

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**

March 8, 2022

The Staff Senate of the University of Louisville held its regular meeting on March 8, 2022 on the TEAMS platform, Chair John Smith, presiding.

**VOTING MEMBERS REGISTERING ATTENDANCE**

**ARTS & SCIENCES:** Ginger Brown, Korinne Quire, Jason Sievers **ATHLETICS:** Barbara Bishop, Kelly Conklin, Tish Duvall, Blake LeBlanc, Daniel Morrissey, Kim Rogers **BUSINESS:** Shannon Jenkins, Kayla Miller  
**CHIEF OPERATING OFFICER:** Bobbi Carlton, Phillip Carswell, Paul Eitel, Rhonda Gilliland, Denise Hand, Donna Hardesty, Mike Materna, Kim Noltemeyer, Mitchell Priddy, Bill Taylor, Dennis Thomas, Patti Williams **DENTISTRY:** Bonnie Dean, Tessa McGilbra, Kelly Moore, Ashely O'Neil, Lisa Sirles, Faith Yount  
**EDUCATION:** Heidi Cooley-Cook, Janet Olson, Julie Thum **ENTERPRISE RISK MNGMNT:** Kyle Hurwitz  
**KENT:** Katherine Linzy **LIBRARIES:** Alice Abbott-Moore **MEDICINE:** Kenneth Allen, Jason Beare, Michelle Blessett, Martin Brown, Angela Cox, Kathleen Elsherif, Lisa Floore, Kent Gardner, Melissa Garrett, Jennifer Hall, Skip Hurley, Ruby Keith, Victoria King, Stephanie Kittle, Rebecca Ledford, Jared Neal, Tony Simms, Andrew Weinberger, David Young, Lihua Zhang **NURSING:** Tim Dill **PUBLIC HEALTH:** Rachel Quick  
**PRESIDENT'S OFFICE:** Carcyle Barrett, Leondra Gully **PROVOST'S OFFICE:** Will Adamchik, 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 Vangalur **VP-COMMUNITY ENGAGEMENT:** Patrick Smith **VP-HEALTH AFFAIRS:** Kristin Roberts, Bill Tuttle **VP-RESEARCH:** Jody Carroll, Dave Funk, Angela Lewis-Klein **VP-STUDENT AFFAIRS:** John Smith **VP-UNIVERSITY ADVANCEMENT:** Taylor Pratt, Nakia Strickland

**GUESTS REGISTERING ATTENDANCE**

**UNIVERSITY CHIEF FINANCIAL OFFICER:** Mr. Dan Durbin

**DIRECTOR TOTAL REWARDS:** Ms. Kari Aikins

**FACULTY SENATE REP:** Mr. Tim Roberts

**OTHERS REGISTERING ATTENDANCE**

Shari Barnes, Mimi Bell, Shirin Bolhari, Crystal Bradley, Amanda Cunningham, Kristina Doan, Shelley Dunn, Linda Gainous, Tamara Iacono, Susan James, Karen Kareem, Elizabeth Masters, Mary Elizabeth Miles, Stacie Nielsen, Eric Nunn, Christina Reed, Amber Roberts, Samuel Sheffer, Alice Sheffield, Kristie Smith, Angela Walter, Betsy Waters, Taleia Willis, Chris Wooten, Carol Zehnder

**VOTING MEMBERS NOT REGISTERING ATTENDANCE**

**ARTS & SCIENCES:** Lindsey Ronay **COO:** John Ruble, Jennifer Steier **DENTISTRY:** Pleshette DePriest

**EDUCATION:** Sarah Kaiser **MEDICINE:** Charles Carter, Deborah Kalbfleisch, Kimberly Laun, Timothy Travis

**MUSIC:** Christopher Dye

**CALL TO ORDER**

The meeting was called to order at 2:30 p.m.

**ACTION ITEM: Approval of [February minutes](#) - John Smith**

The February minutes were approved as distributed. The minutes are online and linked above.

**REPORT: Budget Update - Dan Durbin**

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**

March 8, 2022

Mr. Durbin reported on the following topics.

**Budget** - This fiscal year started with a balanced budget, as required by the Board of Trustees. This means it is anticipated that enough funds will be generated to cover the university's costs. Provisions were made in this budget for the \$1000 bonus last fall, the return of pre-Covid retirement contribution levels and the 1% raise this month. Going through the fall semester and spring registration, the good news is tuition revenues are higher than last year. The challenging news is that those tuition revenues are almost \$7.9M less than budgeted. That created a bit of a challenge in terms of the recent 1% raise. It was in the best interest of the university employees to move it forward and the Board approved it. To fund the raise there are three ways to approach it: the 3% in unit contingency funds to cover unforeseen costs; elevating the importance of available unused foundation dollars in the colleges and units; and, managing various units' expenses to end the year with a balanced budget.

**Enrollment** – Work continues on enrollment for the spring and well into the future. With the all-hands-on-deck approach in enrollment, the number of applications is very encouraging and will help to put UofL on solid footing for next year.

**Budget Planning** – The budget planning process began in January. Colleges were asked to make provisions for contingency funds for any unexpected expenditures. In the past, the units were asked to hold back 5% of their budget for contingency funds. This year, it is 3% and next year it looks like it will be one per cent. That means there is a bit more budget available in the units because less is being held in their contingency accounts. Various ways are being explored to use these funds for future salary increases. It is important to note that compensation will be a significant piece of next year's budget.

**State Budget** – The state budget appears to have more funding in it for higher education. Though the amount and timeline is unknown, it is a good sign that things are moving in a positive direction after years of steady decline in state aid.

**Question:** Has there been any discussion regarding compensation for employees working in person getting a higher raise than those working remote, since they incur higher expenses with gas, insurance , etc.?

**Reply:** No, every discussion I've been involved in were based on an across-the-board cost of living.

**Question:** Is there any discussion of returning the money lost when the retirement contribution was reduced?

**Reply:** One of the strategies that were used to balance the budget through COVID was to reduce retirement contributions. Had that not been done, we would be in a much different cash position.

**Question:** Has the university considered the inequity of an across the board raise? Those making \$300,000 received much more with a 1% raise than those making much less.

**Reply:** It is always a great debate anywhere you draw a line.

**Question:** Could there be a graduated scale for the next increase, so those at the lower end of the pay scale can get something meaningful?

**Reply:** First, we will have to identify the funds for a raise and have some discussions as to what a pay raise strategy might be.

**Question:** Have you all considered how a 1% raise, while minimal for some it may throw them out of needed services such as K-chip, etc.

**Reply:** No, we have not decided anything for next year. It is one of those things that anywhere you draw a line, it will impact somebody in one way, shape or form.

**Question:** When there is talk about raises that does not necessarily work for grant funded positions. How can this inequity be addressed?

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**

March 8, 2022

**Reply:** The compensation on grant funded positions are governed by federal rules and salaries cannot be increased if they are compensated through a grant.

**Comment:** If we want to continue to exist, we need to have a lot more online courses and increasing enrollment by much larger numbers than 300 or 400.

**REPORT: Total Compensation Survey Update - Kari Aikins**

Ms. Aikins reported on the process of the survey since the results were not yet available. Ms. Aikins reassured senators that the results will not show any individual information and will be in the aggregate. The information will be used for some of the remaining components of the project. These include the guiding principles and compensation philosophy, benchmarking, career progression and leveling and some of those other components of the study that are still to come. Ms. Aikins addressed the issue of being able to take the survey more than once. It was a question of either collecting some identifying information or having the survey be completely anonymous. Creating the survey to be 100% anonymous, also created being able to take it more than once. We looked behind the scenes and did not see anything strange with the responses. If we do see anything that seems off, we will take another look at the responses, but so far, it looks like it was a good survey and there was a 60% participation rate.

**REPORT: Covid Update/Discussion - John Smith**

Chair Smith made it clear that no new decisions have been made. He wanted to open this topic of conversation to gather information. With local Covid rates rapidly decreasing, questions are being raised on what UofL will do. Several schools have already dropped their mask mandates - Bellarmine, ECU and Morehead have all gone completely maskless. Testing sites will be up next week and the week after spring break to see if any changes have occurred. A discussion took place regarding the areas that fall under the mask mandate and the efficacy of mandated testing.

**REPORT: Staff Senate Chair - John Smith**

Chair Smith said that most of the previous discussion topics are included in his linked report. He did add that in the search for a new athletic director, listening tours will take place on both Belknap and HSC campuses. Regarding the presidential search, Ms. Mary Nixon, Chair of the Board of Trustees, has appointed, Chair Smith and the SGA and Faculty Senate chairs to a small ad hoc committee of the Board to review and rate to RFPs submitted for the search firm. This report is online and linked above.

**REPORT: Staff Senate Vice-Chair - Andrew Grubb**

No report was made.

**REPORT: Staff Senate Secretary-Treasurer - Kevin Ledford**

The financial report for this month was not sent to Senator Ledford.

**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) - Leondra Gully**

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**

March 8, 2022

- This committee has made significant progress on the top five recommendations from the ad hoc committee. A [resource page for anti-racism](#) training is live, thanks to Senator Kent Gardner's assistance. Another recommendation was to add inclusion and equity into the standing committee charters. Several committees are already working on that initiative. Another recommendation to work on joint projects with other campus organizations is underway.
- **[Credentials and Nominations \(C&N\)](#) - Jennifer Steier**
  - This report is online and linked above.
- **Policies and Economic Development (PED) - Virginia Hosono**
  - This committee did not meet and there was no report.
- **[Services and Facilities \(S&F\)](#) - Paul Eitel**
  - This report is online and linked above.
- **[Staff Grievance Committee \(SGC\)](#) - Jason Beare**
  - One grievance was filed since last month's meeting and the committee's recommendation was not taken. The committee will meet for its mid-year self-review and discuss this, the ongoing grievance policy review and other topics of interest. This report is online and linked above.
- **Staff Help and Relief Effort (SHARE) - Kari Donahue**
  - This committee did not receive any new submissions and there was no report.
- **[Staff Morale and Engagement \(SME\)](#) - Mani Vangalur**
  - Senator Vangalur is the new committee chair. He reported on the successful Cardinal Cupboard donation drive. This report is online and linked above.

**OTHER COMMITTEES**

- **[Human Resources Advisory Committee \(HRAC\)](#) - Patti Williams**
  - Senator Williams reported that the committee was updated on the Workday implementation and that the compensation study is finalizing the compensation philosophy and peer institution benchmarking. Final recommendations will be sent to the steering committee. This report is online and linked above.
- **[University Police Advisory Committee \(UPAC\)](#) - Sarah Kaiser**
  - This report is online and linked above.

**OLD BUSINESS**

None

**NEW BUSINESS**

None

**ANNOUNCEMENTS**

Senator Jason Beare announced a 5K run to assist two programs for veterans – the Veterans Club of Kentucky and a UofL scholarship for veterans and their dependents. To sign up for the event, please click on this link [Hero Run](#).

**ADJOURNMENT**

The meeting adjourned at 3:59 P.M.