

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

November 8, 2022

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

VOTING MEMBERS REGISTERING ATTENDANCE

ANS: Cynthia Houchens, Rebecca Ledford, Jason Sievers, Jami Vance **ATH:** Angela Cox, Cassandra Mattingly, Daniel Morrissey, Alyssa Murphy, Byron Terry **BUS:** Shannon Jenkins, Kayla Miller **COO:** Shirin Bolhari, Bobbi Carlton, Denise Hand, Donna Hardesty, Connie Martinez, Kim Noltemeyer, Kristin Roberts, Trey Seibert, Dennis Thomas, Patti Williams **DTL:** Jody Carroll, Tessa McGilbra, Ashley O'Neil, Lisa Sirles, Faith Yount **EDU:** Barbara Bishop, Heidi Cooley-Cook, Janet Olson, Julie Thum **ERM:** Kenneth Allen **HR:** Christine Reed **KNT:** Shelby Eisenback **LAW:** Kim Sanders **LIB:** Alice Abbott-Moore, Donald Dean **MED:** Jason Beare, Michelle Blessett, Martin Brown, Charles Carter, Kristen Darnell, Kathleen Elsherif, Lisa Floore, Kent Gardner, Melissa Garrett, Jennifer Hall, Theora Hudson, Skip Hurley, Deborah Kalbfleisch, Ruby Keith, Victoria King, Stephanie Kittle, Kelly Moore, Whitney Rogers, Brenda Sexton, Tony Simms, Andrew Weinberger, David Young **MUS:** Christopher Dye **NUR:** Megan Johnson **PH:** Rachel Quick **PRES:** Carcyle Barrett, Leondra Gully **PROV:** Will Adamchik, Bryn Bidwell, Erica Gabbard, Linda Leake, Kevin Ledford, Becky Patterson, John Whitney **SPD:** Kari Donahue, Betty Nunn, Brendan Stivers, Mani Vangalur **VPCE:** Patrick Smith **VPF:** Hayley Eisenberg **VPHA:** Bill Tuttle **VPR:** Dave Funk, Angela Lewis-Klein **VPSA:** Heather Gentry, John Smith **VPUA:** Asma Addarrat-Edwards, Nakia Strickland

GUESTS REGISTERING ATTENDANCE

INTERIM POLICE CHIEF: Captain Steven Green

CULTURAL CENTER DIRECTOR: Monica Negron

TOTAL REWARDS DIRECTOR: Ms. Kari Aikins

FACULTY SENATE REPRESENTATIVE: Professor Tiffney Gipson-Goodwin

UofL Today: Mr. Chris Wooton

OTHERS REGISTERING ATTENDANCE

Shari Barnes, Rebecca Barrett, Mimi Bell, Bev Daly, Mary Chiavaroli, Amanda Cunningham Kristina Doan, Mary Elliott, Susan Fowler, Linda Gainous, Tamara Iacono, Sam Sheffer, Kristie Smith, Claire Tudor, Taleia Willis, Andrea Wilson, Chris Woodall, Candyce Woodard, Carol Zehnder

VOTING MEMBERS NOT REGISTERING ATTENDANCE

ATH: Blake LeBlanc **COO:** Phillip Carswell, Bonnie Dean **DTL:** Pleshette DePriest **MED:** Katherine Linzy, Lihua Zhang **VPHA:** Rajvi Parikh **VPSA:** Katherine Halbleib

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

The October meeting minutes were approved and are linked above.

REPORT: ULPD Update - Lt. Col. Steve Green

Interim Police Chief Steve Green reported on his background as a police officer for the past forty-four years and updated the Staff Senate with the personnel changes he has made since taking the position. He is building an A-Team, based on the [Community Policing Model](#). Violent crime is down and he attributed that to the increased visibility of the officers outside walking or riding all-terrain vehicles.

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

November 8, 2022

Much of the crime on campus is petty theft that could be prevented if cars were locked and items were not left on tables in the libraries. Currently, there is one vacancy on the force and five applications to fill it. He has moved the dispatch center into Emergency Management, modeling LMPD's Metro Safe. He explained that the use of the RAVE Alert system can, at times, be difficult to determine what and when to send out messages. Some activities are near enough to make an impact on the campus population, and others may end before an alert can be made. It is on a case-by-case basis and Chief Green would rather over-alert than under-alert. He spoke about working collaboratively with security directors on HSC at The Red Cross, Jewish and Norton. This will expand security coverage beyond each delineated entity's boundary.

Question: Does UL's dispatch receive information from Smart 911?

Reply: I believe because we are a 911 call center that we get all that information.

Question: Have you considered speed cameras around Belknap Campus?

Reply: Yes, we now have three traffic patrol cars with new laser-guided radar guns. Patrols will be around the new Denny Crum dorm when it opens and along the Floyd Street corridor. Officers will be watching for No Right Turn on Red violations, as this can seriously impact walkers.

REPORT: Undocumented Student Resource Center - Monica Negron

Ms. Monica Negron, the Director for [Hispanic, Latin X and Indigenous Initiatives](#) spoke to senators about the Undocumented Student Resource Council, housed in the [Cultural Center](#). She explained the various differences between DACA, asylees and undocumented students and the resources available to each group. These explanations and ways to participate are also available on the linked presentation, above.

REPORT: Workday Implementation - Chris Wooton

Mr. Wooton reported that the Workday implementation is running on schedule and expected to go live in January. Invitations to training sessions for employees involved in HR related activities will be sent. On November 18, PeopleSoft will revert to 'read-only' status. If hiring or recruiting a new employee, Workday must be contacted for assistance. For the general population, there will be three introductory sessions, two in December and one in January. These sessions will show what Workday is and how it works. Much of it has to do with verifying and/or updating your personal information. It should be a seamless transition and most people will only use Workday for their paycheck information.

INFORMATION: Compensation Study – Kari Aikins

Ms. Aikins was in attendance and answered questions from the Mentimeter platform.

Question: After the employee retirement effective date, an added one month of medical coverage at the active employee rate. Is this additional month employee only? What if they are paying for dependent coverage?

Reply: It's whatever coverage they have that can continue their coverage at the active employee rate for one additional month after retirement.

Question: For the Compensation and Total Rewards Study, the next phase of the project is the benefit study. Benefits haven't changed very much recently. Why wasn't this done concurrently with the job classification phase to cut down on time needed?

Reply: They are running concurrently. The benefit study is really just to tell us what our market position is from a compensation and a benefits perspective. They're doing a comparison about how our benefits line up with our peer groups. So, the total compensation is a combination of those two things. The results of the pay study is to tell us what our market position is with those two factors combined. When you look at our compensation, our benefits package, and our

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

November 8, 2022

retirement options we can determine how we compare with our peer institutions. That is what that references. Then we have the Strategic Planning process that happens in the spring for 2024 benefits. We will take the information from the benefits study portion as well as the employee input survey that we did in February to determine if we want to make enhancements or modifications to our benefit offerings.

REPORT: Staff Senate Chair - John Smith

Chair Smith discussed the following topics.

Parking – As a follow-up to last month's discussion on the parking issues in the Chestnut Street Garage, Chair Smith said he had spoken to Parking Director Gary Becker. He is aware of the issues and is investing in new signage. The issue is with patients coming and going throughout the day, and parking ins reserved employees spots. This has always been an issue for years. Senator Hayley Eisenberg added that the Floyd Street Garage elevator accessibility issue was addressed by emailing those permit holders when the elevator is down and also by placing signage on meters.

Presidential Search – Chair Smith reported that the search is on schedule to select a new president. It will be a very difficult decision because the candidate pool is so strong. The goal is to have someone seated as soon as possible, but that depends on the person selected and their calendar. Chair Smith believes the candidate pool remains so strong because of the confidentiality of the process. Other than that, he could not discuss further details.

REPORT: Staff Senate Vice-Chair - Kevin Ledford

Vice Chair Ledford reported that the ULAA Board of Directors met and voted for turf replacement in Cardinal Stadium, and announced that three people in Athletics were promoted from Assistant Athletic Directors to Associates. The Board also elected its officers, and Vice Chair Ledford was elected as the Treasurer for the next term.

REPORT: Staff Senate Secretary-Treasurer - Carcyle Barrett

Secretary-Treasurer Barret reported that the discrepancy in x-pays has not been resolved. A meeting to resolve the Canon issues was held. Complaints will now go directly to the appropriate Canon person. For print and mail issues, email ulprint@louisville.edu. The new Canon manager is Michelle Mantilla and her email is mmantilla@csa.canon.com. Also, you can email Lisa Ennis lisa.ennis@louisville.edu who oversees dining, bookstore, printing and mail.

REPORT: Faculty Senate Representative - Tiffney Gipson-Goodwin

This report is linked above.

REPORT: Student Government Update - Alex Reynolds

There was no report.

COMMITTEE REPORTS - Kevin Ledford

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
 - Professor John Chenault from Medical Education on HSC and his team have done a phenomenal job putting together some anti racism efforts resources. CARE will be working with them on future initiatives.
- **Credentials and Nominations (C&N) - Barbara Bishop**

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

November 8, 2022

- This committee put forth candidates for Staff Senator and Standing Committees. All were approved and included the report is linked above.
- **Policies and Economic Development (PED) - Martin Brown**
 - The committee did meet and discussed a concern about how time off for mental health is being treated in some departments. Senator Hosono followed up with HR and confirmed that time off for mental health is required to be treated just like any other health problem, including the use of continuous or intermittent FMLA. If any constituents reached out to you about that issue please let us know so we can get it corrected, specifically because we are promoting mental health well-being to our students, and we need to be more intentional about that with our staff, as well.
- **[Services and Facilities \(S&F\)](#) - Jason Sievers**
 - The committee met and continued to discuss the scooter issue, especially on the Belknap Campus. Committee Chair Mark Woolwine met with SGA representatives who met with the Bird Scooter Company. There are a couple of possibilities to handle the issue, Bird can lock out a student offender and Staff Senate/S&F can work with the SGA to create some sort of educational piece on the use of scooters.
- **[Staff Grievance Committee \(SGC\)](#) - Theora Hudson**
 - This report is linked above.
- **Staff Help and Relief Effort (SHARE) - Kari Donahue**
 - The sole application this month was from an employee at UofL Hospital, and not qualified for the SHARE Program.
- **Staff Morale and Engagement (SME) - Skip Hurley**
 - The committee has worked on the Cardinal Cupboard Food Drive that was listed in *UofL Today*. The committee hopes to hold more events this year.

OTHER REPORTS

- **[Bookstore Advisory Committee](#) - Barbara Bishop**
 - This report is online.
- **[Human Resources Advisory Committee \(HRAC\)](#) - Kathleen Elsherif**
 - This report is online.

OLD BUSINESS

Parking Issues Follow-Up – This report is included in the Chair’s Report, above.

NEW BUSINESS

None

ANNOUNCEMENTS

The Cardinal Cupboard Food Drive was mentioned and listed in *UofL Today*.

ADJOURNMENT

The meeting adjourned at 4:20 P.M.

Respectfully submitted,
Gretchen Henry

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

November 8, 2022

University Senates