

**UNIVERSITY of LOUISVILLE**  
**STAFF SENATE MEETING MINUTES**  
April 12, 2022

The Staff Senate of the University of Louisville held its regular meeting on April 12, 2022 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 Duvall, Blake LeBlanc, Daniel Morrissey, Kimberly Rogers, **BUSINESS:** Shannon Jenkins, Kayla Miller **COO:** Bobbi Carlton, Phillip Carswell, Paul Eitel, Rhonda Gilliland, Denise Hand, Donna Hardesty, Mike Materna, Kim Noltemeyer, Jennifer Steier, Dennis Thomas, Patti Williams **DENTISTRY:** Bonnie Dean, Pleshette DePriest, Tess McGilbra, Ashley O'Neil, Faith Yount **EDUCATION:** Heidi Cooley-Cook, Sarah Kaiser, Janet Olson, Julie Thum **ERM:** Kyle Hurwitz **KENT:** Katherine Linzy **LIBRARIES:** Alice Abbott-Moore **MEDICINE:** Kenneth Allen, Jason Beare, Michelle Blessett, Charles Carter, Angela Cox, Kathleen Elsherif, Lisa Floore, Kent Gardner, Melissa Garrett, Jennifer Hall, Theora Hudson, Skip Hurley, Deborah Kalbfleisch, Ruby Keith, Victoria King, Stephanie Kittle, Rebecca Ledford, Kelly Moore, Jared Neal, Tony Sims, Andrew Weinberger, David Young, Lihua Zhang **MUSIC:** Christopher Dye **PUBLIC HEALTH:** Rachel Quick **PRESIDENT'S OFFICE:** Carcyle Barret, Leondra Gully **PROVOST'S OFFICE:** Will Adamchik, 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:** Bill Tuttle **VP-RESEARCH:** Dave Funk, Angela Lewis-Klein **VP-STUDENT AFFAIRS:** John Smith, Morgan Blair **VP-UNIVERSITY ADVANCEMENT:** Nakia Strickland

**GUESTS REGISTERING ATTENDANCE**

**INTERIM UNIVERSITY PROVOST:** Dr. Gerard Bradley  
**FACULTY SENATE REPRESENTATIVE:** Mr. Tim Roberts

**OTHERS REGISTERING ATTENDANCE**

Kari Aikins, Shari Barnes, Mimi Bell, Donald Biddle, Crystal Bradley, Ashley Brooks, Amanda Cunningham, Kristina Doan, Donna Ernst, Shannon Floyd, Drew Foster, Susan Fowler, Linda Gainous, Michelle Henderson, Nicholas Hosch, Tamara Iacono, Karen Karem, Laura Krauser, LyShanna Cunningham, Wendy Martin, Lana Metzler, Mary Elizabeth Miles, Blair Potter, Charles Rains, Lisa Schonburg, Alice Sheffield, Corinna Stephens, Heather Turner, Angela Walter, Mark Watkins, Jonetta Weber, Chad White, John Whitney, Chris Woodall, Chris Wooten, Carol Zehnder

**VOTING MEMBERS NOT REGISTERING ATTENDANCE**

**COO:** Bill Taylor **DENTISTRY:** Lisa Sirles **MEDICINE:** Martin Brown

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

The minutes were approved as distributed.

**REPORT: Provost Report - Gerry Bradley**

Dr. Bradley updated the senators on the following topics.

**Unit Visits** – Provost Bradley has visited seven units to get to know more about the colleges, their role and what they do. He meets with staff without supervisors or administrators present so the conversation can be open. He does the same with faculty. While keeping the identities anonymous, he meets with the deans to discuss the concerns and issues. After he is finished with the colleges, he will visit the support units.

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**A&S Reorganization** – The college has had a decline in enrollment over the past several years, as well as a failed dean search. In order for the university to grow, A&S has to be prepared for the future. Dr. Bradley is not taking any action except to form a committee with broad representation. He will have conversations and welcomes all ideas. It is thought that this could take up to a year to work through all of the ideas. It is a very open-ended type thing. All of the efforts are to make A&S more optimized and efficient so that it can grow.

**Covid Update** – Though current data for Jefferson County and UofL shows a low infection rate, the committee still meets regularly. But rates are quickly rising across the country with the BA2 variant. The committee will monitor that situation and take any steps deemed necessary.

**State Budget** – The state budget is being finalized over the next several days, but it appears that UofL will see an increase in performance-based funding.

**Question:** Is it true there is a 3.5% -5% budget cut coming?

**Reply:** That is not true. We build our budget based on enrollment. If enrollment is down, we have to adjust our budget. Each spring, the units are asked to predict their enrollment. Those enrollment numbers are based on what we receive from each college.

**Question:** Regarding A&S, how do we combat the national downward trend of the push towards STEM courses and the pull away from liberal arts? Since A&S provides so much of the tuition revenue, it is disheartening when we see law and policy makers speaking out against liberal arts.

**Reply:** You are right. The biggest competitor to A&S that we see right now are the high school students coming in with AP courses. There is no easy answer, so that is why we have a committee studying this issue.

**Comment:** The jobs of the future are those based in liberal arts using human creativity. The STEM industries are already so strong and solid and many jobs will be done by machines, computers and artificial intelligence (AI). But the AI has to be developed by people who understand philosophy and language and the humanities. These are the jobs of the future. Maybe that's a way to market liberal arts.

### **REPORT: US Military Gold Status - Kyle Hurwitz**

Senator Kyle Hurwitz updated the Senate on is the Director of Military and Online Initiatives in the Delphi Center and reports directly to the President and Provost. For the first time, in 2022-2023, UofL was named a military-friendly gold designated status institution. UofL is one of only four ACC institutions that earned a designated status, and the only one that earned gold status. Gold designated institutions are selected on the following premise, "their leading practices, outcomes and effective programs when it comes to military connected students. Gold institutions succeed in the areas that matter most in helping veterans make the transition from the military to school then to satisfying careers in the civilian sector". Senator Hurwitz said this designation was achieved by the hard work of many people across campus.

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

This report is online, but Chair Smith wanted to highlight some items.

**Athletic Director Search** - For the Athletic Director search the university is conducting listening tours to solicit feedback from a lot wide range of stakeholders. There will be one on Belknap Campus for staff on Monday at noon in the Student Activities Building. The one for HSC will be Wednesday at noon in the Clinical Translational Research (CTR) building, as well. Food will be provided. There are others scheduled for faculty, alumni and the general public. There will be a virtual option for those unable to attend in person.

**Presidential Search** – After interviewing some top-notch search firms, one has been selected. This firm has a high rate of placing people from a diverse pool in these positions.

**Question:** Is the search firm charging a flat fee or a per centage?

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**Reply:** They proposed a per centage -based fee, but we prefer the flat fee. That may still be in negotiation.

**Operations Update** – Both of the resident hall construction projects are on time and on budget. They were down to the wire putting in lights that were delayed due to logistics.

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

There were no extraordinary expenses this month. The report is online and linked above.

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

A summary of the Faculty Senate meeting is online and linked above.

**Question:** In last month's report there was a discussion on the master plan request for proposal. I could not find any information on the plan. I hope if a presentation was made to the Faculty Senate a master plan presentation would also be made to the Staff Senate.

**Reply (Roberts):** I will have to get that information and report back.

**Reply (Senator Ginger Brown):** I believe this is a revisit to an existing master plan regarding what buildings are going up and which ones are being renovated.

**COMMITTEE REPORTS – Kevin Ledford**

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
  - This committee had no report, but Committee Chair Gully acknowledged committee member Korinne Quire. Senator Quire will be taking another role outside of the university. Chair Gully wanted to publicly thank her for all of her work on this committee.
- **[Credentials and Nominations \(C&N\) - Jennifer Steier](#)**
  - Senator Steier reminded senators that the deadline to fill out applications is this Friday.
  - This report is online and linked above.
- **Policies and Economic Development (PED) - Virginia Hosono**
  - This committee met and discussed the Conflict of Interest Policy. Then we had an update on the compensation study and the Remote Work Policy. The Remote Work Policy will be a long-standing policy and implemented by individual supervisors.
- **[Services and Facilities \(S&F\) - Paul Eitel](#)**
  - This report is online and linked above.
- **[Staff Grievance Committee \(SGC\) - Jason Beare](#)**
  - This report is online and linked above.
- **Staff Help and Relief Effort (SHARE) - Kari Donahue**
  - This committee recently received and approved one application this month for \$900.00.
- **[Staff Morale and Engagement \(SME\) - Mani Vangalur](#)**
  - This report is online and linked above.

**OTHER REPORTS**

- **[Human Resources Advisory Committee \(HRAC\) - Patti Williams](#)**
  - This report is online and linked above.

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**OLD BUSINESS**

None

**NEW BUSINESS**

Speed School Senator Brendan Stivers asked about the possibility of an increase in the amount in the computer loan program. Chair Smith said he would look into it.

**ANNOUNCEMENTS**

None

**ADJOURNMENT**

The meeting adjourned at 3:47 PM