

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

APRIL 13, 2021

The Staff Senate of the University of Louisville held its regular meeting on April 13, 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, ANGELA LEWIS-KLEIN **VP-SA:** GLENN GITTINGS, JOHN SMITH, MELISSA TAYLOR **VP-UA:** ERICA GABBARD, NAKIA STRICKLAND

GUESTS REGISTERING ATTENDANCE

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI

VP – HUMAN RESOURCES: MS. MARY ELIZABETH MILES

FACULTY SENATE REPRESENTATIVE: DR. CHRISTOPHER TILLQUIST

OTHERS REGISTERING ATTENDANCE

SHARI BARNES, MIMI BELL, HOLLY BURTON, VICKI DAHILL, KRISTINA DOAN, SUSAN FOWLER, MARION HAMBRICK, KATHY HITE, SUSAN JAMES, KAREN KAREM, TODD KNEALE, REBECCA LEDFORD, NATASHIA LUKE, SHELLY MARTIN, JESSIE MURNOCK, CHRISTINA REED, SHELLY REID, MICHAEL WADE SMITH, JACQUELYN TAYLOR, BETSY WATERS, CAROL ZEHNDER

CALL TO ORDER

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

ACTION ITEM: APPROVAL OF THE MINUTES - SMITH

The minutes of the March meeting will be considered in May.

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REPORT: PRESIDENT'S UPDATE - BENDAPUDI

President Bendapudi reported on several topics.

- **Vaccines** - In terms of updates, I thought we talk about vaccines first. I hope that you all know that at Cardinal Stadium, right now, we have 28 lanes open and from the time you show up there to when you get your vaccine is 10 minutes. That's all, even if it's like packed. It's the purple lot so you can avoid the traffic. That's how they have it planned. And open to anybody in Kentucky. As you know, over the age of 16 and so. Please let your family and friends know. Yesterday the governor announced that once we get to 2.5 million Kentuckians who have been vaccinated, he will remove restrictions on gatherings up to 1000 people. We're like 900,000 away from that number He called it his challenge to Kentucky. All that they're giving now is the Pfizer vaccine. I'm sure some of you at least will have questions about the Johnson and Johnson vaccination that we were so proud to get and gave last week. As you know, they have found out of 6.3 million vaccinations there were about six people who developed blood clots. It is literally one in a million. However, they want to test it and see. In Presidents cabinet we were talking about it. It's one in a million, and that doesn't mean it's trivial, right? I have family members who have taken the J&J and I'm not worried. The CDC is putting out information and we will be sure to share that.
 - **QUESTION:** I got the J&J vaccine. Wouldn't they be able to track the batch numbers of the people who are experiencing the clots and then they would be able to trace it back to where they shipped those batches? As what I'm thinking. So, while it is a concern, I would imagine there are ways to track people and where it went.
 - **REPLY:** I honestly don't know enough about it. Before this meeting, the governor had a press conference. He thinks that we get clearance in the next day or two that the CDC is doing this out of an abundance of caution, at least if I understood it right. I understood him to say we will get the green light and then we can continue to use it. Because they paused the J&J, the Pfizer vaccine is the one we are using right now. So, wanted to share that too. But you're right, I bet they'll have an answer. They're just doing it out of an abundance of caution. Which is the right thing to do.

Apparently, we have so much that we are prepared to give 200,000 vaccinations over the next two weeks.

- **Return to Campus** - So what does this mean? I am actually excited that we will be able to come back to some sort of normalcy. And obviously, if most of our people take the vaccination, the better off we all are and the safer we all are. Thank you to each and every one of you. What you've done is remarkable. I will never forget it. This is a year we will never forget. But the thing I will remember the most is how our people have stepped up, so that we are hoping that in July we'll see how the vaccinations go and slowly start coming back and in August. If all goes well, we will have a big on campus presence. That's the hope.
 - **QUESTION:** What I'm hearing from parents is, with finals coming up and students returning home, without the J&J vaccine, how will they get their second shot? Some places say you have to go back to the same place where you got your first shot and some say you can go anywhere.

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- **REPLY:** I would hope that there is a system set up for that to happen, but I am not sure. Let me get that answer and follow-up with you. It could be that the J&J will be verified in the next few days.

INFORMATION ITEM: PROPORTIONAL CALCULATION – STEIER

The report is attached to the agenda. Going into the proportional calculations. The changes are broken down into a [chart](#) to show what area gained a seat and then bottom half contains what areas lost seats.

The following areas gained Seats:

- The president's office gained one seat taking their total number of seats to two.
- The Provost area gained two seats, taking their total number of seats to 10.
- he PR gained one seat, taking their total number to three.
- Need school gained one taking their total number to four.
- College of Business gained one taking their total number of to two College of Education gained one taking our total number to four and his
- dental school gained one, taking their toll number to 7.

The areas that loss seats are

- The Chief Operating Officer area lost two seats taking their new total number of seats to 14.
- VP Health Affairs, lost one taking total number to two
- School of Medicine lost five, taking their total number of seats to 26.

The applications are due by Thursday, April 15th. So, if you have not yet filled one out, please do that soon. If your seat expires in 2021 and you want to reapply to be back on the Senate, or if you're seat expires in 2022, we do ask that you fill out an application, so we know what committee you prefer. We will definitely try to come up with a different way for returning senators not to have to fill out the committee preference form. That is a goal that I have for C&N is so that returning senators only fill out that form just on the years of election. If you do not plan on returning and your seat expires in 2022, please let me or Gretchen know so we know how to fill senate appropriately.

REPORT: SGA REPRESENTATIVE - RANSDELL

No report was made.

REPORT: FACULTY SENATE REPRESENTATIVE - TILLQUIST

Dr. Tillquist reported on several topics.

New Certificate Programs - The Senate approved a Family Business Management certificate from the College of Business and a Pediatric Acute Care certificate in School of Nursing.

Part-time Faculty Survey Results - We heard the results of a Part-time Faculty survey. Part time faculty are, to a great degree, underpaid. If you're a new part time faculty member your salary might only be \$25K per year and you'll be cobbling it together, perhaps across multiple institutions. Part time faculty are not currently compensated for preparation time when a course is canceled. Some of these issues will hopefully be brought to light and solved by the administration.

Proposed Faculty Accountability Policy - The Faculty Senate was given an informational presentation of a proposed Faculty Accountability Policy regarding primarily behaviors related to teaching and their position at the University. We've been informed that staff and administrators also have an

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accountability policy. This will be the first one established for faculty, and we will be discussing this, I hope, for an extended period of time.

Campus Well-Being Survey Results - And then finally we were given the results of a cultural well-being survey and this was presented by Faye Jones and was very informational. There is a new way that was developed by faculty, including Public Health's Theo Edmonds, to graphically portray the interaction between hope, trust and belonging in the context of this cultural wellbeing survey. I think that they would be very interested in presenting to you.

ALL COMMITTEE REPORTS - SMITH

Chair Smith reminded senators that this was done a couple of years ago where we went through every committee and just got a brief update. We thought it was a good time to do it again, especially with the Committee Preference Form deadline coming up.

DEFAULT TO SENATE LEADERSHIP

● **BOARD OF TRUSTEES – SMITH**

The chair automatically sits in as a full voting member on the Board of Trustees. For public institutions there is a section of the KRS statutes specifically dealing with every public institution in the state, but ours calls for our three constituency representatives to be full voting members on our Board of Trustees. Everybody on the board other than the constituency representatives are very successful business people and sometimes business people see things differently than academia. I think that's one of the biggest roles for our chair. Whoever that is just to continually try to bridge that difference between the collegiate setting in a corporate setting or the business world.

● **FOUNDATON BOARD OF DIRECTORS – SMITH**

The three constituent groups are ex officio members of the Foundation's board so, we're not voting members. We became an ex officio several years ago when there were a lot of problems at the board and it seemed prudent to have extra sets of eyes on those activities.

● **ATHLETIC ASSOCIATION BOARD OF DIRECTORS - GRUBB**

There are a few people on there from the University, but there are a good number of outside community members, business people, that sort of thing who bring different perspectives. One thing I will also say about ULAA is that I think is good for all of us to know, and especially whoever ends up in my chair someday, that there is only one staff member on ULAA. There are other staff people in the room, mostly from athletics to present on certain topics, but the staff voice I would say is relatively muted. I have done my best to amplify this as much as I can, in particular during Covid. Asking repeatedly. It's gotten to the point now in the meetings where they know that I'm going to raise my hand and say what are you doing to protect staff? because they talked about all these different financial levers that they've been throwing in that have worked so far, to stave off furloughs and things like that. The committee meets roughly quarterly. I was appointed as the Finance Committee chair this year, so I've been enjoying that role. I think it's good visibility and I'm getting a better sense for the workings of the board and we talk about all sorts of things, sometimes even when it's not Covid. It could be long term investment. I've been in on discussions regarding the cost of state-of-the-art lighting for the softball stadium, so that the games look good on ESPN and HDTV and things like that. How are

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ticket sales impacting things? What cool projects are our student athletes involved in? And what's their GPA and things like that. My report is also online

STANDING COMMITTEES

- **COMMITTEE ON ANTI-RACISM EFFORTS (CARE)** – GULLY
We have had our first meeting, and so I think we're all really excited about the work that we're going to be doing. For our first meeting, what we decided on this is also in my report. Of the ten recommendations that were put forward by the ad hoc committee, we're looking to tackle four of those. We hope that we can get some a lot of work done between now and June on those. They are in the report. One of the things that we proposed is in times of need when there are things related to diversity or anti-racism issues that we would draft that statement on behalf of the Executive Committee, send it to them and get their feedback. That will be something that our committee is responsible for. Also, as an FYI for the committee chairs, we will also be reaching out to you to follow up regarding changes or language that could be made to committee charters as it relates to anti-racism efforts.
- **CREDENTIALS & NOMINATIONS (C&N)** - STEIER
The report is online and as above in the proportional calculation report.
- **EXECUTIVE COMMITTEE (EC)** – SMITH
The biggest thing that the Executive Committee does is it has the authority to act in the place of the Senate, in between full Senate meetings. The EC members are the three elected officers, the seven standing committee chairs, three at large members, the immediate past senate chair, faculty and student representatives and our parliamentarian. The immediate past senate chair and the parliamentarian are ex officio. All others are voting members. The EC has discussions of things that need to be brought to the full Senate, but it's really a way to get some business done in a faster manner and on short notice.
- **POLICY, ECONOMICS & DEVELOPMENT (PED)** – HOSONO
What we do is spend a lot of time looking at and discussing policies. This past year, we have worked to review and comment on the consensual policy as well as help HR on the difference between the temporary telecommuting and the telecommuting policy. We like to be involved in those discussions, I feel like we've had some really good luck. We talked to one of the first things that committee did was to work on the intermittent leave after FMLA and being able to use that intermittently instead of just contiguously. We are going to be working with HR on establishing guidelines for how policy is vetted. We don't get to set any agendas, but we do try to make sure that the Staff Senate is always represented when there is a policy that would have a direct effect on any staff member.
- **SERVICES & FACILITIES (S&F)** - GITTINGS
The Services and Facilities Committee's goal is to very simply try to connect things that would impair safety, visibility and any other things that would impact campus for all staff members, students and faculty. Now that we have the ability for reporting anything that you or any of your constituents notice that you think needs to be looked at, we can fix problems sooner. That could be studying traffic flow, more signage for safety, or that could be repair work on roads or sidewalks. It could be looking at accessible concerns that you may have for doorways,

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entryways, all those types of things all the way up to lighting across campus. Those are things that we've definitely worked on, and we've created a structure that we can submit all of those to Mark Watkins, and he then works with much of physical plant, custodial, and other departments. Mark will then filter the issue down to everyone in his organizational chart and they work to resolve the problems. This structure responds quickly. Also, I've been attending the University Planning and Design monthly construction meetings. That is a committee of all the folks across campus that are connected to working on any construction projects. Large scale, small scale renovation projects, improvement projects, things like that. They are really interesting to listen to. These meetings let us see what's going on across campus and advocate for anything that we may need to insert when thinking about those construction projects, renovation projects and others. So that's been really good to sit on, so our most recent reports are online, and will show you some of the things that have been submitted and what those responses were and what the outcomes were.

QUESTION: How long is Floyd St to be closed near University Blvd? t

REPLY: I will take this to Mark and get an answer for you. This is a perfect example of what we look for in Services and Facilities. Questions like that about things that you may observe.

I do want to commend Mark Watkins and all of his staff because they respond quickly. They take it seriously. They've allowed us to create this line of communication and I really appreciate that

At this time, a discussion of the telecommuting policy took place.

Mary Elizabeth Miles -I just wanted to quickly just address some questions that were in the chat about the policy for telecommuting. We are currently under the telecommuting policy that is temporary. The university promised that it would give 30 days' notice before that temporary policy was removed And then after that 30 days' notice the new policy will be put in place.

- **QUESTION:** Will supervisors be notified of the permanent telecommuting policy? Because we are going to have a major shift where a lot of people will be doing part of their time from home going forward and as well make sure that supervisors know that there already is a policy for that in place.
 - **REPLY:** One of the reasons we wanted to have the 30 days' notice is because working with the PED Committee, we made a commitment that we would do training for supervisors during that 30 day period of the policy so that they understood what the policy said and how the process worked as it relates to looking at each and every application or proposal that they received from employees. So, there's going to be a concerted effort to make sure that there's education around that prior to the policy being put in place permanently.
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- **QUESTION:** Prior to that 30-day notification, if the policy is set to expire at the end of June and then you know the expectation for staff is to then return to campus beginning of July. Well, there may be some staff that have childcare concerns during the summer because kids are out

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of school and you know the more time that they could have to digest that new policy, the better so that they can plan ahead for some eventual conflicts that might be coming up.

- **REPLY:** We gave it till the end of the fiscal year. But let me just say what we wrote this policy is effective through June 30, 2021. If the policy is no longer applicable prior to June 30, 2021, the University will provide 30 days' notice to impacted employees. So, we did it on the back end because we anticipated we have no idea when it's not going to be applicable anymore. Before any decisions are made, we will go back to the PED Committee just because some time has gone by since we looked at that policy. Maybe some things aren't applicable anymore, or there's some tweaks that we need to make, and so I promise you that that.
- **QUESTION:** Given 30 days' notice that the emergency policy is going to go away, and the new Telework policy is going to become available, my concern is will I be allowed to fill out the paperwork for Telework before the emergency work ends in 30 days and hope of getting the response that I can continue my emergency work? Remote rolling into the Telework without having to drag all my equipment back in the office and wait for determination. I understand that the decision piece of that is out of your control and that's going to be on the supervisors and how quickly each Department processes those requests. But I think we need some assurance that we have availability to the form and the ability to fill it out before it expires in hopes of not making that transition back to campus and then back home if at all possible.
 - **REPLY:** So, you bring up a good point. When we talked about this 30-day notice, one thing we were thinking about was OK, let's make sure that folks have an opportunity to get used to the idea of transitioning back. The second thing was we wanted to make sure that we had time before the policy went out that the supervisors had training. We are doing our best to make sure this will work for everyone.
- **QUESTION:** You did mention that the policy was vetted and approved pretty early on in the pandemic. I recall I remember reading it and feeling at the time I just I just was appreciative to hear that you might revisit and see if anything needs to be tweaked, because given the fact that I think staff have really for the most part indicated that they are capable and can be trusted to work from home, which I think was a little work. What will be the role will be you know how we ensure that the policy is implemented in an equitable way? Because we know there's no one size fits all.
 - **REPLY:** When working with the PED Committee, we took that into consideration and I know that this particular policy is much more of a hot topic than others, but it's no more than the implementation. It's no different than making sure that we have equity across how other policies are implemented. I think that the part of addressing that is the training that we're going to provide so that everybody is on the same page.
- **QUESTION:** As you are looking through job descriptions and evaluating positions, are you giving some thought to the final versions to include remote work as being option?
 - **REPLY:** We are not there yet. We are certainly are aware of, and certainly something that we might be looking into. But, just like any other part of this process, we wouldn't do that in a vacuum, and we would definitely need to get feedback from the department's and how they do their work. But it is duly noted.

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- **COMMENT:** As a supervisor, I can tell you the challenge I will have is the equity.
 - **REPLY:** I appreciate your contribution and I just want to let you know that HR is not a part of the process of determining who can telecommute and who can't. You may think that we might have that kind of knowledge, but we certainly do not know the business in each of the units in the university. Those decisions aren't left up to us. But I agree, I think that that's why in this case a policy is necessary so that we do have something written down so we are all coming from the same place, and there is a consistent message.

- **STAFF GRIEVANCE COMMITTEE (SGC) – BEARE**

The Staff Grievance Committee works very closely with HR, with the ombudsman and with the Staff Grievance Officer (SGO). In order to help get the word out about any grievance and mediation options that are available to staff, we review the university's grievance policy for staff on a pretty regular basis. And then, of course, the main purpose of our group is to serve as an advisory team for individual staff grievances as they come in and reach the step three process in the grievance. So, in order to do that, we put out a call for volunteers from our group to form a smaller committee in order to hear individual grievances. We meet with the grievant, with their immediate supervisor, and then any witnesses that they want to call. We write a recommendation that goes to the final grievance authority who makes the final decision on each grievance. For our committee, the main things that are the most important are empathy, impartiality and confidentiality.

- **STAFF HELP & ASSISTANCE EFFORTS (SHARE) – DONAHUE**

The share committee works on providing emergency assistant relief efforts. In the last year, we've awarded hundreds of thousands of dollars to staff who had a temporary financial hardship. Our committee does not take the work lightly. We have to have compassion and empathy, but we are not here to be a financial program for somebody who is mismanaging their money. If you have a family emergency, for example, you are uninsured for whatever reason, and a tree falls on your house, and you need a new roof. That is something that we will look at. If you have a death in the family and you need to get to Mississippi for a funeral, those are the types of temporary emergency funds that we will approve. Over the last year during the pandemic we increase the fund awards from \$500 to \$2000. In the last year we awarded more than that on numerous occasions. Now that the pandemic is kind of settled down as far as relief needs, we're not seeing as many applications as we did last summer. It is confidential in that we don't know who the people are that are applying. We do know how many people in the household and the emergency circumstances. It's been one of the greatest pleasures of my time as a staff senator to serve as chair of this committee, and for the first time, and since I've been chair, we did not have any applications this last month.

- **STAFF MORALE & ENGAGEMENT (SME) – TAYLOR**

We want to make the first official reading at this meeting to change our name from the Staff Morale and Community Outreach Committee to the Staff Morale and Engagement Committee.

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When we looked at a lot of the things we're working on, we are really our university community and the engagement of our staff.

The food drive that we did was it was it outreach, but it was still within the University community. But then the goal was not only to take care of the university community, but also to get the staff involved in the engagement side of that. So that's where we would like to officially change our name to Staff Morale and Engagement. As far as what our committee goes, it's been a really great year. Despite Covid, there is a lot of involvement in ideas and things that are getting thrown our way and ideas that are being thought up from the committee itself. Employee morale is tied to a lot of these HR policies that we're talking about, so we do get into a lot of those discussions. Our big morale project was to reach out to those in the New Employee Orientation. That has evolved over the past year and we did get the official Staff Senate logo and the note card designed and received the quote from Canon, and those cards have been printed. It's nice to have kind of a deliverable or a concrete thing that we've seen through from start to finish, even with all the remote work. On the engagement side, there was a piece in the Student Affairs Vibrations Quarterly newsletter about our food drive and it did include some of the statistics that we've been trying to get out, like how those donations provided a number of pounds of food to the community. So that was really nice to see. Our next big project is with the Employee Success Center. We are working with Brian Buford and Megan West on the introduction of a peer navigator program.

UNIVERSITY-WIDE COMMITTEES

- **ACADEMIC TECHNOLOGY COMMITTEE** (ACT) – LINZY
The Academic Technology Committee works with everything around the intersection of technology and teaching and learning. If I tell you the names of the four subcommittees, I think you'll get a really good understanding of what we do. So, physical classroom technology, the process for selecting technology, evaluating existing technology, and enhancing the quality of synchronous instruction. Our next meeting is tomorrow.
- **AWARDS & DESIGNATIONS** - HOWARD
- **BOOKSTORE ADVISORY** - GITTINGS
- **COMMISSION ON DIVERSITY & RACIAL EQUALITY** (CODRE) - HOWARD
No report was made.
- **COMMISSION ON THE STATUS OF WOMEN** (COSW) – PATTON
No report was made.
- **COMMUNITY ENGAGEMENT STEERING COMMITTEE** - TAYLOR
Nothing to report.
- **DINING SERVICES** - STRICKLAND
Our next meeting will be Tuesday, April the 20th, and so I should have more information to share at the next Senate meeting.
- **FACULTY SENATE ACADEMIC PROGRAMS COMMITTEE** (FSAPC) – AMIRALI
We met on March 3rd. We recommended two certificate programs. One was new graduate certificate in Family Business Management from the College of Business and a certificate in Pediatric Acute Care Nursing from the School of Nursing. Both were approved.

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On April 7th we met we discussed two certificate programs, an undergraduate certificate in Ethics and a graduate certificate in Health Care Ethics. These proposals have gone to the Faculty Senate for approval at the next meeting.

- **FACULTY SENATE EXECUTIVE COMMITTEE (FSXC) – BROWN**
The faculty Senate Executive Committee, much like our executive committee, sets the agenda for the Faculty Senate meetings. High level administrators come and speak to them and to speak to the Faculty Senate. It does sometimes seem that the Faculty Senate gets a heads up, but I just think it's because their meeting is the week before and their executive committee actually meets twice a month.
- **FACULTY SENATE PLANNING & BUDGET COMMITTEE (FAP&B) – MATERNA**
No report was made.
- **HUMAN RESOURCES ADVISORY (HRAC) - GILLILAND, HOSONO, LEWIS-KLEIN. WILLIAMS**
Mary Elizabeth Miles, VO-HR, generally makes the agenda for that committee, but we are all able to ask to put something on the agenda, so we pretty much discuss all things HR. So, it's pretty open. We have several voices on that committee, which is wonderful. The HR Committee has faculty, retirees and athletics. So, it is a well-rounded group. We discussed all kinds of stuff and the committee is very good when we have spoken out for the staff that they do listen to us. Mary Elizabeth has been wonderful about that, taking our concerns and listening and trying to work with us on things. It's a great committee. I think we've done some good things. I think our voices have been heard on several occasions.
- **INTELLECTUAL PROPERTY - SCHULTZ**
Our committee helps recognize and promote innovation for the University. It is not extremely active but anticipate changes to that over the next year with Kevin Gardner. I think anything with Kevin Gardner is going to ramp up. Anyone interested in this committee needs to be eager to learn.
- **[LEGISLATIVE MONITORING & ADVISORY \(LMAC\) – BARRETT](#)**
- The Legislative Monitoring Advisory Committee meets from January till about March or May every year to go over the bills presented by the state legislature that may impact the University. Due to Covid, this committee did not meet. Typically, a list of bills that they are reviewing is sent out. We've received two of those this semester.
- **NON-ACADEMIC GRIEVANCE - GABBARD, GULLY, NOLTEMEYER, ROGERS**
We recently found out that the meetings we have been participating in are the same as the Student Conduct Hearing Board, and not actually a part of the Non-academic Grievance. We're still trying to figure out who oversees the Non-academic Grievance and where that sits.
- **PARKING ADVISORY - BRASHEAR, BROWN**
The Parking Advisory Committee looks at parking issues on all campuses.
- **PARKING APPEALS - BEVERLY, DONAHUE, REN, SCHLAEGEL**
- Basically, what we do is the committee is not associated with the parking office at all. We review the parking tickets or citations that have been appealed.
- **STUDENT GOVERNMENT – MCKINNEY**
No report was made.
- **UNIVERSITY PLANNING & DESIGN – GITTINGS**

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The University Planning and Design report is included in the [S&F report](#). The two reports dovetail into one.

- **UNIVERSITY POLICE ADVISORY - SCHLAEGEL**
This committee has not met.

AD HOC COMMITTEES

- **[BENEFITS ACCOUNT MANAGEMENT ADMIN RFP COMMITTEE](#)** – GILLILAND
The Benefits Account Management Administration RFP committee was just put together on April 4th. What we will be doing is reviewing proposals for benefit vendors.
- **[BENEFITS DESIGN WORKGROUP](#)** – BEARE, GILLILAND
The Benefits Design Committee has not met recently, but we've heard from Mary Elizabeth Miles that that should be re-convening at some point. I did include 6 bullet points in my update of information.
- **BUDGET PLANNING & MONITORING COMMITTEE** – TRAVIS
No report was made.
- **[TOTAL COMPENSATION](#)** – GILLILAND
We've talked about this the last few meetings. We did evaluate proposals and chose Siegel as the vendor, formerly known as Simpson. HR is still working out the details with Siegel and getting a final signed contract.
- **WORKDAY PLANNING COMMITTEE** - SMITH
Work Day is basically the platform that will replace PeopleSoft. One of the things that the Senate has struggled with over the years is keeping constituent list updated. One of the conversations we've had is Workday's ability to be a lot quicker and a lot more robust. So, I think I think it's going to be a really good change for the Senate.
- **WORKDAY CHANGE AMBASSADOR NETWORK** – BROWN, SHUTER
The Change Ambassador Network is a group of individuals who are imbedded locally and charged with bringing feedback so that we know that this will be changed. So as this change occurs, we want to make sure that we're responsive and thoughtful about how we navigate that change, how we train that change and so today is the start of that network which includes a Staff Senate, Faculty Senate, COSW, CODRE, as well as those embedded in the units.

OFFICER REPORTS

- **REPORT: CHAIR - SMITH**
The biggest thing I wanted to share was the Shared Governance Work Group has some traction and is moving forward. [This report is online](#).
- **REPORT: VICE CHAIR – GRUBB**
I would like to say, if you're thinking about running for any of the leadership positions, I will be happy to talk to you about what that's like and what my experience has been. I would encourage you to do that because I think it's the kind of thing you have to follow your heart on, regardless of whether or not my supervisor and my wife think it makes sense. [This report is online](#).
- **REPORT: SECRETARY-TREASURER - GILLILAND**
The financial report is online and I'm going to let you all take a look at that yourself because I think I have a little more important discussion to have and it goes along with what Andrew has just raised

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in his report. Serving on the leadership team? Well, it's been a challenge and it's been a privilege and my time in doing so is coming to an end. [This report is online.](#)

OLD BUSINESS

NEW BUSINESS

ANNOUNCEMENTS

ADJOURNMENT

The meeting was adjourned at 4:37 P.M.

Respectfully submitted,
Gretchen Henry
Senate Coordinator