

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

October 14, 2025

The Staff Senate of the University of Louisville held its regular meeting on October 14, 2025 on the TEAMS platform, Chair Kevin Ledford, presiding.

Voting members Registering Attendance

ANS: Robin Carroll, Dennis Hippert, Samantha Holmes **ATH:** Raymond Green, Michael Hickey, Catherine Thompson, Christine Williams-Foster **BUS:** Kayla Miller, Greg Priester **COO:** Jessie Browning, Yolanda Demaree, Amber Horn, Tessa McGilbra, Eli Mudd, Kim Noltemeyer, Kristin Roberts, Jennifer Steier, Dennis Thomas, Scott Vowels, Zachary Williams **DTL:** Angela Cox, Eric Gray, David Henry, Kristen Mercker, Alden Silva, Lisa Sirles, Brooklynn Vance **EDU:** Reilly Brown, Kelly Green **ERM:** John Morgan **KNT:** Nacetia Burke **LIB:** Donald Dean **MED:** Julie Armstrong-Binnix, Michelle Blessett, Laura Edwins, Wende Elkins, Lisa Floore, Kent Gardner, Amanda Gibson, Denise Hand, Matthew Hill, Theora Hudson, Skip Hurley, Ruby Keith, Victoria King, Stephanie Kittle, Charlene Mays, Kelly Moore, Ellyce Patton, Whitney Rogers, Brenda Sexton, Tonya Shive-Augustine, Andrew Weinberger **MUS:** Laura Angermeier **NUR:** Erica Gabbard **PH:** Paige Thompson **PRES:** Tammy Lawson, Carcyle Rochester-Barrett **PROV:** Will Adamchik, Ria Chandler, Dave Funk, Linda Leake, Kevin Ledford, Rebecca Ledford, Elizabeth Liebschutz-Roettger, Becky Patterson, Rachel Quick, Toni Robinson, Mark Woolwine **SPD:** Kari Donahue, Betty Nunn, Mani Vangalur **VPF:** Patti Williams **VPHA:** Adam Detherage, Susan Jackson **VPR:** Barbara Bishop, Christopher Dye, Jody Heard, Angela Lewis-Klein, Tim Mulliger, Karen Rose **VPSA:** Olice Dreckman, Christopher Farthing, Heather Gentry, Aleska Hagan **VPUA:** Leondra Gully, Nakia Strickland

Guests Registering Attendance

Chief Information Officer: Dr. Karlis Kaugars

IT Project Manager: Ms. Andrea Williams

UL Police Department: Chief Steve Green

Pathways to Parenthood: Professor Marissa Yingling

Faculty Senate Representative: Professor Courtney Stine

Student Government Representative: Mr. Grant Avis

UofL Today: Mr. Chris Wooton

Others Registering Attendance

Judith Andrew, Mimi Bell, Crystal Bradley, Luke Button, Mary Chiavaroli, Laura Cotter, Amanda Cunningham, LyShanna Cunningham, Vicki Dahill, Mary Daly, Shelley Dunn, Sam Fowler, Stacey Gardner, Emily Graver, Tamara Iacono, Jen Jones, Eric Nunn, Ann Phillips, Mitchell Priddy, Cindy Schnell, Tony Simms, Chelsi Sloan, Shannon Steier, Amy Stephens, Nandi Thomas, Karen Thompson, Janet Tomazin, Angela Walter, Andrea Williams, Elizabeth Willis, Andrea Wilson, Camille Woods, Bianca Yates

Voting members Not Registering Attendance

ATH: Virginia Hosono, Deborah Kalbfleisch **COO:** Katie Hasper, Donna Hardesty **HR:** Kristina Doan **LAW:** Kim Sanders **MED:** Beth Williams **VPCE:** Patrick Smith

Action Item: Approval of the [September minutes](#) - Kevin Ledford

The September minutes are linked above and were approved.

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Information Item: OneIT and Team Dynamix - Kaugars, Williams

Chief Information Officer, Dr. Karlis Kaugars reported on the following topics.

Windows 10: Windows 10 could reach end of life imminently, with Microsoft ceasing security updates. Faculty and staff devices still running Windows 10 will receive Duo warnings in 14 days and be denied access in 30 days.

OneIT: Dr. Kaugars provided a status update on the One IT project, detailing resumed committee activities, ongoing information gathering, and upcoming IT listening sessions with unit leadership.

Team Dynamix Ticketing System: Ms. Andrea Williams, IT Project Manager, presented the implementation plan for the Team Dynamics ticketing system, outlining its features, rollout timeline, and opportunities for departmental participation.

This presentation is linked above.

Information Item: Public Safety Report - Chief Green

Chief Steven Green provided a public safety update, addressing recent crime trends, protest management, communication strategies for newsworthy incidents, and responded to questions about transparency and freedom of assembly.

Crime Trends and Incident Management: Chief Green reported that thefts are under control, violent crime is down, and recent sexual assault cases involved known individuals with offenders prosecuted where appropriate. He clarified that there is no ongoing threat from unknown assailants.

Protest Handling: Chief Green described recent protest management, including the removal of unauthorized encampments per university policy, coordination with the Dean of Students Office, and ensuring protestors' rights to assemble peacefully.

Transparency and Crime Log: Concerns were raised about ULPD transparency and timely reporting of incidents. Chief Green explained the process for updating the daily crime log, which may have a 48-hour delay, and reiterated that all arrests are reported as required by law.

Information Item: Pathways To Parenthood - Yingling, Barrett

Professor Marissa Yingling presented on the Pathways to Parenthood initiative, outlining requests for policy improvements related to bereavement, adoption, foster care, reproductive health benefits, and data transparency, and discussed next steps for university engagement.

Program Overview and Goals: Professor Yingling explained that Pathways to Parenthood is an inclusive group supporting employees pursuing parenthood through adoption, assisted reproductive technologies, surrogacy, fostering, or other means, with aims to connect employees and influence university policy.

Policy and Benefit Requests: The group requested explicit inclusion of reproductive loss in the bereavement policy, improved adoption and foster care leave and benefits, expanded reproductive health coverage, and the ability to make mid-year benefit changes for infertility diagnoses.

This presentation is linked above.

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Information Item: Open Enrollment - Michaeline Miller

Ms. Michaeline Miller from Human Resources provided an update on the open enrollment process, emphasizing mandatory participation, current enrollment statistics, available support, and addressed questions about special circumstances and benefit changes.

Enrollment Requirements and Progress: Michaeline explained that open enrollment is mandatory this year due to new medical plan options and tax-advantaged accounts. As of the meeting, about 3,000 employees were enrolled, with another 3,000 still needing to complete the process.

Support and Outreach Efforts: HR is offering appointments, benefit fairs, and targeted email reminders to assist employees. Special outreach is being conducted for departments with mandatory coverage and for retirees or spouses without university emails.

Report: Staff Senate Chair - Kevin Ledford

This report is linked above.

Report: Staff Senate Vice-Chair - Kari Donahue

There was no report.

Report: Staff Senate Secretary-Treasurer - Donald Dean

This report is linked above.

Report: Faculty Senate Representative - Courtney Stine

This report is linked above.

Report: Student Government Representative - Grant Avis

There was no report.

Standing Committee Reports

- **Cardinals for Action, Resilience and Education (CARE) - Leondra Gully**
This committee is still planning its work for the year.
- **Credentials and Nominations (C&N) - Barbara Bishop**
Committee Chair Barbara Bishop reported on filling three vacant Senate seats and two committee vacancies, detailing the process and announcing the new appointees.
This report is linked above.
- **Policies and Economic Development (PED) - Tessa McGilbra**
This committee finalized its recommendations for the Staff Professional Leave Policy and will send them to the appropriate decision makers. This report is linked above.
- **Services and Facilities (S&F) - Katie Hasper**
This report is linked above.
- **Staff Grievance Committee (SGC) - Ellyce Patton**
This committee recently received two grievances and will begin working on them. A report will be sent out for next month's Staff Senate meeting.
- **Staff Help and Relief Effort (SHARE) - Tammy Lawson**
Committee Chair Tammy Lawson reported that the web site has been updated to reflect HR's participation, and two new applications have been submitted.

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- **Staff Morale and Engagement (SME) -Stephanie Kittle**

There was no report.

Old Business

None

New Business

None

Announcements

None

Adjournment

The meeting adjourned at 4:05 p.m.

Respectfully submitted,
Gretchen Henry
Senate Coordinator