

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

July 11, 2023

The Staff Senate of the University of Louisville held its regular meeting on July 11, 2023 on the TEAMS platform, Chair Kevin Ledford, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE

ANS: Cynthia Houchens, James Jenkins, Rebecca Ledford, Christina Raymer Noe **ATH:** Seth Boone, Angela Cox, Lana Eagleton, Daniel Morrissey, Chris Newton **BUS:** Kayla Miller, Greg Priestler **COO:** Shirin Bolhari, Elena Fortunato-Wright, Leondra Gully, Denise Hand, Tim Mulliger, Kim Noltemeyer, Kristin Roberts, Trey Seibert, Rebekka Shelton, Dennis Thomas, Patti Williams **DTL:** Jody Carroll, Chris Cheatwood, David Henry, Marian Vasser, Scott Vowels, Faith Yount **EDU:** Janet Olson, Tomeka Shelton, Julie Thum, Amber Yocum **ERM:** Kenneth Allen **HR:** Christina Reed **KNT:** Shelby Eisenback **LAW:** Kim Sanders **LIB:** Donald Dean, John Smith **MED:** Jason Beare, Michelle Blessett, Charles Carter, Christopher Dye, Hayley Eisenberg, Lisa Floore, Kent Gardner, Melissa Garrett, Jennifer Hall, Natalie Harper, Katie Hasper, Theora Hudson, Skip Hurley, Susan Jackson, Ruby Keith, Victoria King, Stephanie Kittle, Elizabeth Liebschutz-Roettger, Katherine Linzy, Kelly Moore, Brenda Sexton, Tonya Shrive Augustine, Tim Stolt, Shelley Wade, Andrew Weinberger **NUR:** Paula Hensel **PH:** Rachel Quick **PRES:** Carcyle Barrett, Tammy Lawson **PROV:** Will Adamchik, Ria Chandler, 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:** Barbara Bishop **VPHA:** Adam Detherage, Kiana Fields **VPR:** Angela Lewis-Klein, Katherine Brown **VPSA:** Josiah Brock, Olivia Dreckman, Heather Gentry **VPUA:** Nakia Strickland, April Waddell

GUESTS REGISTERING ATTENDANCE

VP Human Resources: Ms. Mary Elizabeth Miles

Total Rewards Director: Ms. Kari Aikins

Faculty Senate Representative: Dr. Gerard Williger

ULARP Representative: Dr. Virginia Hosono

UofL Today: Mr. Chris Wooton

OTHERS REGISTERING ATTENDANCE

William Adams, Shari Barnes, Rebecca Barrett, Mimi Bell, Melissa Benningfield, Sahab Bolhari, Crystal Bradley, Reilly Brown, Luke Button, Bobbi Carlton, Amanda Cunningham, Leslie Dadisman, Vicki Dahill, Danielle Dolan, Sofia Draper, Shelley Dunn, Sam Fowler, Stacey Gardner, Adam Gibson, Meredith Grisanti, Donna Hardesty, Michelle Henderson, Kim Holsclaw, Andrew Huff, Tamara Iacono, Jennifer Jones, Wanda Long, Shelly Martin, Beth Masters, Lana Metzler, Sydney Miller, Cynthia Morse, Joshua Nelson, Eric Nunn, Greg Paradiso, Lesley Roberson, Nathaniel Seitz, Sam Sheffer, Tony Simms, Kristie Smith, Taylor Smith, Angela Sparks, Jessi Spillman-Johnson, Shannon Steier, Soukaina Tarraf, Nandi Thomas, Tammy Thomas, Ashley Triplett, Zachery Williams, Kelley Wise, Carol Zehnder

VOTING MEMBERS NOT REGISTERING ATTENDANCE

ATH: Alyssa Murphy **COO:** Tessa McGilbra **VPSA:** Jessica Combess

CALL TO ORDER

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ACTION ITEM: Approval of [June minutes](#) - Kevin Ledford

The June meeting minutes are linked above and were approved.

INFORMATION ITEM: HR- Compensation Study- Mary Elizabeth Miles, Kari Aikens

VPHR Mary Elizabeth Miles and Total Rewards Director Kari Aikens reported on the progress of the Staff Compensation Study. Ms. Aikens thanked all the staff and faculty who collaborated on the study and reminded senators that this is a fluid and ongoing process that will be evaluated as needed. Salary adjustments will be made after the cost of living increases are made in July. Ms. Aikens made it clear that this was a completely new job classification, from the ground up. Many titles will change but there will not be any reduction in any pay. Online sessions to explain the process used in the Comp Study will begin next week. For anyone unable to attend the sessions, they will be recorded and available on the HR web site.

ACTION ITEM: [Seating of Committees and Officers](#) - Barbara Bishop

Senator Barbara Bishop, Chair of the Credentials & Nominations (C&N) Committee presented the proposed seating of the standing and university-wide committees, as well as the newly-elected officers. The proposal is linked above and was approved.

REPORT: [Annual Staff Grievance Officer Report](#) - Will Adamchik

Senator Adamchik has served as the appointed Staff Grievance Officer for nearly three and a half years. He reminded senators that the Staff Grievance Officer serves as a resource for employees going through the grievance process or preparing for a pre-termination conference. He is not an advocate for the employee, but more of a guide. He can advise on university policy, recommend alternative solutions or serve as a compassionate active listener for employees who are struggling with some aspect of their work. Over the past year, there have been 29 employees seeking guidance. About 20 were related to filing a grievance. Everything is confidential, so no official statistics exist. This report is linked above.

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

This report is online and linked above.

REPORT: [Staff Senate Vice-Chair](#) - Kari Donahue

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

Dr. Williger, the Faculty Senate representative reported that the provost updated the Senate on enrollment. Dean Bob Fox of the University Libraries updated senators on resources available at the libraries. A robust discussion was held on faculty involvement in presidential and dean searches.

STANDING COMMITTEE REPORTS

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
 - This committee continues to update the web site with resources.

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- [Credentials and Nominations \(C&N\)](#) - Barbara Bishop
 - This is the same report as above.
- [Policies and Economic Development \(PED\)](#) - Tessa McGilbra
 - This report is online and linked above.
- **Services and Facilities (S&F)** - Mark Woolwine
 - This committee did not meet.
- **Staff Grievance Committee (SGC)** - Theora Hudson
 - This committee did not meet.
- [Staff Help and Relief Effort \(SHARE\)](#) - Kari Donahue
 - This report is online and linked above.
- **Staff Morale and Engagement (SME)** - Skip Hurley
 - There was no report.

OTHER COMMITTEE REPORTS

- [Human Resources Advisory Committee \(HRAC\)](#) - Carcyle Barrett

Ms. Aikins added that the contracts for dental and vision benefits are ending, so those vendors may change. A decision will be made once we get proposals.

OLD BUSINESS

None

NEW BUSINESS

- **ACTION ITEM:** [Proposed Staff Senate Communication Guidelines](#) - Kevin Ledford

In an effort to reduce the number of discussion emails sent to the listserv, the Executive Committee developed a communication proposal to incorporate Teams as a discussion platform and reserve emails for official senate business. A brief discussion took place regarding the use of email and the Teams chat. The proposed guidelines are linked above.
- **PARKING:** Senator Donald Dean mentioned that 450 parking spaces will be lost due to new construction and asked if anyone had more information on that situation. Chair Ledford said the officers are scheduled to meet with CFO Dan Durbin in the coming weeks and will ask him for an update.

ANNOUNCEMENTS

There is no Staff Senate meeting in August. The next scheduled meeting is September 12, 2023.

ADJOURNMENT

The meeting adjourned at 4:17 p.m.

Respectfully submitted,
Gretchen Henry
Senate Coordinator