

**University of Louisville Staff Senate  
Vice Chair's Report  
Monday, October 14, 2019**

When I took medieval philosophy in my junior year at U of L, Dr. Maloney introduced the concept of universals by asking us about a leaf changing colors in autumn. He asked, "Does it change?" Of course it changes; it's a different color now. And then he asked, "Does it *not* change?" Well, the answer to that is yes, too, because it's still a leaf. Experiencing how things simultaneously change and do not change is worth pondering not only as we mark the 953<sup>rd</sup> anniversary of the Battle of Hastings (and the start of the Norman Conquest of England) today, but also in our work to advocate for staff and make the university a better place for everyone.

**Meetings Attended**

- September 9: Task Force on Tuition and Fee Setting
- September 13: ULAA Personnel Committee meeting
- September 20: Staff Senate leadership meeting
- September 20: Staff Recognition Luncheon
- September 23: Staff Senate Executive Committee meeting
- September 24: PED Committee Meeting
- September 30: Staff Senate leadership meeting
- October 1: Strategic Plan workgroups thank-you event @ Amelia Place
- October 3-7: Interviews for UPDC director (3 candidates)
- October 7: Monthly Staff Senate officers' meeting with Mark Watkins (feat. Mary Elizabeth Miles)
- October 7: Phone call with Karan Chavis, School of Medicine chief of staff
- October 10: Meeting with David Owen, Vice Chair, Faculty Senate
- **Ongoing conversations:** shared leave policy; benefits increases; significance of Jewish Hospital purchase; Staff Senate communications (internal work, emails, and so on); research staff job security; shared governance writ large; collaboration with Faculty Senate

**Meetings I Missed**

- September 18: ULAA Executive Committee Meeting (schedule conflict/teaching commitment)
- September 19: SMCO meeting (advising appointments)
- September 25: Task Force on Tuition and Fee Setting (Brown Fellows executive committee meeting at Centre College)
- October 2: Physical Plant *ad hoc* committee (advising appointments)
- October 14: Task Force on Tuition and Fee Setting (during Staff Senate meeting)

## Mentimeter Questions from the September Staff Senate Meeting

There were eight (8) total questions asked through Mentimeter on September 9. One was a reminder for senators to recognize themselves; one was about winter break (which has now been answered across the university); and one was a specific comment about a senator that was unrelated to senate business.

All of these answers came from Mary Elizabeth Miles in HR, with the exception of the one about Business Operations, which was referred to Mark Watkins because he is responsible for that office. Thanks to both of them for their help with these questions.

Now that a plan is in place to resume future raises, what is being done to address pay inequities? Long term UofL staff are at the minimum salary for their positions and new hires are brought in at the same rate with no experience.

Human Resources is committed to addressing this concern. As such, and as outlined in the 2019-2022 Strategic Plan, HR will conduct a comprehensive review of compensation, which will include market benchmarking and internal and external equity. Thereafter, HR will develop plans to address any identified equity issues. More information will be made available to you after the plan of action is finalized.

Can benefits work into accepting Aflac Insurance as another choice of medical insurance ?

Aflac is not a viable major medical option that we can add to our existing plans. Aflac provides supplemental insurance to help pay out -of-pocket expenses your major medical insurance doesn't cover.

**Question: Is there a system at U of L alerting supervisors to which of their employees are available for promotion? [Question edited (shortened) for this report because of potentially identifying information.]**

HR is not aware of such a system or list. However, employees may apply for posted positions at any time. Furthermore, the compensation study referenced in question one (above) will provide opportunities to create distinctive career ladders in appropriate job families. This structure will make it easier for an employee to identify the next step or position in their career path as well as the necessary skills, knowledge and ability required.

## Are these increases across the board or are staff below a certain earnings level protected?

The cost-of-living increases are 2% across the board. There have been no decisions made to make additional pay adjustments. Last year employees who earned 36k or less received an increase to offset the health insurance increases because there were no raises/cost of living increases. There have been no decisions made for this year. [Clarification from ABG: employees making under \$36K are not shielded from the benefit increase, either by an additional pay increase or by simply not being subject to the increase.]

**Question: Why is Bus Ops taking over all duties that staff in depts. process? What is the end goal? B/C it seems goal is to reduce number of staff in units?**

Business Operations was created in 2016 to improve the functionality of our day-to-day business functions at the University of Louisville. Goal was to divert some of the financial and HR functions that resided in the units to a centralized operation, thus creating streamlined and enhanced processes and procedures that promote efficiency and consistency throughout the units that Business Operations supports. Business Operations is a solutions-driven group and is not designed to take control from the units or departments. Any department they don't support today that sees value in what they have to offer has the opportunity to take advantage of these services.

### Looking Ahead

- **Committee reporting and communication:** Please remember to submit reports from all staff senate and university-wide committees. If you have any news to report between full-body senate meetings, please let us know. If you are on a university-wide committee that has not been active (that is, met or reached out over email) this year or whose meeting schedule has become irregular, please let Andrew know.
- **Task Force on Tuition and Fee Setting (TFTFS):** This committee met on September 25, when I was out of town for a day-job meeting, and it also meets today, during the Staff Senate meeting. The meeting times have landed on Monday afternoons and Wednesday mornings, which have been difficult for me over the past few weeks.
- **U of L Athletic Association Board:** Next meeting is Friday, October 18. Please let me know if you have any questions or suggestions for topics to bring to the meeting.
- **Provost's advising task force:** First meeting is Thursday, October 17. Please let me know if you have any questions or suggestions for topics to bring forward.
- **Main job:** As the advising window closes and Honors students start registering for classes on November 1, my attention will shift even more to Honors and Brown Fellows recruiting. The application deadline—December 15—will start to come into focus, and we'll increase outreach to prospective students through on-campus visits and off-campus events. On October 26, I'll travel to Danville for the 10<sup>th</sup> annual Brown Fellows Symposium at Centre College; this is the event where the Fellows report on their summer enrichment activities.

### **Getting in Touch**

Please feel free to reach out to me at [andrew.grubb@louisville.edu](mailto:andrew.grubb@louisville.edu) or (502) 852-1482. I can't promise an instant reply, but I enjoy hearing from people, and I'm usually up for a chat. If you have any topics you want to discuss—or suggestions for things to look into—please let me know.

--Submitted by Andrew Grubb