

# THE UNIVERSITY OF LOUISVILLE

## STAFF SENATE MEETING MINUTES

May 9, 2023

The Staff Senate of the University of Louisville held its regular meeting on May 9, 2023 on the TEAMS platform, Chair John Smith, presiding.

### VOTING MEMBERS REGISTERING ATTENDANCE

**ANS:** Rebecca Ledford, Jason Sievers **ATH:** Angela Cox, Blake LeBlanc, Daniel Morrissey, Alyssa Murphy, Christina Newton, Byron Terry **COO:** Shirin Bolhari, Bobbi Carlton, Bonnie Dean, Denise Hand, Donna Hardesty, Kim Noltemeyer, Kristin Roberts, Trey Siebert, Dennis Thomas, Patti Williams **DTL:** Jody Carroll, Tessa McGilbra, Ashley O'Neil, Lisa Sirls, Faith Yount **EDU:** Barbara Bishop, Heidi Cooley-Cook, Janet Olson, Julie Thum **ERM:** Kenneth Allen **HR:** Christina Reed **KNT:** Shelby Eisenback **LAW:** Kim Sanders **LIB:** Alice Abbott-Moore, Donald Dean **MED:** Jason Beare, Michelle Blessett, Martin Brown, Charles Carter, Lisa Floore, Kent Gardner, Melissa Garrett, Jennifer Hall, Christina Howard, Theora Hudson, Skip Hurley, Deborah Kalbfleisch, Ruby Keith, Victoria King, Stephanie Kittle, Elizabeth Liebschutz-Roettger, Katherine Linzy, 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, Tim Dill, Erica Gabbard, Annie Jones, Linda Leake, Kevin Ledford, John Morgan, Becky Patterson, Mark Woolwine **SPD:** Kari Donahue, Betty Nunn, 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, Nakia Strickland

### GUESTS REGISTERING ATTENDANCE

**UNIVERSITY PRESIDENT:** Dr. Kim Schatzel

**FACULTY SENATE REP:** Dr. Gerard Williger

### OTHERS REGISTERING ATTENDANCE

Kari Aikins, Shari Barnes, Mimi Bell, Amanda Cunningham, Leslie Dadisman, Linda Dillman, Vicki Dahill, Shelley Dunn, Cecilia Durbin, Mary Elliott, Donna Ernst, Sarah Exner, Shannon Floyd, Drew Foster, Meredith Grisanti, Anita Hall, Michelle Henderson, Susan Hildebrand, Rachel Hodge, Virginia Hosono, Tamara Iacono, Wanda Long, Katherine Markuson, Paula McGuffey, Alex McWilliams, Mary Elizabeth Miles, Courtney Pierce, Billye Potts, Charles Rains, Lesley Roberson, Angela Sparks, Betsy Waters, Taleia Willis, Zachery Willman, Andrea Wilson, Candyce Woodard, Carol Zehnder

### VOTING MEMBERS NOT REGISTERING ATTENDANCE

**ANS:** Cynthia Houchens, Tammy Lawson **COO:** Christina Howard **MED:** Kristen Darnell, Katie Glesing **PROV:** John Whitney

### CALL TO ORDER

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

The April minutes are linked above and were approved as distributed.

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**ELECTION: Candidate Speeches - Rebecca Ledford**

Senate Parliamentarian Senator Rebecca Ledford and Credentials & Nominations Committee Chair Senator Barbara Bishop explained the election process and introduced the candidates. Each candidate had three minutes to speak.

**Candidate Speeches**

- **Secretary/Treasurer**
  - Senator Carcyle Barrett – Secretary-Treasurer Barrett gave her speech.
- **Vice Chair**
  - Senator Kari Donahue – Senator Donahue gave her speech.
  - Senator Mark Woolwine – Senator Woolwine gave his speech.
- **Chair**
  - Senator Kevin Ledford – Vice Chair Ledford gave his speech.

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

Chair Smith said most of his report would mirror what President Schatzel will discuss today.

**REPORT: [Staff Senate Vice-Chair](#) - Kevin Ledford**

This report is online and linked above.

**REPORT: [Staff Senate Secretary-Treasurer](#) - Carcyle Barrett**

This report is online and linked above.

**REPORT: Faculty Senate Representative - Gerry Williger**

There was no report.

**REPORT: Student Government Update - Alex Reynolds**

There was no report.

**DISCUSSION - At this time there were two brief discussions on the following topics.**

- **Work on Oaks Day** – A concern was brought forward from a constituent regarding the issues of working on Oaks Day. Issues that were mentioned included: the heavy traffic while traveling to and from campus; inconsistent scheduling between units/departments; staff required to be on campus picking up extra work for other staff allowed the day off; with many staff off campus that day, it can be difficult to get work done efficiently. Chair Smith acknowledged that he has also experienced the inconvenience of the heavy traffic and road closures. Various examples were given of staff performing work that day that is outside their job description. Chair Smith will bring this to President Schatzel's attention at their next meeting.
- **Non-Exempt Staff on Staff Senate** – Chair Smith voiced a concern that he has noticed a drop in non-exempt staff joining the Staff Senate. The university has about 47% non-exempt staff, but the Senate is at only about 27%. Chair Smith believes this is an indication that because of time constraints, non-exempt staff are unable to participate in the Staff Senate, as well as other university-wide activities. Because participation is now easier due to Teams, he thought a

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solution may be to ask administration to encourage supervisors to allow non-exempt staff to participate if they are able.

### **REPORT: President's Update - Kim Schatzel**

President Schatzel joined the meeting and spoke about how she has enjoyed her 26 listening sessions, and what she has gained. Dr. Schatzel said the main thing she wants to learn is the UofL culture, as that is the best way to be create an effective strategic plan. One thing that came up in the listening sessions across the board was how decentralized the university is. Staff have shared that they do not see the nimbleness and innovation that decentralization can bring because of different practices between units. Work can be slowed because there are so many differences between units that can make routine processes take much longer. Students have mentioned changing colleges within UofL is like transferring to another university because units have different requirements. Dr. Schatzel has also learned that the commitment, dedication, belief, faith and love for UofL is widespread and deep in the community, with donors and alumni. She said the strong heart-felt feeling for the success of the university is impressive. Through the listening sessions, Dr. Schatzel learned that HSC staff feel left out by administration. To help address this, President Schatzel will spend one week a month on HSC to lend support for the success of the staff, faculty and students there.

### **COMMITTEE REPORTS**

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
  - Senators Kent Gardner and John Morgan recently updated the Staff Senate website by adding a [Training & Resources](#) page to the CARE Committee page.
- **[Credentials and Nominations \(C&N\)](#) - Barbara Bishop**
  - This committee report is online and linked above.
- **Policies and Economic Development (PED) - Martin Brown**
  - Due to an urgent need to fill a vacancy on the Policies and Economic Development Committee. the urgency of that vacancy, the Executive Committee acted on behalf of the full body and seated Senator Tessa McGilbra.
- **[Services and Facilities \(S&F\)](#) - Mark Woolwine**
  - This committee met last week and discussed issues with trash in the Floyd Street Parking Garage. The issue was resolved the following day. As a possible introduction to visitors to Belknap Campus, this is something that the committee will continue to monitor.
  - This report is online and linked above.
- **[Staff Grievance Committee \(SGC\)](#) - Theora Hudson**
  - This committee had one grievance regarding the grievant's annual evaluation. Meetings have been scheduled with those involved.
  - This report is online and inked above.
- **[Staff Help and Relief Effort \(SHARE\)](#) - Kari Donahue**
  - This committee met last week and welcomed Melissa Garret to the Vice Chair position. She will replace Tony Simms who had to step down due to his work load.
  - The committee is also working on its charter.
  - This report is online and linked above.

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- **Staff Morale and Engagement (SME) - Skip Hurley**
  - This committee met two weeks ago. An inventory check was made at the Cardinal Cupboard food pantry and it is well-stocked for the summer.

### OTHER COMMITTEE REPORTS

- **Benefits Design Work Group - Jason Beare**
  - This committee met on April 20<sup>th</sup>. Senator Beare pointed out some highlights in the report on medical expenditures and an RFP for new vendors for dental and vision insurance.
  - This report is online and linked above.
- **Human Resources Advisory Committee (HRAC) - Victoria King**
  - Senator King mentioned that applying for a UofL job is easy and confidential using Workday and a new wellness resource guide is available on the Benefits home page. She reminded senators to enroll in Get Healthy Now and start earning points for the 2024 \$40 monthly discount.
  - This report is online and linked above.

### OLD BUSINESS

None

### NEW BUSINESS

None

### ANNOUNCEMENTS

None

### ADJOURNMENT

The meeting adjourned at 4:10 p.m.

Respectfully submitted,  
Gretchen Henry  
University Senates