

## Staff Senate Chair's Report

*I hope November finds you warm and doing well. The following are a list of major items with which I have been involved during the last several months. Please feel free to ask questions – either at the meeting, or via email or telephone. If there's more (or less) you want to see, please give me your constructive feedback. Thank you, as always.*

**Presidential Search:** I represent staff on the presidential search, as the staff trustee. While a search firm has been identified (Funk and Associates), at this point we are still in the early planning stages of how to implement the development of the presidential and university profiles, as well as how to best engage constituency groups in help to define those profiles. A meeting is scheduled for November 13, 2017, of the Board of Trustee's Listening Tour subcommittee will meet, alongside our faculty peers of the Presidential Faculty Search Consultative Committee (PFSCC). These conversations – and the input of our constituencies, both internal and external to the university – are incredibly important in guiding us forward in our search for the next president.

**Humana Gym Fee:** The SSEC was presented information on a proposed fee to utilize the Humana Gym back in the summer. When we raised concerns about whether it was vetted appropriately with constituencies – suggesting the Tuition & Fee Setting Committee should have weighed in based on its impact to students – we understood the implementation of the fee was being delayed. Since then, it has been decided by the President to implement the fee so he will have appropriate time to assess the budgetary situation of the Humana Gym. It was this conversation that led to me advocating for a seat on the Tuition & Fee Setting committee, on which staff were the only constituency group not represented. A story about this recently appeared in U of L News, even though as recently as October 9, when we last met, I was not aware of any date to implement the fee. I am encouraged, based on the feedback of other members of the Tuition & Fee Setting Committee, that this oversight will not be repeated in the future and this fee, as well as any others that might be applied to students, will flow through this committee as expected.

**Staff Recognition Events:** I was so very pleased to be asked to emcee the October 20, 2017, staff recognition event in the absence of VP for Human Resources, John Elliott. It was a wonderful lunch and so very rewarding to see the University recognize over 6,500 years of collective services between the event on the 20<sup>th</sup> and the 27<sup>th</sup>. So many faces and names I recognize from my years at U of L, it was wonderful particularly to celebrate those employees with 40 or more years of service. It's a testament to the strength of this University, even in the midst of hard times and rough financials that we all strive to make U of L the best it can be. Thank YOU from the bottom of my heart.

**Staff Senate Executive Committee:** Dr. Postel invited us to meet with the Chief Financial Officer (CFO) finalist candidate, Mr. Jonathan Pruitt. He is presently at the University of North Carolina system, but is a Kentucky native. This is a crucial role of the University's executive leadership team and to helping us meet financial and budgetary goals. Mr. Pruitt has been vetted and recommended by the internal search committee, on which Vickie Tencer, Vice Chair, represents Staff Senate. You may have read Dr. Postel's email of November 6, 2017, where he introduced Mr. Pruitt to the U of L community. We next met on on October 23; Susan Howarth

## Staff Senate Chair's Report

went over the audited financial statements of U of L, ULAA, and ULRF. The next SSEC meeting will be held on Monday, November 27, 2017, in room 228 of the Shumaker Research Building (SRB).

**Budget Advisory Committee:** The website for the BAC has finally been launched and contains lots of information on the process, as well as the statistics of approved versus disapproved forms. This helps to show what we've been engaged in and the rationale for decisions being made about positions. The URL to the site is: <http://louisville.edu/provost/budget/bac>. At present, the committee is hard at work on a document outlining the vision and principles that will guide the next fiscal year budget development process.

**Task Force on Tuition & Fee Setting:** This group met on October 19 and will discuss the form that will collect unit-proposed fees that impact students of the institution. This group also vets increases that impact us as staff, including parking fees. Incidentally, I am unaware at present of any proposed parking permit rate increases, but honestly would anticipate one given the financial environment. This issue won't come before the Task Force earlier than 2018. Deadline for submission of revised or new fees passed, so the committee will begin its work in earnest to make recommendations to executive leadership.

**Board of Trustees:** The BOT will next meet on October 18 and, as you may know from local media, will take up several items, including a review of the audited financial statements of the University of Louisville; the University of Louisville Athletic Association (ULAA); and the University of Louisville Research Foundation (ULRF). I am a member of the Audit Committee of the BOT. We will likely have, as we've had in most meetings since I joined, an executive session. As always, information on the proceedings of the BOT are available on the web at: <http://louisville.edu/president/board-of-trustees/minutes/2017>; likewise, video is available of all open sessions at: <http://louisville.edu/president/board-of-trustees/video> ; The BOT will next meet on November 20, 2017.

**COO Search Committee:** The first meeting took place this week (10/09 – 10/13). I have provided my feedback on the eight candidates forwarded to the committee. I am concerned somewhat at the decision to not utilize a search firm, as we've done with other, major searches (e.g., Enterprise Risk Management), although I also understand a desire to address the number of interim positions at U of L, a concern of SACS. I would expect, as with most searches, once a group of finalists is narrowed, s/he will be invited to meet with constituency groups. The executive committees of both the Faculty and Staff Senates have traditionally been identified as one of these groups for finalist interaction, but I am happy to open it up more widely should interest be expressed. The committee

**VP for ERM Search Committee:** This search has been actively ongoing. We are at the stage now where semi-finalists are on campus on November 7, 2017, to interview with the committee. ERM, or Enterprise Risk Management, is an area the University needs to grow, and the applicant pool is full of qualified, knowledgeable individuals. I would anticipate that finalists will be named in a few weeks, at which point constituency groups will be invited to meet with the

## Staff Senate Chair's Report

finalist(s). As with the COO, I am amenable to opening up our group to a wider audience if there is sufficient interest.

**Health Waiver:** I continue to hear from those of you impacted by the changes, and eventual elimination, of the health insurance waiver credit. I route all those issues and question to Human Resources, as I'm just not able to expertly address them. My understanding from HR and HRAC has been that this is a compliance issue, as assured by outside legal opinion and our third-party benefit administrator. And, while it seems to be perceived as a cost savings, my understanding is the University is projecting an increase in more employees joining the health plan, increasing expenditures rather than decreasing them. However, please route any continued issues to me and I will work with HR to get answers.

**Basketball game – U of L vs Virginia:** If you haven't RSVP'ed for the U of L vs Virginia game on November 11, 2017, please do so as soon as possible by emailing Joe Elliott ([joe.elliott@louisville.edu](mailto:joe.elliott@louisville.edu)). Both Staff and Faculty Senates are being invited to recognize their service commitment to the University and shared governance. The kickoff has been finalized and it will occur at 3:30 p.m. As usual with these types of invitations, staff will be invited to a tailgate as well with President and Mrs. Postel. I hope to see many of you there!

**Upcoming Staff Senate meetings:** In December, we will have an end-of-semester event with refreshments before our meeting. Please plan on coming a bit early and networking with your fellow Senators. As a gentle reminder, Staff Senate does *not* meet in January; we next meet on February 12, 2018. *I can't believe I just wrote 2018.*