Dr. Faye Jones' office is responsible for how the survey is utilized, any action planning, how the information is relayed to the campus and used to make improvements to the university. Prior to 2017, the surveys were sent out every two to three years and were very lengthy. So much information was collected that it was difficult to create any useful action plans. The campuses could not connect to each other or the issues. Now, the survey is done each year, with alternating modules. This consistent cycle of survey administration allows time to create action plans and assessments between modules. Baseline information lets us know where we stand in terms of climate issues. Then, we remeasure to see how we have improved on those issues. The modular approach gives us time after the survey to develop and implement an action plan. The action plans are created through Dr. Faye Jones Office of Diversity and Equity. The survey coming out next week is Module 2 and will include questions around leadership/supervision, compensation/benefits, professional development, campus facilities, Cardinal Principles and the Cardinal Anti-Racist Agenda.

QUESTION: I have filled out many surveys and have not seen any good results. How will this one be different?

REPLY (Jones): The plan is to publicize the results and bring them back here to the Staff Senate. It will take a bit of time to develop the action plans, but hopefully we can present those at the same time as the results. We intend to publicize them better than they have been in the past.

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

March 9, 2021

REPLY (PARTIN): We fully intend to use the information to improve the university.
Dr. Faye Jones, who is the Senior Associate Vice President for Diversity and Equity, told the senators that the results of all the campus climate surveys can be found on the [web site](#).

REPORT: SGA REPRESENTATIVE

RANSDELL

No report was made.

REPORT: FACULTY SENATE REPRESENTATIVE

TILLQUIST

The Faculty Senate met on March 3rd and met the new provost, Dr. Lori Gonzalez and the new General Counsel, Ms. Angela Curry. We received reports from Jim Begany on enrollment management, Roy Fuller reported on the results of the Part-time Faculty Survey and Dr Faye Jones and her team reported on the Well-Being Survey. Dr. Tracy Eells led a discussion of the proposed Faculty Accountability Policy, and EVPRI Dr. Kevin Gardner reported on reviews of the core facilities at UofL.

REPORT: CHAIR

JOHN SMITH

Chair Smith noted that his report is online but wanted to mention that the new Miller Hall is a very well-designed building that will have a big impact on the Belknap Campus.

REPORT: VICE CHAIR

ANDREW GRUBB

Vice Chair Grubb reported that the Athletic Association board has not met recently, and the Provost Advising Task Force has not met for the entire pandemic but came up with a report and submitted it to the provost.

Questions from Mentimeter included the following.

QUESTION: What is the latest on remote work and returning to campus?

REPLY (Mary Elizabeth Miles): We made the commitment that when we went from the temporary to the permanent policy, there would be a 30-day notice. That has not changed. We are in the process of getting that done and will communicate as soon as it is ready.

QUESTION: Can you explain the removal of the EPO?

REPLY (Mary Elizabeth Miles): I apologize that in the *Know Your Benefits* brochure that went out, we did not do a good job of explaining it. People liked the EPO because there was no deductible. Our entire network of UofL Health will replace the EP with all the same characteristics. All the information will be made available when we have it.

QUESTION: Benefits for spouse/partner to take courses.

REPLY (Mary Elizabeth Miles): The tuition remission benefit was eliminated over ten years ago. We will reconsider it as we review our total benefits over the next eighteen to twenty-four months.

COMMENT: It was eliminated to supposedly save the university \$300K, when actually that was the cost on paper. The real cost to us was zero.

QUESTION: If I want to wait to get the vaccine, will I still be able to get it through UofL if I don't get it in April?

REPLY (Smith): I don't know but will reach out and get an answer. **FOLLOW-UP** – If you decide to wait to get your vaccine after the April push, you will have to coordinate with the Campus Health office to work with whatever options are available at that point.

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

March 9, 2021

QUESTION: On my most recent Explanation of Benefits, there were several service codes and since Bluewater is out of network, it cost the University \$200. Why is that?

REPLY (Mary Elizabeth Miles): This is the vendor Dr. Bressoud was able to contract. Yes, they are out of network, but there is no cost to the employee. Todd Kneale and his team are working with the vendor and Anthem insurance.

REPORT: [SECRETARY TREASURER](#)

RHONDA GILLILAND

For our 01037 account, which is our general funds account, as of the end of January, we have an uncommitted balance of \$1270.16. For the 01038, which our Staff Grievance Officer, we're on target there. There is an uncommitted balance of zero which just simply states that everything in that account is designated to payout for the SGO and on G2008, which is our Share Program at the end of January, we had an uncommitted balance of \$130,807.89.

STANDING COMMITTEE REPORTS

ANDREW GRUBB

- [CREDENTIALS & NOMINATIONS \(C&N\)](#)

JENNIFER STEIER

- This report is online. Please look at the election timeline document posted below.

- [ELECTION TIMELINE](#)

- [CARDINAL ANTI-RACISM EFFORTS \(CARE\)](#)

JENNIFER STEIER

- This report is online.

- POLICIES & ECONOMIC DEVELOPMENT (PED)

JARED NEAL

- Many of the topics that PED has been discussing have been covered in today's conversation. We want to work on a procedure for how policies flow from HR and other high-level administrative offices to the Staff Senate. We want to make sure there is a formal process that works.

- [SERVICES & FACILITIES \(S&F\)](#)

GLENN GITTINGS

- This report is online.

- [STAFF GRIEVANCE COMMITTEE \(SGC\)](#)

JASON BEARE

- This report is online.

- [STAFF HELP & RELIEF EFFORTS \(SHARE\)](#)

KARI DONAHUE

- This report is online.

- [STAFF MORALE & COMMUNITY OUTREACH \(SMCO\)](#)

MELISSA TAYLOR

- This report is online.

UNIVERSITY-WIDE COMMITTEE REPORTS

- [HUMAN RESOURCES ADVISORY COMMITTEE \(HRAC\)](#)

PATTI WILLIAMS

Several people have reported that there was a fraudulent unemployment claim made in their name. This is a case of fraud. Our employees are not filing fraudulent claims. If you have any questions or concerns, you can call Shelly Dunn in HR. Also, please see the information in the report concerning health Advocates.

- This report is online.

OTHER REPORTS

- [COMPENSATION STUDY](#)

RHONDA GILLILAND

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

March 9, 2021

Are definitely on schedule at this point, so things are going well in that regard. Also, the JDFs were due in HR by the end of the month, so HR should be able to formalize those results and that would be the next step. The link provided under other reports is not actually, a report from me, but a link to HR's website with regards to compensation study. They're doing a very good job of keeping it updated and current and it has tons of information. If you have any questions about it, I highly recommend that you go out and take a look at the link.

- **PARKING ADVISORY COMMITTEE**

MELISSA TAYLO

The focus was on Alternative Transportation. They had three announcements.

- The SGA Legacy Project – This year the project is bicycle garages. They have a very aggressive timeline and hope to have these garages installed by the end of the year.
- They are looking into Electric Vehicle (EV) charging. Apparently, it takes a very long time to charge and they have received some complaints.
- Pre-Covid, scooters on campus were an issue. Parking put out an RFP to partner with a scooter company. Now, the RFP has been put on hold. They will try to find out why, but because when we return to campus, it could still be an issue.

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

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

Respectfully submitted,
Gretchen Henry
Senate Coordinator

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
March 9, 2021