

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**  
June 8, 2021

The Staff Senate of the University of Louisville held its regular meeting on June 8, 2021 on the TEAMS platform, Chair John Smith, presiding.

**VOTING MEMBERS REGISTERING ATTENDANCE**

**A&S:** GINGER BROWN, JESSICA KEY, LINDSEY RONAY **ATHLETICS:** BARBARA BISHOP, KELLY CONKLIN, BLAKE LeBLANC, KIM ROGERS **BUSINESS:** KAYLA MILLER **COO:** BOBBI CARLTON, PAUL EITEL, DONNA HARDESTY, JOHN HUGHES, KEVIN LEDFORD, MIKE MATERNA, KIM NOLTEMEYER, MELISSA SHUTER, JENNIFER STEIER, WILLIAM TAYLOR, DENNIS THOMAS **DENTAL SCHOOL:** BONNIE DEAN, JONATHAN GRAVES, LAURA McKINNEY, JOHN MORGAN, LISA PANTOJA, NANCY TRABUE **EDUCATION:** HEIDI COOLEY-COOK, SAUNDRA KIMBERLAIN, SHAVON WAGNER **ERM:** KATHY BRASHEAR **HR:** WENDY SMITHSON **KENT SCHOOL:** KATHERINE LINZY **LAW SCHOOL:** LEE McWHORTER **LIBRARIES:** SARAH FRANKEL **MEDICAL SCHOOL:** KENNETH ALLEN, JASON BEARE, ANGELA BEVERLY MICHELLE BLESSETT, MARTIN BROWN, LISA FLOORE, KENT GARDNER, MELISSA GARRETT, LEONDR A GULLY, JENNIFER HALL, THEORA HUDSON, SKIP HURLEY, RUBY KEITH, VICTORIA KING, STEPHANIE KITTLE, KIM LAUN, JARED NEAL, ELLYCE PATTON, ROSS SCHULTZ, TONY SIMS, TIMOTHY TRAVIS, ANDREW WEINBERGER, LINDA WILDE, PATTI WILLIAMS, JAMI VANCE, LINDA WILDE, DAVID YOUNG, LIHUA ZHANG **MUS:** DEBORAH KALBFLEISCH **PRESIDENT:** CARCYLE BARRETT **PROVOST:** WILL ADAMCHIK, SHABEER AMIRALI, VALERIE CASEY, ANDREW GRUBB, VIRGINIA HOSONO, LINDA LEAKE, 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:** KRISTIN ROBERTS, DENISE HAND **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  
**VP-HUMAN RESOURCES:** MS. MARY ELIZABETH MILES  
**FACULTY SENATE REPRESENTATIVE:** DR. CHRISTOPHER TILLQUIST  
**SGA REPRESENTATIVE:** MR. ELI COOPER  
**UofL TODAY:** MS. TALIA HORN

**OTHERS REGISTERING ATTENDANCE**

SHARI BARNES, SARAH BAYS, MIMI BELL, CRYSTAL BRADLEY, CATHY BUCKLEY, KRISTINA DOANE, SUSAN FOWLER, LINDA GAINOUS, KAROLINE GARDNER, KATIE GIBSON, LISA GUNTERMAN, KATHY HITE, KAREN KAREM, ANGELA KEENE, KAREN KERENSKY, AMANDA LaDUKE, NATASHIA LUKE, KATHERINE MARKUSON, PLESHETTE MORROW, ERIC NUNN, REBECCA PATTILLO, DWAIN PRUITT, CHRISTINA REED, JESSIE ROTH, MICHAEL WADE SMITH, JULI WAGNER, BETSY WATERS, CHEREE WHITLOW, JOHN WHITNEY, TALEIA WILLIS

**CALL TO ORDER**

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**ACTION ITEM: Approval of May minutes - Smith**

An amendment to the [May minutes](#) was made to include the floor nomination for Senator Barret as vice chair. The minutes were approved as amended.

**REPORT: President's Update - Bendapudi**

The president reported on several topics.

**The Foundation** – About four years ago, the Foundation started the work of improving the university's endowment. When President Bendapudi came to UofL three years ago, it became a priority to work with Keith Sherman and the Foundation Board to make sure that the many accounts that were underwater would be made solvent. As of this past April, all the accounts are above water and completely solvent. This happened in a couple of different ways. One way was the benefit of the market activity. But the majority of the credit goes to CEO Keith Sherman and the Foundation's board of directors who implemented more discipline, among other things. These changes were painful in the short run, but it was the right things to do for the long run. Now there are checks and balances so that any donor, above a certain amount, can actually log in anytime to see how their money is being spent. That level of transparency is necessary when trust is breached.

**Agency Rating** - Two institutional rating agencies, Standard and Poor's and Moody's, have upgraded UofL's outlook from negative to stable. It is one thing to say we are doing a great job, but it is nice to get external validation.

**Retirement** - Pending approval by the Board of Trustees, the retirement contributions will be restored up to 7.5 % with 2.5% optional. That will be effective July 1.

**Compensation** – Another item that is pending board approval, is a 1% across the board increase to base. If you have an increase to base that will have an impact on retirement and everything rather than a bonus. Upon approval, this will be effective August 1. President Bendapudi said it is very important to all of the employees was that every year everyone should have some increase to keep up with cost of living adjustments and to show we believe in you and we are investing along with you.

**Enrollment** - At this point our enrollment is down for the fall. Mr. Jim Begany, the Vice Provost for Enrollment reminds us that students are registering at a slower pace. This happened for the spring 2021 semester, also. We are really focusing on getting students back and getting them enrolled. The Enrollment Management Office has started a program called the Enrollment Lightning Response Team (ELRT). When they hear of a student having an issue returning to UofL, the team works with them to remove as many barriers as possible.

**Return to Campus and Vaccinations** - This is a topic of interest to all of us. As public universities right now, we are not planning to require vaccinations across the board. The best protection is for you to get the vaccine. If you know people have not taken the vaccine, please encourage them to do so. Currently, there are some schools that will require student vaccinations based on what is taught. For example, medicine and dentistry will require vaccination because they work directly in our clinical setting. This morning we heard that music might require it because the nature of teaching using breathing exercises and standing in close proximity to each other. About 1400 students signed up for our lottery when we said we would give away prizes. So, we will continue to promote it to our students and strongly urge them to take the vaccination. Then in the fall we may want to go back to the lotteries again or do something to incentivize our students to get it. Starting September 1, anyone who works in our hospital system will have to be vaccinated. They'll still have religious and medical exceptions.

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- **QUESTION:** When will the units mandating the vaccination be sending out this announcement?
  - **REPLY (Bendapudi):** Different units are doing different things. Let me get that information and get it out to you.
  - **REPLY (Michael Wade Smith):** It will just be the HSC units.
- **QUESTION:** What about the new CDC guidelines for higher education?
  - **REPLY (Bendapudi):** We follow CDC guidelines. Is there anything different?
  - **REPLY (Frankel):** Yes, an update as of June 4<sup>th</sup>, it's regarding vaccinations and they suggest not returning to full capacity in-person learning unless vaccines are required or all students are vaccinated.
  - **REPLY (Bendapudi):** As of right now, we are consistent with all public universities in Kentucky and we'll take a look at that too. Starting June 11<sup>th</sup>, everything can be open, and if you have had the vaccine then you don't have to mask.
- **QUESTION:** How are vaccinations reported if they were received outside the UofL system?
  - **REPLY (John Smith):** Dr. Bressoud has said, if you got it in Kentucky, it was one thing for us. If you got it in Indiana or somewhere else, it was a completely different matter.
  - **REPLY (Michael Wade Smith):** And we are currently talking about putting together a Kentucky registry of all the data available. We are working on identifying a list of non-Kentucky residents or folks who we don't have a record of vaccination and sending out an email just to create a record on UofL in the campus health side. All information will be protected. We are talking about that right now, and are close to finalizing it. to Angeles question earlier on the units.
- **COMMENT (Michael Wade Smith):** As John Smith just said medicine, nursing dentistry, public health and music are requiring vaccinations because of the unique circumstances of their teaching and learning. Those notifications will be going out this week to those units and then will be updated on the FAQ on the website later this week.
  - **QUESTION:** Is that for all employees of those units, or just for ones that interact with patients or students? Because there are office personnel that never see a patient or student.
    - **REPLY:** I hesitate to respond to you, so I don't misspeak. You should get the correct information from your unit.
- **QUESTION:** Is the list of [Student Champions](#) public?
  - **REPLY:** It should be.
- **QUESTION:** Is it okay to ask if someone has been vaccinated?
  - **REPLY (John Smith):** From what I have heard, it is okay to ask, but if they say 'no', you can't take it any further and ask more questions.
  - **REPLY (Michael Wade Smith):** Our policy is if you are unvaccinated, you must remain masked. That will be the policy if you remain unvaccinated. So, if the answer is no, they should remain masked. And if you have hesitation or if you have any fear yourself if you have been vaccinated and still are concerned, you also can continue to wear a mask.
- **QUESTION:** Are there plans if there is a surge of the virus in the fall?
  - **REPLY (John Smith):** The leadership meetings have continued and it was announced today that we would continue with COVID as the regular theme in those meetings.
- **QUESTION:** What are the reasons people can be exempt from being vaccinated?

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- **REPLY(Michael Wade Smith):** We will not be mentioning anywhere the many reasons that people might choose not to take the vaccine. We don't want to detail out all of those. We know that there are personal, medical, religious and all kinds of reasons. What we also know is that the more people that take the vaccine, the better off we all are. We are safer as a community, and so we're going to continue to emphasize the importance of taking the vaccine. It's true that we are not requiring it in most instances, but we will continue to push for vaccination throughout the campus. You will see continued requests from administration that more people get vaccinated.
- **QUESTION:** Regarding the masking, if someone has taken only one dose of the vaccine and they have not taken the second one. What do we do?
  - **REPLY:** So, they would have to follow the campus policy to stay masked because they are not fully vaccinated if they have only taken one.
- **QUESTION:** Has there been any discussion about retirement accounts being reimbursed?
  - **REPLY:** No, it is just moving forward.
- **QUESTION:** Will testing for Covid be mandatory for the unvaccinated?
  - **REPLY (Michael Wade Smith):** We are just beginning to discuss this.
- **QUESTION:** Is it possible to get Covid after being vaccinated?
  - **REPLY:** It is possible, but it's very rare. If it does happen, which is unlikely, those circumstances have been far milder, which is reassuring, and again, another good reason for getting vaccinated.
- **QUESTION:** Regarding the salary increase of 1% and why not 2%?
  - **REPLY (Michael Wade Smith):** Neeli just reported on the enrollment being down for fall. Because we depend on tuition for our budget, there's not enough funds for more. This is the reality of where we are.

### **ACTION ITEM: Seating of New Senators - Steier**

There were 106 applications. Forty of those were senators whose seat expired in 2021. After the unit elections ended on Friday, May 28<sup>th</sup>, C&N seated everyone. There will be a total of 50 new senators. See page two of the report linked above.

### **ELECTION: Officer Q & A - Barrett**

After Senate Parliamentarian Senator Barrett explained the new process for voting, the officer candidates answered questions from senators.

**QUESTION:** What are one or two priorities or initiatives that you think should be worked on in the upcoming year?

- **REPLY (Smith):** The new remote work policy, I believe is a really good policy. And we've had a lot of input into that. The level to which it is embraced is where the rubber hits the road, right? A policy is just words on paper unless it's embraced, at least to a certain level.
- **REPLY (Grubb):** If there is one I am more committed to, it is holding the university accountable for the Cardinal anti-racism agenda. This is an issue that I got to grapple with and work with people during the past year and it had significance for me.
- **REPLY (Ledford):** For me, I think I do have one that stands out to me and it is shared governance. Codifying that to ensure that staff always have a seat at all the tables where we need to be represented. That would probably be far and away my main one.

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**QUESTION:** How would you advocate for better communication regarding staff safety, especially in the hospital system where rave alerts are dictated by LAPD?

- **REPLY (Ledford):** I know I would like for us to advocate for them trying to increase procedures to try to be more in communication with LAPD to maybe have some type of an ambassador or liaison who could make sure that we get informed as soon as LAPD informs the people in the buildings or areas that they manage. I think it's just going to require some time and trying to figure out the best way to make that happen. I think some type of a communication element, be it a person or process that's going to make sure that we get that information and get it to our people in those buildings would be best.
- **REPLY (Smith):** I agree. Chief Lewis addressed that in a meeting. Maybe the best thing is what Kevin said is the liaison to notify because a lot of times DPS does not get a notification from LMPD, and then there's no rave alert or anything. But if we had a liaison from the hospital to DPS, that would bridge that communication gap.
- **REPLY (Grubb):** I agree that the best thing is to keep having conversations and thinking through this every time I have been party to conversations

**QUESTION:** Deans are concerned that remote work will encourage the university to take funding lines away because if the job was important enough, the chair would make someone come in and do it. Any ideas on how we can advocate against that?

- **REPLY (Ledford):** The best thing we can do is use our voices as representatives for the staff and I'm talking about all the senators, not just the officers. I think from what I've heard, we've had pretty good commitments from upper administration on trying to encourage deans and the department heads to be flexible on this. It's also going to need a concerted effort on our parts to be able to transfer that information where it needs to go and to be active representatives.

**QUESTION:** How do we communicate the success stories of remote work since March of last year once policy is implemented?

- **REPLY (Ledford):** I think if we can show those success stories and put those forward, it will go a long way into showing that it can be done. I don't know the best way, I am just now thinking about it. It is a good point, but those do need to be communicated.
- **REPLY (Smith):** I think the first part of that story has been told because we've been so successful. I think the thing now is we have got to look for the stories of Part B when the permanent remote work policy goes into effect.
- **REPLY (Grubb):** We are a major factor in making the university the great place to learn, work and invest, right? So, I think getting the stories out there maybe in venues that we would not normally consider. Why not a piece in Louisville magazine? Why not a piece in the Courier Journal? Why not get this out somehow? That's what I would say.

**ACTION ITEM: Senate Meeting Discussion –Ledford**

Senator Ledford reported on revising the bylaws as far as meeting days. As the new Staff Senate year starts next month, we want to update and revise the way we schedule our meetings. To do that, we're proposing a couple of bylaws changes that will give us the flexibility to serve staff needs better. Senators were polled on their preferred meeting day and the result was overwhelming that Tuesday was

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the preferred. Senator Ledford read the proposed changes. There were no questions or discussion. The second reading and vote will take place at the July meeting.

**REPORT: [CARE Recommendation](#) – Gully**

Senator Gully presented the CARE Committee’s recommendation regarding the upcoming Juneteenth holiday. One of the things the committee is proposing in honor of Juneteenth, is a statement be sent from the Staff Senate recognizing the university's commitment and decision to observe the holiday and to give a bit about the its history. In addition, it would state its importance and suggest options to celebrate within the campus community or individually. A motion was made to approve, and the recommendation passed.

**REPORT: [Chair](#) – Smith**

This report is linked above.

**REPORT: [Vice Chair](#) – Grubb**

This report is linked above.

**REPORT: [Secretary-Treasurer](#) - Gilliland**

This report is linked above.

**REPORT: [Faculty Senate Representative](#) - Tillquist**

Dr. Tillquist reported that the Provost reported on her goal to establish a Center for Engaged Learning that will focus on internships and opportunities for students. Enrollment numbers are mostly down, especially in undergraduate students. There will be more information forthcoming. The EVPRI, Dr. Kevin Gardner gave a report. Everything is up in terms of research productivity, so that's a very positive thing. We are further along in terms of our federal funding than ever before. We have more inventions than ever before. And our research agreements, which has been a focus for him with companies, is also up. In terms of academic programs, there were three motions approved to suspend some programs. They were the BS in Atmospheric Science, and then in the College of Education, the MEd in Instructional Technology, and an MEd in Literacy Education.

**REPORT: [Student Government Representative](#) - Cooper**

Mr. Cooper reported that the SGA is starting to look for spaces on campus to be designated for masked people exclusively, because there are many students who do not feel comfortable coming back to an unmasked campus. Another thing the SGA doing is seeking input for projects it could undertake. If anyone has any suggestions, please let him know.

**STANDING COMMITTEE REPORTS**

- [Committee for Anti-Racism Efforts \(CARE\)](#) - Gully
  - This report is linked above.
- [Credentials and Nominations \(C&N\)](#) – Steier
  - This report is linked above.
- [Policies and Economic Development \(PED\)](#) - Neal
  - This report is linked above.

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- [Services and Facilities \(S&F\)](#) - Gittings
  - This report is linked above.
- [Staff Grievance Committee \(SGC\)](#) - Beare
  - This report is linked above.
- [Staff Help and Relief Effort \(SHARE\)](#) - Donahue
  - This report is linked above.
- [Staff Morale and Engagement \(SME\)](#) – Taylor
  - This report is linked above.

**OTHER COMMITTEE REPORTS**

- [Benefits Design Work Group](#) – Beare
  - This report is linked above.
- [Human Resources Advisory Committee \(HRAC\)](#) – Williams
  - This report is linked above.

**OLD BUSINESS**

None

**NEW BUSINESS**

None

**ANNOUNCEMENTS**

- **July Meeting** - The July meeting will be held in a hybrid format. More information will be sent.
- **Workday Update** - Senator Shuter reported that the Change Ambassador network is going to be walking through the Workday HR process. She encouraged senators to visit the website ([louisville.edu/workday](http://louisville.edu/workday)). This is the support website for the two-year HR launch.

**ADJOURNMENT**

The meeting adjourned at 4:27 P.M.