

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES

November 9, 2021

The Staff Senate of the University of Louisville held its regular meeting on November 9, 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, DANIEL MORRISSEY, KIM ROGERS **BUSINESS:** SHANNON JENKINS, KAYLA MILLER **COO:** BOBBI CARLTON, PHILLIP CARSWELL, PAUL EITEL, RHONDA GILLILAND, DENISE HAND, DONNA HARDESTY, MIKE MATERNA, MITCHELL PRIDDY, JENNIFER STEIER, BILL TAYLOR, DENNIS THOMAS, PATTI WILLIAMS **DENTISTRY:** BONNIE DEAN, KELLY JOHNSON, TESSA McGILBRA, PLESHETTE MORROW, ASHLEY O'NEIL, LISA SIRLES, FAITH YOUNT **EDUCATION:** HEIDI COOLEY-COOK, SARAH KAISER, JANET OLSON, JULIE THUM **ENT. RISK MANAGEMENT:** KYLE HURWITZ **HUMAN RESOURCES:** WENDY SMITHSON **KENT:** KATHERINE LINZY **LIBRARIES:** ALICE ABBOTT-MOORE **MEDICINE:** KENNETH ALLEN, JASON BEARE, MICHELLE BLESSETT, MARTIN BROWN, ANGELA COX, LISA FLOORE, JENNIFER HALL, THEORA HUDSON, SKIP HURLEY, KENT GARDNER, MELISSA GARRETT, DEBORAH KALBFLEISCH, RUBY KEITH, VICTOIRA KING, STEPHANIE KITTLE, REBECCA LEDFORD, JARED NEAL, TONY SIMMS, TIMOTHY TRAVIS, ANDREW WEINBERGER, DAVID YOUNG **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:** KARI DONAHUE, ERICA GABBARD, BRENDAN STIVERS, MANI VANGULAR **VP-COMMUNITY ENGAGEMENT:** PATRICK SMITH **VP-FINANCE:** LYSHANNA CUNNINGHAM **VP-HEALTH AFFIARS:** KRISTIN ROBERTS **VP-RESEARCH:** JODY CARROLL, DAVE FUNK, ANGELA LEWIS-KLEIN **VP-STUDENT AFFAIRS:** MORGAN BLAIR, JOHN SMITH, MELISSA TAYLOR **VP-UNIVERSITY ADVANCEMENT:** TAYLOR PRATT, NAKIA STRICKLAND

GUESTS REGISTERING ATTENDANCE

VICE PROVOST-ENROLLMENT MANAGEMENT: MR. JIM BEGANY
CHIEF INFORMATION OFFICER: MR. REHAN KHAN
EXECUTIVE DIRECTOR IT SERVICES: MS. KATHERINE STEVENSON
FACULTY SENATE REP: MR. TIMOTHY ROBERTS
SGA REP: MR. ELI COOPER
UofL TODAY: MS. TALIA HORN

OTHERS REGISTERING ATTENDANCE

KARI AIKINS, MIMI BELL, AMANDA BORDEN, CRYSTAL BRADLEY, VICKI DAHILL, KRISTINA DOAN, SHELLEY DUNN, DONNA ERNST, SUSAN FOWLER, TAMARA IOCONO, KAREN KAREM, SARAH LOPEZ, SAID MIAN, JESSICA MURNOCK, ERIC NUNN, CHRISTINA REED, TAMMI THOMAS, WILLIAM VETTER, BETSY WATERS, JAMES WOOTEN

VOTING MEMBERS NOT REGISTERING ATTENDANCE

ATHLETICS: BLAKE LeBLANC **COO:** KIM NOLTEMEYER, JOHN RUBLE **LAW:** LEE McWHORTER
MEDICINE: CHARLES CARTER, KATHLEEN ELSHERIF, KIM LAUN, LIHUA ZHANG **MUSIC:** CHRISTOPHER DYE
VP-HEALTH AFFAIRS: BILL TUTTLE

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Before calling the meeting to order, Chair Smith congratulated Senator Mani Vangalur (Speed) on his marathon win over the weekend. He was first place in the Mountaineer Rumble in South Carolina.

CALL TO ORDER

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

ACTION ITEM: APPROVAL OF THE MINUTES - SMITH

The [September meeting minutes](#) were unanimously approved.

REPORT: Enrollment Update - Jim Begany

Mr. Begany reported on the state of fall enrollments, retention and the challenges higher education will face in the coming years.

Fall 2021 Enrollment – The numbers on the slide are only estimates. Final numbers will be available later. For fall 2021, there were 21,754 students enrolled and in fall 2020, it was 21,981. So, overall, enrollment was down 227 students. Though we do not want to be down, we are still doing better than other state schools.

Retention - Retention of students who started in fall 2020 and who came back in fall 2021 was down -4.3%.

Graduation Rate – Even with Covid's impact, UofL had the highest graduation rate in the university's history at 61.6%.

Future Enrollment Issues – Demographics show that Kentucky's college-age population will decrease by 15% in 2025-2030. In order to address the issues surrounding this the provost has created the Demographic 25 Committee.

This report is online and linked above.

REPORT: Multi Factor Authentication Update - Rehan Khan, Katherine Stevenson, Sara Northerner

Chief Information Officer, Mr. Rehan Khan and Information Technology Services (ITS) Executive Director Katherine Stevenson explained the need to update security for the university's systems because of the increase in cybercrime. On January 10, 2022 Information Technology Services (ITS) will begin the use of *conditional access* for logging into most university systems. It is a way to verify a user's identity when in a different location, using a different device, or using a different browser. It is a second step to verify the identity of the person requesting access to resources before access is given. Many financial institutions, online retailers and others use this method of identification verification.

Authorization is based on a combination of factors.

- If the system recognizes your location and device, access is granted.
- If the system does not recognize your location, you will be asked to use DUO (2 factor user verification) for authentication.
- If the system does not recognize your device, you will be asked to use DUO (2 factor user verification) for authentication.

Once this goes live on January 10th, you will not see it, unless you are traveling. Then, it will show up and you will be prompted to prove your identity.

This report is online and linked above.

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REPORT: Covid Update - Matt Stanley

Background - Mr. Stanley introduced himself. He recently retired after 21 years of active duty service in the United States Army and came to UofL to help out with the university's COVID response efforts. His skills include managing large, complicated complex problems.

Covid - Until last week, Jefferson County had been in a downtrend but a slight uptick brought us up to about 31 cases per 100,000. Anything over 25 cases per 100,000 is considered in the high risk category. The university is a much safer environment than the rest of the surrounding county. That is because of the good work of everybody masking, social distancing and our very high vaccination rate. As of this morning our vaccination rate is just shy of 88% and the vaccination rate among the staff is 86.7%.

Executive Order - A few weeks ago an email went out that notified employees of the executive order that mandated vaccines for all institutions that receive federal funding. Through some contractual language it seemed that UofL was subject to the executive order. This applies to pretty much every major university in the country as most major universities receive some sort of federal contracts, federal grants, etc. The university's General Counsel is working through this to determine exactly what it means. Some of you may know that the attorney general for the state of Kentucky filed an injunction based on this mandate, but that injunction has not been granted. The university leadership is putting a plan in place as if this mandate will go into effect. The original date of the mandate was somewhere around December 8th, but has been shifted to January 4, 2022. The goal will be to get everybody either vaccinated or have an approved accommodation prior to everybody leaving for the holiday.

QUESTION: I got my booster outside of the university. DO I need to upload my information?

REPLY: Yes, that is a good idea.

QUESTION: What is UofL doing about the waivers for medical reasons or conscientious objector reasons or things are part of the new federal mandate?

REPLY (Stanley): We are still in the process of refining that process. It looks like there will be a panel who will review those applications.

REPLY (Murnock): The university is going to communicate the plan and you will know what's going to happen. Please be sure to check your email.

COMMENT: At an NIH seminar I attended last week, they said the vaccine mandate is not just for the universities, but any grant we have from NIH that has a subcontract on it that mandate rolls down to our subcontractees. So that's just something UofL is going to need to keep in mind because we're responsible for policing the actions of our subcontractees.

REPLY (Stanley): Our legal counsel and the folks that manage our contracting process are very well aware of that, and they're taking that into account as necessary.

REPORT: Staff Senate Chair - John Smith

Chair Smith reported that the academic units will be moving to a new budget model that is based on the number of course hours taught. This will encourage units to develop new programs. With new programs the need arises for additional support staff. This is a point he makes at the budget meetings he attends. This report is online and linked above.

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REPORT: Staff Senate Vice-Chair - Andrew Grubb

Vice Chair Grubb addressed questions sent via Mentimeter. He also announced his intention to not seek reelection as an officer or as a senator in the spring elections. His early announcement was intended to give senators plenty of time to consider running for office.

QUESTION: Why is a non-medical professional heading up the university's COVID response team?

REPLY (Grubb): Maybe someone on here who can speak to that. My initial reaction would be I think the answer we would likely here is that there's more to it than just the medical side. There are a lot of logistical aspects to it, as well.

REPLY (Murnock): Correct. We have Dr. Phil Bressoud who is the Campus Health physician and Matt Stanley works closely with that entire team. Matt's role is to coordinate efforts across all of the campuses. His role is synchronized with the leadership team to keep things moving forward so he is in a project management position.

REPORT: Staff Senate Secretary-Treasurer - Kevin Ledford

This report is online and linked above.

REPORT: Faculty Senate Representative- Tim Roberts

This report is online and linked above.

REPORT: Student Government Update - Elijah Cooper

There was no report.

COMMITTEE REPORTS

- **Committee on Anti-Racism Efforts (CARE) – Nakia Strickland**
 - This committee is still working on the recommendations. Two standing committees, PED and SGC have added diversity equity and inclusion language to their charter. It is hoped that all committees will add this language to their charters ,as well, by the end of the academic year. The committee continues to gather resources related to diversity, equity and anti-racism to be added to the staff Senate website. The committee hopes to coordinate a training for staff senators sometime in the spring.
- **Credentials and Nominations (C&N) - Jennifer Steier**
 - There is one vacancy for the Vice President for Finance area. We have put out a call hope to have a new senator join us next month. This report is online and linked above.
- **Policies and Economic Development (PED) - Virginia Hosono**
 - This committee will have a report in December
- **Services and Facilities (S&F) - Paul Eitel**
 - This committee met on November 3rd and discussed the scooter issue and electric vehicle (EV) charging stations. The current electrical grid is not going to be able to support charging stations unless the electrical service is upgraded or solar panel battery charging stations are integrated.

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- **[Staff Grievance Committee \(SGC\)](#) - Jason Beare**

 - There have not been any grievances filed since the last meeting. The grievance policy review with HR on hold since they had open enrollment last month. A meeting will be scheduled for December. This report is online and linked above.

- **[Staff Help and Relief Effort \(SHARE\)](#) - Kari Donahue**

 - Two applications were submitted this month and the maximum \$1000 was awarded to one and \$336.96 to the second. Just a reminder that deposits on new apartments and paying off credit card bill is not considered a temporary financial hardship. SHARE helps when it is a dire need. This report is online and linked above.

- **[Staff Morale and Engagement \(SME\)](#) - Melissa Taylor**

 - The Cardinal Cupboard food drive kicks off this month through January. More information is in the report linked above.

OTHER REPORTS

- **[Commission on the Status of Women \(COSW\)](#) - Heidi Cooley-Cook**

 - This report is online and linked above.

- **[Human Resources Advisory Committee \(HRAC\)](#) - Patti Williams**

 - Senator Williams reminded senators that new Anthem ID cards will be coming in the regular mail and to be sure to not throw them away as they will be in plain envelopes.
 - There are new restrictions on taking a loan from a TIAA account. Account holders will be held to only taking three loans.
 - This report is online and linked above.

- **[Parking Advisory Committee](#) - Melissa Taylor, Martin Brown**

 - Parking Fees – Since there were no permit fee increases for the past two years, it is very likely there will be an increase for 2023.
 - Jewish Hospital Parking – UofL employees will be allowed to use the Jewish Hospital visitor garage and work ID's will allow cars to exit.
 - This report is online and linked above.

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting was adjourned at 4:07 p.m.

Respectfully submitted,
Gretchen Henry
Senate Coordinator