

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

March 14, 2023

The Staff Senate of the University of Louisville held its regular meeting on March 14, 2023 on the TEAMS platform, Vice Chair Kevin Ledford, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE

ANS: Cynthia Houchens, Tammy Lawson, Rebecca Ledford, Jason Sievers **ATH:** Blake LeBlanc, Daniel Morrissey, Alyssa Murphy, Chris Newton, Byron Terry **BUS:** Shannon Jenkins, Kayla Miller **COO:** Shirin Bolhari, Bobbi Carlton, Bonnie Dean, Denise Hand, Donna Hardesty, Kim Noltemeyer, Kristin Roberts, Trey Siebert, Dennis Thomas, Patti Williams **DTL:** Tess McGilbra, Ashley O'Neil, Lisa Sirles, Faith Yount **EDU:** Barbara Bishop, Heidi Cooley-Cook, Janet Olson, Julie Thum **ERM:** Kenneth Allen **KNT:** Shelby Eisenback **LAW:** Kim Sanders **LIB:** Alice Abbot-Moore, Donald Dean **MED:** Jason Beare, Michelle Blessett, Kristen Darnell, 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, John Whitney **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-Edwards, Nakia Strickland

GUESTS REGISTERING ATTENDANCE

VP-Human Resources: Ms. Mary Elizabeth Miles
Director Total Rewards: Ms. Kari Aikins
Director of Parking Administration: Mr. Gary Becker
Faculty Senate Representative: Dr. Gerry Williger
UofL Today: Mr. Chris Wooton

OTHERS REGISTERING ATTENDANCE

Shari Barnes, Mimi Bell, Crystal Bradley, Cathy Buckley, Luke Button, Julia Collins, Amanda Cunningham, Leslie Dadisman, Kristina Doan, Shelley Dunn, Donna Ernst, Sam Fowler, Linda Gainous, Ann Hobdy, Rachel Hodge, Tamara Iacono, Jessica Jackey, Jennifer Jones, Wanda Long, Katherine Markuson, Lana Metzler, Pamela Renner, Lesley Roberson, Alice Sheffield, Angela Sparks, Quenna Thompson, Heather Turner, Jami Vance, Angela Walter, Betsy Waters, Kimberly Whitehead, Taleia Willis, Candyce Woodard, Carol Zehnder

VOTING MEMBERS NOT REGISTERING ATTENDANCE

ATH: Angela Cox **COO:** Phillip Carswell **DTL:** Jody Carroll, Pleshette DePriest, Ashley O'Neil **HR:** Christina Reed **MED:** Martin Brown, Katie Glesing, Kathleen Elsherif **VPSA:** Katherine Halbleib

CALL TO ORDER

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

The minutes are linked above and were approved.

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REPORT: Compensation Study Update - Mary Elizabeth Miles & Kari Aikins

As Vice Chair Ledford introduced Ms. Mary Elizabeth Miles, Vice Provost for Human Resources and Ms. Kari Aikin, the Director of Total Rewards, he reminded senators that Human Resources is in charge of the Compensation and Total Rewards Study and not the implementation of its findings. Ms. Aikins began by saying that a high point for staff is the increase to the minimum salary of \$15.00 starting January 1, 2023 for all regular full time and part time employees. She then thanked her team for their extraordinary efforts over the past 18-20 months. The bulk of the work on the comp study has been to get the staff classification system correct. For much of that information, inside information was necessary and the departments were helpful in that regard. That preliminary information was calibrated and taken back to those departments and units to present the framework within their areas. We asked for additional review and feedback. There were a lot of conversations and about 200 or more meetings throughout the summer and fall to achieve this collaborative and collective work. Last fall, the semi-final output was presented to VPs, deans to complete the final calibration so Segal could begin the market assessment. After many reviews by departments, LFOs and Segal it is on schedule to finish in July. At that time, the findings will be reported to university vice presidents, deans and vice provosts for implementation strategies. As part of the market assessment, staff job titles and duties were compared to established benchmark institutions. Once the staff classification work was finalized, the pay equity study began. That is the final phase once everybody is in the right place in the right spot. The pay equity component is within the scope of this project, as well. The total reward study, which is the benchmark analysis of our benefit offerings is also ongoing. It has been a very collaborative and collegial process and we have really appreciated the feedback and the help along the way from all the people who worked with our teams.

Question: With regards to the variation between positions/workloads, are these being redefined? Are these roles being redefined within the university?

Reply (Aikins): You could call it a, a redefining. We are creating a brand new classification structure.

Question: How do you kind of show the differences between those with the same position and maybe even the same pay on their bracket and how that would equate to recognizing their increased roles within particular institutions and how that might equate to compensation?

Reply (Aikins): Titles cannot be compared across an organization, or to a benchmark. What is compared is job content. We are talking about jobs, not people. This is a really important component because there can be people in jobs that perform at various capacities. We are evaluating jobs for the purpose of the classification system. There may be roles that are similar in nature, but they perform at various levels. That is where job progression can be created. Somebody is entry level when they start a job, but as they expand in their capabilities, knowledge and experience, they can grow in that same role without having more work or people to manage. We are trying to create pathways for people to grow in their existing job without modifying their job to get people more money.

REPORT: Parking Update - Gary Becker

Mr. Gary Becker, Director of Parking Administration reported that permit fees for 2023/2024 will not increase. The Floyd Street Garage will be paid off, so that will reduce Parking's expenses.

The Parking Office is working on a new permit that will begin a pilot project next year and be called a 'forever' permit. The 'forever' permits are paid via payroll deduction will never expire until the permit holder contacts the Parking Office. The pilot program will begin on the Belknap Campus. More information will be announced as the pilot program launch approaches.

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REPORT: [Young Emerging Professionals](#) - Hayley Eisenberg

Senator Hayley Eisenberg reported on the Young Emerging Professionals (YEP), an Employee Resource Group (ERG) at UofL. YEP supports the personal and professional development of young professionals or emerging professionals who are new to UofL or new to a particular career path. Membership is free and open to all UofL employees. This ERG is a good way for people who are new to higher education or new in their careers.

ACTION ITEM: [Staff Senate Letter of Support](#) – Kevin Ledford

Recently, several incidents involving trans students and others have occurred on and around Belknap Campus. A discussion took place on the issues and the Staff Senate's support statement. Though the exact circumstances were not known to all, senators agreed that the issue is not identifying the individual incidents, but the overall rights of trans students, staff and faculty to feel safe on all UofL campuses. The letter of support is linked above and passed unanimously.

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

Dr. Williger reported that the next full solar eclipse is on April 8, 2024. He is in favor of the university adjusting its calendar to accommodate students, staff and faculty who want to travel to see the eclipse. It will be visible from Sellersburg, Indiana.

REPORT: [Student Government Update](#) - Alex Reynolds

There was no report.

COMMITTEE REPORTS

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
 - This committee continues to work on the recommendations submitted by the ad hoc committee.
- **[Credentials and Nominations \(C&N\)](#) - Barbara Bishop**
 - This report is linked above.
- **Policies and Economic Development (PED) - Martin Brown**
 - This committee had no report.
- **[Services and Facilities \(S&F\)](#) - Mark Woolwine**
 - This report is online and linked above.
- **[Staff Grievance Committee \(SGC\)](#) - Theora Hudson**
 - This report is online and linked above.
- **[Staff Help and Relief Effort \(SHARE\)](#) - Kari Donahue**
 - This report is online and linked above.
- **Staff Morale and Engagement (SME) - Skip Hurley**
 - This committee had no report.

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OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

Senators were reminded of the importance of shared governance and communicating with their constituents.

ADJOURNMENT

The meeting adjourned at 4:03 p.m.

Respectfully submitted,
Gretchen Henry
University Senates