

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

November 12, 2024

The Staff Senate of the University of Louisville held its regular meeting on November 12, 2024 on the TEAMS platform, Chair Kevin Ledford, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE

ANS: Robin Carroll, Yolanda Demaree, Cynthia Houchens, Rebecca Ledford **ATH:** Seth Boone, Lana Eagleton, LaRee Shontee **BUS:** Kayla Miller, Greg Priester **COO:** Barbara Bishop, Christopher Dye, Leondra Gully, Donna Hardesty, Tessa McGilbra, Tim Mulliger, Kim Noltemeyer, Kristin Roberts, Trey Seibert, Buffy Sexton, Bekka Shelton, Zachary Williams **DTL:** Chris Cheatwood, Angela Cox, Carleigh Fleischmann, Matthew Hill, Kristen Mercker, Lisa Sirls **ED:** Paul Barvincak, Logan Richardson, Eric Wright **ERM:** Danny McGrath **HR:** Kristina Doan **KNT:** Nacetia Burke **LAW:** Kim Sanders **LIB:** Donald Dean **MED:** Michelle Blessett, Charles Carter, Laura Edwins, Wende Elkins, Lisa Floore, Kent Gardner, Amanda Gibson, Denise Hand, Katie Hasper, David Henry, Theora Hudson, Susan Jackson, Ruby Keith, Victoria King, Charlene Mays, Kelly Moore, Ellyce Patton, Whitney Rogers, Brenda Sexto, Tonya Shive-Augustine, Tammy Vories, Shelley Wade, Andrew Weinberger, Beth Williams **MUS:** Deborah Kalbfleisch **PH:** Rachel Quick **PRES:** Carcyle Barrett, Tammy Lawson **PROV:** Will Adamchik, Ria Chandler, Dave Funk, Erica Gabard, Linda Leake, Kevin Ledford, John Morgan, Becky Patterson, Toni Robinson, Mark Woolwine **SPD:** Kari Donahue, Betty Nunn, Mani Vangalur **VPF:** Dennis Thomas, Patti Williams **VPHA:** Adam Detherage, Marian Vasser **VPR:** Katherine Brown, Angela Lewis-Klein **VPSA:** Jessica Combess, Olive Dreckman, Heather Gentry, Aleska Hagan **VPUA:** Nakia Strickland, April Waddell

GUESTS REGISTERING ATTENDANCE

University President: Dr. Kim Schatzel

Vice President Institutional Equity: Mr. Lee Gill

AVP Institutional Equity: Ms. Diana Whitlock

Asst. Vice President Planning, Design & Construction: Ms. Megan Campbell

University Libraries: Dean Bob Fox

Vice President Human Resources: Dr. Darrell Clark

Employee Success Center: Ms. Jessi Duff

Faculty Senate Representative: Ms. Rachel Howard

SGA Representative: Ms. Maddie Brother

UofL Today: Mr. Chris Wooton

OTHERS REGISTERING ATTENDANCE

Mimi Bell, Ashley Bertram, Christina Boston, Crystal Bradley, Luke Button, Amanda Cunningham, Kramer Epley, Donna Ernst, Stacey Gardner, Shannon Hall, Tamara Iacono, Wanda Long, Beth Master, Laura McDaniels, Lana Metzler, Michaeline Miller, Mallory Newby, Eric Nunn, Lesley Roberson, Angela Sparks, Shannon Steier, Amy Stephens, Nandi Thomas, Tammi Thomas, Tyler Thornberry, Janet Tomazin, Angela Walter, Meagan West, Andrea Wilson, Carol Zehnder

VOTING MEMBERS NOT REGISTERING ATTENDANCE

ATH: Daniel Morrissey, Alyssa Murphy, Catherine Thompson **DTL:** Randi Wasik **ED:** Tomeka Shelton **MED:** Skip Hurley, Stephanie Kittle **NUR:** Paula Hensel **PROV:** Elizabeth Liebschutz-Roettger **VPEA:** Patrick Smith **VPR:** Jody Heard

ACTION ITEM: Approval of [September and October minutes](#) - Kevin Ledford

The minutes of the September and October meetings were approved and are linked above.

UPDATE: Office of Inclusive Excellence - Lee Gill

The Vice President for Institutional Equity, Mr. Lee Gill from the Office of Inclusive Excellence updated the Staff Senate on the following topics.

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Strategic Plan – Mr. Gill provided an update on the strategic plan emphasizing the division's focus on equity across the university and the importance of their work in student success. The four focus areas of the strategic plan are student success, climate improvement, faculty and staff recruitment and retention, and professional development.

Title IX Director: Mr. Tim Bean was announced as the new Title IX director. He has had an immediate positive impact on the program.

Community Engagement: The Inclusive Excellence Council was established to ensure community involvement in university processes. Members include the community organizations Louisville Urban League and NAACP.

INFORMATION: Ongoing and Upcoming Construction Project - Megan Campbell

Ms. Campbell provided an overview of ongoing and upcoming construction projects on campus, including the following.

- **Natural Sciences Building:** The Natural Sciences building is undergoing a complete rehabilitation.
- **Life Sciences and Speed School:** Renovations are also taking place at the Life Sciences building and Speed School, including updates to roofs and HVAC systems.
- **Humanities Renovation:** The Humanities Building is scheduled for a complete renovation.
- **Deferred Maintenance:** There is significant deferred maintenance on campus and efforts to address it will use asset preservation dollars, noting that the university has nearly a billion dollars in deferred maintenance needs.
- **Health Sciences Center Building:** Ms. Campbell discussed the new Health Sciences Center building project, a \$280 million initiative that will include simulation spaces, classrooms, and meeting areas. The new building will provide facilities that the Health Sciences campus currently lacks, such as spaces for all four schools to come together.
- **Traffic and Pedestrian Improvements:** Questions arose about the 3rd Street and Eastern Parkway pedestrian improvement projects. These projects are ongoing and subject to state and city coordination.
 - **3rd Street Project:** The 3rd Street pedestrian improvement project has faced delays due to disagreements between state and city authorities, but progress is being made.
 - **Eastern Parkway Concerns:** Concerns were raised about pedestrian safety on Eastern Parkway, and the need for improvements was acknowledged. Future grants may address this area.

UPDATE: University President – Kim Schatzel

Dr. Schatzel updated senators on the following topics.

Legislative Meetings: The president provided an update on meetings with legislative leaders in preparation for the upcoming legislative session, focusing on capital requests and operating reallocations.

- **Capital Requests:** Dr. Schatzel discussed the focus on capital requests due to the good shape of the rainy-day fund, expressing optimism about securing funding.
- **Operating Reallocations:** President Schatzel also mentioned the possibility of requesting operating reallocations, although she noted that this is less likely to be successful.

Senior Leadership Searches: Dr. Schatzel shared progress on the searches for the EVP of Finance and Administration, EVP of Research & Innovation, and VP of Philanthropy and Alumni Relations, with expected completions in early 2025.

- **EVP Finance Administration:** She is hopeful that the search for the EVP of Finance and Administration will be completed before the winter break, with an offer made by early January.
- **EVP Research & Innovation:** The search for the EVP Research & Innovation is progressing well, with an expected completion in January 2025.
- **VP Philanthropy & Alumni Relations:** The search for the VP of Philanthropy and Alumni Relations is also on track, with an offer expected to be made by late January 2025.

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Record Enrollment: President Schatzel announced record enrollment numbers for the semester, with over 24,000 students, and highlighted the efforts of Jim Begany and his team in managing the situation with FAFSA delays.

Compensation Plan: The president discussed the staff compensation plan, noting that the university will return to regular reviews and that a performance evaluation program is needed before considering merit increases.

- **Regular Reviews:** The university will return to regular reviews of staff compensation, following the completion of phase one and phase two of the staff compensation study.
- **Performance Evaluation:** President Schatzel emphasized the need for a performance evaluation program and policy to be in place before considering merit increases, highlighting the importance of consistent evaluations.
- **Merit Increases:** It was noted that merit increases would require a universal implementation of performance reviews and development programs, which are currently lacking.

INFORMATION: Library Changes and Budget Update - Bob Fox

Dean Fox discussed the library's budget shortfall and the decision to not renew certain journal packages, while still maintaining access to high-use journals.

INFORMATION: FLSA Information - Darrell Clark

Vice Provost for Human Resources, Mr. Darrell Clark provided an overview of the upcoming changes to the federal Fair Labor Standards Act. The changes include the new salary threshold of \$58,656. Before an employee can be reclassified to exempt status, the salary and certain job duties must be met. If a current employee is reclassified from exempt to non-exempt, their salary will not change. Only the pay dates will change from once a month to bi-weekly. Communications will be sent to impacted employees and their supervisors regarding the FLSA changes before the Thanksgiving break. A discussion took place on the upcoming changes.

INFORMATION ITEM: Mentoring for Success Program – Jessi Duff

Ms. Jessi Duff from the Employee Success Center promoted the Mentoring for Success program, encouraging staff to apply as mentors or mentees by December 31st. A link to the program is provided above.

REPORT: Staff Senate Chair - Kevin Ledford

This report is online and linked above.

REPORT: Staff Senate Vice-Chair - Kari Donahue

Vice Chair Donahue gave details of her activities over the last month.

REPORT: Staff Senate Secretary-Treasurer - Carcyle Barrett

Secretary-Treasurer Barrett provided updates on the Staff Senate budget, including the resolution of issues with the executive retreat and staff grievance officer stipend.

REPORT: Faculty Senate Representative - Rachel Howard

This report is online and linked above.

REPORT: Student Government Representative - Maddie Brother

This report is online and linked above.

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STANDING COMMITTEE REPORTS

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
 - This committee continues to discuss plans in case the state legislature passes its anti-DEI bill and its possible impacts to the committee.
- **Credentials and Nominations (C&N) - Barbara Bishop**
 - This report is online and linked above.
- **Policies and Economic Development (PED) - Tessa McGilbra**
 - This report is online and linked above.
- **Services and Facilities (S&F) - Mark Woolwine**
 - This committee met at the end of October and discussed its campus walk.
- **Staff Grievance Committee (SGC) - Theora Hudson**
 - This committee received one grievance since last month and will send a recommendation tomorrow.
- **Staff Help and Relief Effort (SHARE) - Tammy Lawson**
 - The SHARE Program has been put on hold pending an audit. There is one application that is pending, and the committee will decide this week to approve or deny.
- **Staff Morale and Engagement (SME) - Skip Hurley**
 - There was no report.

OTHER COMMITTEE REPORTS

- **ADA Advisory Committee - Barbara Bishop**
 - This report is online and linked above.
- **UofL Association of Retired Personnel (ULARP) - John Smith**
 - There was no report.

ADJOURNMENT

The meeting adjourned at 4:28 p.m.

Respectfully submitted,
Gretchen Henry