

## STAFF SENATE MEETING MINUTES

May 10, 2022

The Staff Senate of the University of Louisville held its regular meeting on May 10, 2022 on the TEAMS platform, Vice Chair Andrew Grubb, presiding.

### **VOTING MEMBERS REGISTERING ATTENDANCE**

**ARTS & SCIENCES:** Ginger Brown, Lindsey Ronay, Jason Sievers **ATHLETICS:** Barbara Bishop, Kelly Conklin, Daniel Morrissey, Kim Rogers **BUSINESS:** Shannon Jenkins, Kayla Miller **COO:** Bobbi Carlton, Phillip Carswell, Denise Hand, Donna Hardesty, Mike Materna, Kim Noltemeyer, Mitchell Priddy, Jennifer Steier, William Taylor, Dennis Thomas, Patti Williams **DENTISTRY:** Bonnie Dean, Pleshette DePriest, Tish Duvall, Tessa McGilbra, Ashley O'Neal, Lisa Sirles, Faith Yount **EDUCATION:** Heidi Cooley-Cook, Janet Olson, Julie Thum **ENT. RISK MANAGEMENT:** Kyle Hurwitz **KENT:** Katherine Linzy **LIBRARIES:** Alice Abbot-Moore **MEDICINE:** Kenneth Allen, Jason Beare, Michelle Blessett, Charles Carter, Angela Cox, Kathleen Elsherif, Lisa Floore, Kent Gardner, Jennifer Hall, Theora Hudson, Skip Hurley, Deborah Kalbfleisch, Ruby Keith, Victoria King, Stephanie Kittle, Kim Laun, Rebecca Ledford, Kelly Moore, Jared Neal, Tony Simms, Andrew Weinberger, David Young, Lihua Zhang **MUSIC:** Christopher Dye **PUBLIC HEALTH:** Rachel Quick **PRESIDENT'S OFFICE:** Carcyle Barrett **PROVOST'S OFFICE:** Will Adamchik, Andrew Grubb, Linda Leake, Kevin Ledford, John Morgan, 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:** Nakia Strickland

### **GUESTS REGISTERING ATTENDANCE**

**UofL Health CEO:** Mr. Tom Miller

**Faculty Senate Chair:** Dr. David Schultz

**Faculty Senate Representative:** Mr. Tim Roberts

### **OTHERS REGISTERING ATTENDANCE**

Kari Aikins, Shari Barnes, Mimi Bell, Amanda Cunningham, Vicki Dahill, Kristina Doan, Shelley Dunn, Donna Ernst, Susan Fowler, Tamara Iocono, Kelly Johnson, Sarah Lopez, Mary Elizabeth Miles, Alice Sheffield, Angela Walter, Mark Watkins, John Whitney, Carol Zehnder

### **VOTING MEMBERS NOT REGISTERING ATTENDANCE**

**ATHLETICS:** Blake LeBlanc **COO:** Paul Eitel, Rhonda Gilliland **EDUCATION:** Sarah Kaiser **MEDICINE:** Martin Brown, Melissa Garrett **NURSING:** Tim Dill **PRESIDENT'S OFFICE:** Leondra Gully **PROVOST'S OFFICE:** Virginia Hosono **VP-STUDENT AFFAIRS:** Morgan Blair

### **CALL TO ORDER**

#### **ACTION ITEM: Approval of [April minutes](#) - Andrew Grubb**

The April meeting minutes were approved and are linked above.

#### **REPORT: [UofL Health Update](#) - Tom Miller**

Mr. Tom Miller, the CEO UofL Health Systems updated the Senate.

**About ULH** - University of Louisville Health is a nonprofit entity, separate from the university. The two are related because each has a similar mission in trying to make sure the academic needs of the community are met. There are nearly 12,000 associates who work for the network of facilities -

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University Hospital, Jewish hospital, Frazier Rehab, Mary Elizabeth Hospital, Peace Hospital, Shelbyville and four outpatient medical centers. There are about 832 physician and ancillary providers associated with us.

**Revenue Share** - In order for the health system to provide ongoing support to both the Health Sciences and the academic side, ULH has a deal with the university that gives anything over budget is shared with the university 50/50. The budget this past year was \$86M and had about \$132M in revenue. We're actually providing a margin share of \$30 million to the university to support items that are good for the university. Much of that is going to the Health Science side for recruitment of new faculty, for the relocation of the Family Practice residency and for the establishment of RNA program. The remaining money goes to the university for the president's needs.

**UofL Tuition Benefit** – ULH is now providing free tuition to University of Louisville for all staff. There were nearly 2000 people who expressed an interest in coming to work for ULH as a result of that. It is a great addition and something that works for the university and work for ULH.

**COVID Update** – In mid-January, there were 262 Covid patients in our hospitals. Today, we are down to seventeen. There has been an uptick in cases with our caregivers, but not the inpatient population. This was expected with the Kentucky Derby and people gathering.

**Growth** – ULH continues to grow and add space and services. UofL Hospital was built in the 1950s and it will undergo a \$140M expansion. This will allow all rooms to be private, as is the current standard. It will also modernize the facility. A new hospital is to be built south of Louisville. In Bullitt County, we have an outpatient facility with an Emergency Department (ED) and an Ambulatory Surgery Center and diagnostic services. Three floors will be added to this facility that will also provide between 40 – 60 new beds. At Frazier Rehab/Brownsboro, new construction will add 40 new beds.

**Question:** Are there plans to upgrade Saints Mary & Elizabeth Hospital?

**Reply:** Each hospital has its own strategic plan. For Mary & Elizabeth, \$5M in renovations that will also add new services. We are working with Metro Council on a \$12.5M plan to add OB services.

**Question:** Will the move to all private room increase patient's expenses?

**Reply:** There is no difference in cost for semi-private or a private room.

When I came to UofL four years ago, I made the decision to not raise the cost to patients. We are budgeting again for the next five years to not raise the costs to patients.

**Comment:** I'm very hopeful now that Jewish, Frasier and UofL Hospital are connected that we might be able to have some sort of a transportation system for faculty, physicians and staff who work at night will be able to have some sort of safety escort system between those facilities.

**Reply:** You may have heard the term, LouMed. It is a proposal that we have made to the city to take the healthcare region that includes Norton and the Community College and create it into a district. The money that we provide through payroll taxes could make this a district and provide and enhance safety and security for people working there. We are also investigating a pedway from Jewish to University Hospital, so you would never have to go outside. This all gets really complicated at times, but if there is a way to do that, we will find that way.

**Question:** Could you elaborate on the nursing shortage?

**Reply:** Our nursing shortage is about between 500 and 600 nurses. We have done things to recruit nurses, but we have shortages in every area. We are no different than anybody else out there now. We must continue to invest in our people to keep them here and offer competitive salaries.

**Question:** Is ULH paying the tuition or has UofL waived it for ULH employees?

**Reply:** We are paying it. There is no free lunch.

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At this time, Chair Smith returned to the meeting from the Presidential Search Listening Tour.

### **REPORT: [Strategic Plan](#) - Nakia Strickland**

Senator Nakia Strickland presented the new Strategic Plan 2022-2025 (linked above). She introduced the co-chairs of the Strategic Plan Committee and highlighted some of the accomplishments of the 2019-2022 plan. Senator Strickland went over the strategies and action plans for the [2022-2025 plan](#) and sought feedback. The [feedback form](#) is online at the link.

Feedback from senators during the meeting focused on the language used in the presentation. Several senators felt that in promoting trust and transparency, the language could not be more obscure and suggested more plain speaking than promotional phrases. Other feedback was concerned there was a vagueness around implementation and no connection to measurable targets. Another concern was raised about strategies to address the comp study. The comp study should be well underway by now and beyond something in a new plan. More feedback focused on professional development and pathways to promotion for current employees.

**Question:** What is the timeline on this plan?

**Reply:** We are collecting feedback now and plan to launch this September.

### **REPORT: [Election Proceedings](#) - Jennifer Steier**

Senator Jennifer Steier, Chair of the Credentials & Nominations Committee named the three officer candidates - Chair, Senator John Smith, for Vice Chair Senator Kevin Ledford and for Secretary-Treasurer, Senator Carcyle Barrett. There were no floor nominations for any office. Each candidate was given two minutes to speak. Online voting will take place at the June 14 meeting.

### **REPORT: [Staff Senate Chair](#) - John Smith**

Chair Smith reported on several topics.

**Capital Projects** – The new residence halls are on time and on budget. They are set to open in August. The proposed development for a Target retail space and Marriott Hotel is still in negotiation. This report is online and linked above.

**Question:** Why were there more listening sessions for the athletic director search than for the presidential search?

**Reply:** There weren't. There were 14 for the AD and 15 for the presidential search. The invitations went to different stakeholders, so it may appear there were fewer.

**Question:** Since the Covid Coordinating Committee has not been meeting, have you heard any talk about the COVID increase after Derby or is Jefferson County getting back into the red zone? Is there any talk of a mask requirement?

**Reply:** As of now, there has been no change in the mask requirement. It may be too soon after Derby to see any big jump in Covid cases. The Covid Committee is ready to meet at any time, should the need arise.

### **REPORT: [Staff Senate Vice-Chair](#) - Andrew Grubb**

This report is online and linked above.

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

This report is online and linked above.

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

The Faculty Senate met last week and held its annual election. Dr. Eugene Mueller will be the new chair for 2022-2023 and Professor Robert Detmering will be the vice chair.

This report is online and linked above.

### **REPORT: [Student Government Update](#) - Elijah Cooper**

No report was made.

### **REPORT: [Presidential Listening Session](#) - John Smith**

Chair Smith held an informal presidential search listening session with senators and asked the following thought-provoking questions.

- What is distinctive about the history, mission and culture of our university?
- What are the top priorities that the next president should expect to focus on, maybe especially during their two years, that can be academic, strategic, financial, operational. What do you think the top priority somebody should come in with and hit the ground running?
- What career experiences and academic leadership competencies are we looking for in the next president?
- What kind of person would you like our next president to be?
- What are our selling points? What should the search firm tell possible candidates to convince them to come to UofL?
- Should we be looking at everybody or should we only be looking within academia?

Answers, suggestions, likes and dislikes were as diverse as the senate. What most agreed on was the need for an honest, forward-thinking, academic and empathetic leader to stay and guide UofL to greater heights and a willingness to stay long enough to see it happen.

### **INFORMATION ITEM: [Staff Senator Retires after 40 years](#) – John Smith**

Chair Smith thanked Senator Ginger Brown for her 40 years of service to the university and to the Staff Senate. Senator Brown served as Senate Chair from 2002-2004.

### **COMMITTEE REPORTS**

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
  - No Report was made.
- **[Credentials and Nominations \(C&N\)](#) - Jennifer Steier**
  - This report is online and linked above.
- **Policies and Economic Development (PED) - Virginia Hosono**
  - No report was made.
- **[Services and Facilities \(S&F\)](#) - Paul Eitel**
  - This report is online and linked above.
  - **Question:** Does anyone know what is happening to the Intramural Field? It's being taken down for some reason.
    - **Reply (Mike Materna):** It will be a surface parking lot with about 200 spaces. It will be done by late July or early August.

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- **Staff Grievance Committee (SGC) - Jason Beare**
  - No grievances have been filed since the last Senate meeting. The chairs from SGC and PED are going to meet in a couple of weeks to make recommendations for the grievance policy review for HR.
  - This report is online and linked above.
- **Staff Help and Relief Effort (SHARE) - Kari Donahue**
  - This committee approved and awarded an application for \$900.00.
- **Staff Morale and Engagement (SME) - Mani Vangalur**
  - SME met on the April 19th of April and discussed how we can better utilize our service days.
  - This report is online and linked above.

### **OTHER REPORTS**

- **Benefits Design Workgroup Report - Jason Beare**
  - **Get Health Now Points** - The workgroup met on April 20<sup>th</sup>. Discussion items are in my report. Get Healthy Now points can now be earned. You don't have to wait until open enrollment.
  - **Open Enrollment** – This year the dates are October 3-October 14.
  - This report is online and linked above.
- **Human Resources Advisory Committee (HRAC) - Patti Williams**
  - **Workday Implementation** - It is still on track for January 2023.
  - This report is online and linked above.

**Question:** Is there a timeline for the Total Rewards study? And where are we on that timeline?

**Reply (Kari Aikins):** Yes, there is a website for the [Total Rewards study](#). As you all know it's been pretty high level up to this point, but we're nearing some pretty intense phases of the project. Our team is updating our website currently and we'll be launching some information with an updated timeline.

### **OLD BUSINESS**

None

### **NEW BUSINESS**

None

### **ANNOUNCEMENTS**

None

### **ADJOURNMENT**

The meeting adjourned at 4:34 P.M.

Respectfully submitted,  
Gretchen Henry  
University Senates