

# THE UNIVERSITY OF LOUISVILLE

## STAFF SENATE MEETING SUMMARY

March 14, 2023

[LINK TO FULL VIDEO](#)

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

The minutes are online, linked above and were approved.

### **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 gently reminded senators that HR is in charge of the Compensation and Total Rewards Study and not the implementation of the findings. Ms. Miles introduced Ms. Aikins and thanked her and her team for all the work they put into this study. Before she began reporting on the comp study, Ms. Aikins said 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. Ms. Aikins thanked her team for their extraordinary efforts over the past 18-20 months on the comp study. The bulk of the work on the comp study has been to get the staff classification system correct. It is on schedule to finish in July and at that time the committees working on this project will report the findings to university vice presidents to deans and vice Provost for implementation strategies. The staff job titles and the duties within those jobs were compared to established benchmark institutions, as part of the market assessment. Once we finalized the staff classification work, the pay equity study began. That's kind of the final phase, but we have to make sure everybody is in the right place in the right spot. And then there's a pay equity component that 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. There are many things going on at the same time.

To hear more, please [go to the video](#) at minute 1:19.

### **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 remove some of our expenses. The Parking Office is working on a new permit that will go into effect next year and be called a 'forever' permit. Permits that are paid via payroll deduction will never expire until the permit holder contacts the Parking Office. A pilot program will begin on the Belknap Campus. More information will be announced as the change approaches.

To hear more, please [go to the video](#) at minute 20:30.

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

Senator Hayley Eisenberg (VPF01) 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, etc. Membership is free and open to all UofL employees. We typically encourage anyone 40 and under, or anyone who is entering a new field. There isn't a set age restriction, essentially this ERG is a really good way for people who are kind of new to the field or new in their careers.

To hear more, please [go to the video](#) at minute 33.:49

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

A discussion took place on the Staff Senate's statement in support of the rights of trans students. Several incidents regarding trans students and their feeling of safety have occurred on and around Belknap Campus. Though the exact circumstances were not known to all, everyone agreed that the issue is not identifying the individual incidents, but supporting the rights of trans students, staff and faculty to feel safe on our campuses. The letter of support passed unanimously.

To hear more, please [go to the video](#) at minute 36:50

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

This report is online and linked above.

To hear more, please [go to the video](#) at minute 1:02:23.

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

This report is online and linked above.

To hear more, please [go to the video](#) at minute 1:03:16.

### **REPORT: [Faculty Senate Representative](#) - Gerry Williger**

Dr. Williger reported on the next full solar eclipse on April 8, 2024. It will be visible from Sellersburg, Indiana.

To hear more, please [go to the video](#) at minute 1:04:40.

### **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.
  - To hear more, please [go to the video](#) at minute 1:13:26
- **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.
  - To hear more, please [go to the video](#) at minute 1:20:40.
- **[Staff Grievance Committee \(SGC\)](#)** - Theora Hudson
  - This report is online and linked above.
  - To hear more, please [go to the video](#) at minute 1:22:37.
- **[Staff Help and Relief Effort \(SHARE\)](#)** - Kari Donahue
  - This report is online and linked above.
  - To hear more, please [go to the video](#) at minute 1:23:30.
- **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