

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

October 12, 2021

The Staff Senate of the University of Louisville held its regular meeting on October 12, 2021 on the TEAMS platform, Chair John Smith, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE

A&S: GINGER BROWN, KORINNE QUIRE, LINDSEY RONAY, JASON SIEVERS **ATHLETICS:** BARBARA BISHOP, KELLY CONKLIN, TISH DUVAL, BLAKE LeBLANC, DANIEL MORRISSEY, KIM ROGERS **BUSINESS:** SHANNON JENKINS, KAYLA MILLER **COO:** BOBBI CARLTON, PHILLIP CARSWELL, PAUL EITEL, RHONDA GILLILAND, DENISE HAND, DONNA HARDESTY, KIM NOLTEMEYER, MITCHELL PRIDDY, JENNIFER STEIER, BILL TAYLOR, DENNIS THOMAS, PATTI WILLIAMS **DENTISTRY:** BONNIE DEAN, KELLY JOHNSON, LAURA McKINNEY, PLESHETTE MORROW, ASHLEY O'NEIL, LISA SIRLES, FAITH YOUNT **EDUCATION:** SARAH KAISER, JANET OLSON, JULIE THUM **ENT.RISK MANAGEMENT:** KYLE HURWITZ **HUMAN RESOURCES:** WENDY SMITHSON **KENT:** KATHERINE LINZY **LAW:** LEE McWHORTER **LIBRARIES:** ALICE ABBOTT-MOORE **MEDICINE:** JASON BEARE, MICHELLE BLESSETT, MARTIN BROWN, LISA FLOORE, KENT GARDNER, MELISSA GARRETT, JENNIFER HALL, THEORA HUDSON, SKIP HURLEY, DEBBY KALBFLEISCH, RUBY KEITH, VICTORIA KING, STEPHANIE KITTLE, KIM LAUN, REBECCA LEDFORD, JARED NEAL, TONY SIMMS, TIMOTHY TRAVIS, LINDA WILDE, LIHUA ZHANG **MUSIC:** CHRISTOPHER DYE **NURSING:** TIM DILL **PUBLIC HEALTH:** RACHEL QUICK **PRESIDENT:** CARCYLE BARRETT, LEONDR A GULLY **PROVOST:** WILL ADAMCHIK, SHABEER AMIRALI, ANDREW GRUBB, VIRGINIA HOSONO, LINDA LEAKE, KEVIN LEDFORD, JOHN MORGAN, TONY ROBINSON, TAYLOR U'SELLIS, MARK WOOLWINE **SPEED:** ERICA GABBARD, KARI DONAHUE, BRENDAN STIVERS, MANI VANGULAR **VP-COMMUNITY ENGAGEMENT:** PATRICK SMITH **VP-HEALTH AFFAIRS:** KRISTEN ROBERTS, BILL TUTTLE **VP-RESEARCH:** JODY CARROLL, DAVE FUNK, ANGELA LEWIS-KLEIN **VP-STUDENT AFFAIRS:** BLAIR MORGAN, JOHN SMITH **VP-UNIVERSITY ADVANCEMENT:** TAYLOR PRATT, NAKIA STRICKLAND

GUESTS REGISTERING ATTENDANCE

UNIVERSITY PRESIDENT: DR. NEELI BENDAPUDI
VP-HUMAN RESOURCES: MS. MARY ELIZABETH MILES
DIRECTOR TOTAL REWARDS: MS. KARI AIKINS
FACULTY SENATE REP: MR. TIMOTHY ROBERTS
SGA REP: MR. ELI COOPER
UofL TODAY: MS. TALIA HORN

OTHERS REGISTERING ATTENDANCE

SHARI BARNES, MIMI BELL, CRYSTAL BRADLEY, MARY CHIAVAROLI, FANNIE COX, CHRISTINA DOAN, SHELLEY DUNN, DAN DURBIN, DONNA ERNST, SUSAN FOWLER, SARAH FRANKEL, LINDA GAINOUS, NICHOLAS HOSCH, KATHY HITE, TAMARA IACONO, REHAN KHAN, KAREN KAREM, SARAH LOPEZ, KATHERINE MARKUSON, LANA METZLER, JESSICA MURNOCK, STACIE NIELSEN, IAN NORRIS, CHARLES RAINS, CHRISTINA REED, JESSIE ROTH, MELISSA SHUTER, MATTHEW STANLEY, TALEIA WILLIS, CANDACE WOODWARD, CAROL ZEHNDER

VOTING MEMBERS NOT REGISTERING ATTENDANCE

COO: JOHN RUBLE **EDUCATION:** HEIDI COOLEY-COOK **MEDICINE:** KENNETH ALLEN, CHARLES CARTER, ANGELA COX, KATHLEEN ELSHERIF, ANDREW WEINBERGER, DAVID YOUNG **VP-FINANCE:** LYSHANNA CUNNINGHAM **VP-STUDENT AFFAIRS:** MELISSA TAYLOR

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
October 12, 2021

CALL TO ORDER

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

ACTION ITEM: APPROVAL OF THE MINUTES - SMITH

The September minutes will be considered at the November meeting.

REPORT: University Update - Neeli Bendapudi

President Bendapudi updated the Staff Senate on several topics.

- Dr. Bendapudi shared some of the good news happening at UofL that is not covered by the media.
 - **Medical Advances** – The [first artificial heart transplant](#) in the world performed on a woman took place at UofL's Jewish Hospital.
 - **Speed School** – The Louisville Automation and Robotics Research Institute ([LARRI](#)) is the first in Kentucky to develop robots. LARRI has developed robots that can help in the healthcare field as nurse extenders, performing simple actions to relieve nurses for patient care. On a national level, NASA has worked with LARRI in testing robots for their jet propulsion lab.
- **Compensation** - Salary increases are based on revenue. The largest source of revenue that can be controlled is student enrollment and retention. State funding is a small part of the university's revenue and is tied to the performance funding model, which is partially tied back to enrollment and retention. This is why enrollment and retention are so crucial. Because the enrollment numbers were so good for fall 2020 and spring 2021, employees received a 1% cost of living increase and a one-time bonus in August. It is important to get to a place that employees can depend on an annual increase and the administration is committed to making that happen. Demographic data shows a 15% decline in college-age students coming in Kentucky in 2025-2030. Provost Gonzalez is proactively addressing this by developing the Demographic 25 Steering Committee to study all aspects of the issue.
- **Covid Response** – Lieutenant Colonel Matt Stanley has joined UofL to work with Campus Health in response to Covid-19. He retired as a lieutenant colonel after 21 years in the Army. He said the university is over 85% vaccinated and everything that the university is doing is having a great impact.

REPORT: Open Enrollment - Mary Elizabeth Miles/Kari Aikins

The Staff Senate was updated on open enrollment, benefit options and changes to take place this year. Ms. Mary Elizabeth Miles, Vice President -Human Resources, reminded senators that open enrollment starts next week on October 20th and ends on November 3rd. Besides the addition of the ULH option, there are very few changes to the healthcare plans. Please look at the [2022 benefits guide](#) on the HR web site. If there are no changes to your coverage, you do not have to do anything and your coverage will continue. The only item that does require attention is the Flexible Spending Account (FSA). If you want to start or continue the FSA, you must enroll each year or the amount goes to zero. Ms. Kari Aikins, the new Director of Total Rewards reported on several changes to the healthcare benefits.

- **New Vendor** - Optum, the new vendor to manage both the FSA and HRA accounts.
- **Expanded HRA** – For employees on the PCI and PCI Low plans, who have an HRA, the benefit has been extended to include prescription benefits, as well as the medical benefits.

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

October 12, 2021

- **New ULH Health Plan** - The ULH plan operates differently than our other plans because it is a tiered structure – Tier 1, Tier 2 and Tier 3. Please refer to the [ULH information](#) on the HR web site.
 - **QUESTION:** What happens if you're on vacation and something happens to you and you have the ULH plan?
 - **REPLY:** The answer is two-fold. In Tier 1, if you are traveling and you are outside of Louisville, you still have access to the Anthem network and would move into Tier 2, because the Anthem network is nationwide. Anthem also has worldwide coverage, so if you are traveling outside the US, you can see network providers. Just make sure that you are seeing an Anthem provider if you are out of town. Those providers can also help you with prescriptions.
 - **QUESTION:** Why are the rates for the ULH two-employee family higher than the other levels in the plan?
 - **REPLY:** This has come up several times. Last year and this year, the university picked up the cost increases for all the plans. This caused some discrepancies in establishing ratios from an actuarial perspective. This will be rectified over the next few years, but we wanted to introduce the ULH plan at the correct ratios calculated the two-employee rates
- **New Insurance Cards** – New health insurance cards will be mailed out in January.
- **Get Healthy Now** - Enroll with the new provider, [Health Advocate](#), by November 30, 2021, and earn points to receive the \$40 monthly discount on healthcare premiums.

REPORT: [Staff Senate Chair - John Smith](#)

Chair Smith reminded senators that communication with constituents is extremely important and the central obligation to being a senator. There has been an increase in complaints from staff who do not know their senator. With upcoming events like open enrollment, it is critical for senators to keep in contact with their constituents. This report is linked above.

REPORT: [Staff Senate Vice-Chair - Andrew Grubb](#)

Vice Chair Grubb reported that he has attended meetings of the Academic Scenario Planning Committee, but sometimes, due to his job, has conflicts with attending those of the Athletic Association. He further stated that in the current atmosphere with the pandemic, and all the extra stress that entails, things can become overwhelming. He encouraged senators to reach if they need advice or someone to listen.

REPORT: [Staff Senate Secretary-Treasurer - Kevin Ledford](#)

Senator Ledford encouraged senators to make sure their constituent list is up to date. This report is linked above.

REPORT: [Faculty Senate Representative - Tim Roberts](#)

This report is linked above.

REPORT: [Student Government Update - Elijah Cooper](#)

Mr. Cooper reported that this is SGA Week and there are student town halls scheduled to address various student concerns.

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
October 12, 2021

COMMITTEE REPORTS - Andrew Grubb

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
 - This committee is still working through the recommendations and connecting with the standing committees.
- **Credentials and Nominations (C&N) - Jennifer Steier**
 - This committee made the motion to seat Tessa, McGilbra in Dental 07 and Kelly Moore in Med 07. The motion was seconded and passed.
 - The committee report is linked above.
- **Policies and Economic Development (PED) - Virginia Hosono**
 - The survey the committee sent out received 600 responses and the data is being processed.
- **Services and Facilities (S&F) - Paul Eitel**
- **Staff Grievance Committee (SGC) - Jason Beare**
 - This committee finalized its draft charter was unanimously approved by the Executive Committee.
 - This committee is working with the Policies & Economic Development Committee and Human Resources on the Grievance Policy.
- **Staff Help and Relief Effort (SHARE) - Kari Donahue**
 - The SHARE Committee granted two awards for a total of \$3089.44. The committee is going to work on the application and the process to see if it can be streamlined.
- **Staff Morale and Engagement (SME) - Melissa Taylor**
 - This committee met with Katie Partin and received the Climate Survey results. The committee will look at the data to see what can be used to help guide decisions for future staff morale projects and initiatives.
 - Next month, the committee will meet with Betsy Hernandez from the Commonwealth Credit Union to discuss the Staff Senate Winter Drive for the Cardinal Cupboard.

OTHER COMMITTEE REPORTS

- **Human Resources Advisory Committee (HRAC) - Patti Williams**
 - **New Anthem ID Cards** - Senator Williams reminded senators that the new Anthem ID cards will be mailed to employees' homes. She stressed caution as they will come in a plain white envelope and may be mistaken for junk mail.
- **University Police Advisory Committee (UPAC) – Sarah Kaiser**
 - **Annual Safety Report** – This report covers all three campuses and has been sent by email. It is also online at the link above.
 - **Catalytic Converter Thefts** - They did highlight the one main concern that's really think plaguing the campuses are catalytic converter thefts. This is common kind of all across even the nation right now. So just being very mindful if you see something, say something.
 - **Therapy Dog** – As a new way for ULPD to support students, they now have a therapy dog named K9. He will be making some appearances, especially around midterms and finals.

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

October 12, 2021

DISCUSSION

Testing Mandate - Senate Chair Smith started a discussion about mandated testing for unvaccinated staff and what the consequences should be for those who do not participate. Though the mandate has been in effect for a while, there are no consequences for not participating. Emails targeted to those not participating are being sent, but no consequent structure has been developed. Suggested consequences ranged from firing to suspension or potentially adding a cost to healthcare premiums for non-participation.

Vaccination Statement - Then, Chair Smith started a new conversation regarding the Faculty Senate's vaccination statement that he had shared via email prior to this meeting. The statement says that if a vaccination mandate was made by the administration, the Faculty Senate would support it for those people medically able to receive it. It is not calling for a mandate, merely supporting one if one was made. A motion was made to endorse the Faculty Senate statement. Vice Chair Grubb added the following friendly amendment: *"The Staff Senate is pleased to endorse Faculty Senate's pro-vaccine stance, and we would like to add our concerns..."*. The friendly amendment passed. A small group of volunteers will craft the letter and present it to the Executive Committee for review.

Booster Shots – Currently, Pfizer Covid vaccine booster shots are available only to those who have a note from their doctor and present it to Campus Health.

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting was adjourned at 4:34 p.m.

Respectfully submitted,
Gretchen Henry
Senate Coordinator