

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

December 9, 2025

The Staff Senate of the University of Louisville held its regular meeting on December 9, 2025, on the TEAMS platform, Chair Kevin Ledford, presiding.

Voting members Registering Attendance

ANS: Robin Carroll, Samantha Holmes **ATH:** Raymond Green, Michael Hickey, Virginia Hosono, Deborah Kalbfelisch, Catherine Thompson, Christine Williams-Foster **BUS:** Kayla Miller, Greg Priester **COO:** Jessie Browning, Yolanda Demaree, Donna Hardesty, Katie Hasper, Amber Horn, Tessa McGilbra, Eli Mudd, Kim Noltemeyer, Jennifer Steier, Dennis Thomas, Scott Vowels, Zachary Williams **DTL:** Angela Cox, Christopher Dye, Eric Gray, Kristen Mercker, Aidan Silva, Lisa Sirles, Brooklynn Vance **ED:** Reilly Brown, Eric Wright **KNT:** Nacetia Burke **LAW:** Kim Sanders **LIB:** Donad Dean **MED:** Asma Addaratt-Edwards, Julie Binnix-Armstrong, Michelle Blessett, Laura Edwins, Wende Elkins, Lisa Floore, Kent Gardner, Amanda Gibson, Kelly Green, Denise Hand, Matthew Hill, Theora Hudson, Skip Hurley, Ruby Keith, Victoria King, JD Morris, Ellyce Patton, Whitney Rogers, Brenda Sexron, Tonya Shice-Augustine, Andrew Weinberger, Beth Williams **MUS:** Laura Angermeier **NUR:** Erica Gabbard **PH:** Paige Thompson **PRES:** Tammy Lawson, Carcycle Rochester-Barrett **PROV:** Will Adamchik, Ria Chandler, Dave Funk, Linda Leake, Kevin Ledford, Rebecca Ledford, John Morgan, 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, Jody Heard, Angela Lewis-Klein, Tim Mulliger **VPSA:** Christopher Farthing, Heather Gentry **VPUA:** Leondra Gully, Nakia Strickland

Guests Registering Attendance

University President: Dr. Gerry Bradley
Vice President- Human Resources: Mr. Darrell Clark
Vice President- Community Engagement: Dr. Douglas Craddock
Vice Provost – Student Affairs: Dr. Michael Mardis
Assistant Dean of Student: Dr. Quanta Taylor
Employee Success Center: Mr. Brian Buford
Commission on Climate, Culture and Wellbeing: Dr. Dwayne Compton
OCM - Senior Creative Director: Mr. Brian Faust
OCM – Director Web & Digital Marketing: Ms. Amber Peter
Faculty Senate Representative: Professor Courtney Stine
Student Government Representative: Mr. Grant Avis

Others Registering Attendance

Mimi Bell, Crystal Bradley, Amanda Cunningham, Vicki Dahill, Lisa Dorsey, Sarah Duncan, Shelley Dunn, Brian Faust, Sam Fowler, Stacey Gardner, Tamara Iacono, Andrew Meiners, Michaeline Miller, Mallory Newby, Emily Rasmussen, Jan Rayburn, Lesley Roberson, Hannah Satram-Hale, Cindy Schnell, Chelsi Sloan, Amy Stephens, Mary Stump, Nandi Thomas, Tyler Thornberry, Janet Tomzin, Angela Wlater, Taleia Willis, Biana Yates, Arial Young

Voting members Not Registering Attendance

ANS: Dennis Hippert **COO:** Kristin Roberts **DTL:** David Henry **ED:** Jen Jones, Kelly Green **HR:** Kristina Doan **MED:** Stephanie Kittle, Charlene Mays, Kelly Moore **PROV:** Elizabeth Liebschutz-Roettger **VPR:** Karen Rose **VPSA:** Olive Dreckman, Aleksa Hagan

ACTION ITEM: Approval of the November minutes - Kevin Ledford

The November meeting minutes were approved and are linked above.

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INFORMATION ITEM: University President - President Bradley

Dr. Bradley updated senators on the university's strategic plan, highlighting the integration of stakeholder feedback, the upcoming board review, and the anticipated final approval in January.

Stakeholder Feedback Integration: President Bradley explained that the strategic plan has undergone multiple drafts with wide distribution for feedback from stakeholders, resulting in a document that reflects diverse input and is ready for board review.

Goals, Tactics, and Metrics Development: Behind the scenes, teams have been working to develop specific goals, action tactics, and clear metrics for each area of the strategic plan, which will be made available after board approval.

Mission, Vision, and Core Principles: The plan includes finalized mission and vision statements and core principles, some of which are being brought to the board for approval for the first time in over a decade, aiming to serve as guiding values for future decision-making.

Committee Contributions: The Climate, Culture, and Belonging Committee has provided recommendations that will inform action tactics within the strategic plan, ensuring alignment with organizational culture and employee well-being.

INFORMATION ITEM: Career Ladder Update - VPHR Clark

Mr. Darrell Clark, Vice President for Human Resources, presented a comprehensive update on the career ladders initiative, the transition to a merit-based system, and the overhaul of performance evaluations.

Career Ladders Framework: Mr. Clark outlined the career ladders initiative as a structured pathway for staff advancement based on competencies, experience, and performance within job families, distinguishing it from traditional promotions and emphasizing clarity in career growth.

Performance Evaluation Challenges: He also discussed current challenges, including less than 100% participation in evaluations, inconsistencies across units, lack of trust in the process, and the need for mandatory manager and supervisory training to ensure fairness and transparency.

Pilot Program and Digital Transition: A pilot program is underway to move performance evaluations from paper to the Workday system, involving select units for initial testing, with the goal of achieving 100% compliance and improved evaluation quality before broader rollout in December 2026.

This presentation is linked above.

INFORMATION ITEM: Community Engagement and WIP Update - VP Craddock

Vice President for Community Engagement, Dr. Douglas Craddock, Ms. Amber Peter, Director of Web and Digital Marketing and Mr. Brian Faust, OCM Creative Director delivered a detailed update on the Web Improvement Project, covering migration progress, system enhancements, governance, and strategies for maintaining an agile and modern web presence.

Migration Progress and Deadlines: Mr. Faust reported that over two-thirds of university websites have migrated to the new Drupal platform, with a goal to complete all migrations by April 2026 and sunset the legacy Plone system by June 2026.

System Enhancements and Support: Ms. Peter described ongoing efforts to support users through onboarding, content creation training, and community building, as well as the implementation of new tools for analytics, content management, and compliance.

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Governance and Community Involvement: The team emphasized the importance of permanent governance structures, including Staff Senate representation, to ensure ongoing community input and responsiveness to campus needs.

Ensuring Agility and Modernization: In response to questions about adaptability, Ms. Peter and Mr. Faust explained that the new design system and content hub enable efficient updates and scalability, while analytics and user feedback will guide continuous improvement. These reports are linked above.

INFORMATION ITEM: Free Speech and Staff - VP Mardis, Taylor

Dean of Students, Dr. Michael Mardis, Assistant Dean, Dr. Quanta Taylor, and Ms. Hannah Satram-Hale from the General Counsel's Office provided an in-depth presentation on First Amendment rights, the Kentucky Campus Free Speech Protection Law, and the university's viewpoint neutrality policy, addressing staff responsibilities, legal implications, and recent legislative requirements.

Legal Framework and State Laws: Dr. Mardis explained that university policies are governed by the Constitution, the Kentucky Campus Free Speech Protection Law, and House Bill 4, which collectively protect free speech while allowing for time, place, and manner restrictions and requiring compliance with anti-discrimination and anti-terrorism provisions.

Staff as State Actors: Dr. Taylor clarified that all university employees are considered state actors, meaning their actions in an official capacity are subject to constitutional constraints, and staff have fewer speech protections than faculty or students when acting in their employment roles.

Policy Application and Enforcement: They also detailed how policies such as the speech and distribution of literature policy, use of grounds policy, and the neutrality policy are applied, emphasizing the importance of not using university resources for political or advocacy activities and the need for clear separation between personal and professional speech.

Handling Campus Demonstrations and Safety Concerns: In response to concerns about campus protests and staff safety, Dean Mardis described the role of the expressive activity team, the involvement of university police, and ongoing communication with student groups to balance free speech with campus safety.

Reporting and Disciplinary Procedures: Ms. Hannah Satram-Hale explained that allegations of staff violating free speech rights would be reviewed through standard compliance and HR processes, with disciplinary action only if a policy violation is substantiated.

This presentation is linked above.

INFORMATION ITEM: Commission on Climate, Culture and Wellbeing - Buford, Compton

The commission's co-chairs, Mr. Brian Buford, and Dr. Dwayne Compton provided an overview of the Presidential Commission on Climate, Culture, and Well-Being, detailing its structure, timeline, and alignment with the strategic plan.

Commission Structure and Membership: The commission consists of a steering committee with voting and ex officio members and a larger advisory group, ensuring representation from faculty, staff, and students, with members nominated or self-nominated from across the university.

Data Review and Focus Groups: Both groups have been reviewing past survey data and conducting focus groups within units to identify key issues related to culture, climate, and well-being.

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Timeline and Deliverables: The commission began work in October and is tasked with delivering a set of actionable recommendations to President Bradley by May, with regular meetings and ongoing alignment with the strategic plan.

Accountability and Future Plans: The commission's future beyond May 2026 will be determined by President Bradley based on the quality and strategic value of the final report.

ACTION ITEM: Faculty Senate Position Statement Collaboration - Kevin Ledford

Chair Ledford led the Staff Senate in reviewing and voting to support a collaborative position statement with the Faculty Senate. The statement is linked above.

REPORT: Faculty Senate Representative - Courtney Stine

Professor Courtney Stine summarized recent Faculty Senate activities, including the introduction of the new College of Business dean, discussions on the viewpoint neutrality policy, digital accessibility requirements, and advocacy for expanded family benefits. This report is linked above.

REPORT: Student Government Representative - Grant Avis

There was no report.

Due to time constraints the following reports were linked only, with no discussion.

REPORT: Staff Senate Chair - Kevin Ledford

This report is linked above.

REPORT: Staff Senate Vice-Chair - Kari Donahue

This report is linked above.

REPORT: Staff Senate Secretary-Treasurer - Donald Dean

This report is linked above.

STANDING COMMITTEE REPORTS

- [Cardinals for Action, Resilience and Education \(CARE\)](#) - Leondra Gully
- [Credentials and Nominations \(C&N\)](#) - Barbara Bishop
- [Policies and Economic Development \(PED\)](#) - Tessa McGilbra
- [Services & Facilities](#) - Katie Hasper
- [Staff Grievance Committee \(SGC\)](#) - Ellyce Patton
- [Staff Help and Relief Effort \(SHARE\)](#) - Tammy Lawson
- [Staff Morale and Engagement \(SME\)](#) - Stephanie Kittle

UNIVERSITY WIDE COMMITTEE REPORTS

- [Academic Technology Committee](#) - Mark Woolwine
- [ADA Advisory Committee](#) - Kim Sanders
- [Benefits Design Workgroup](#) - Christopher Farthing
- [Bookstore Advisory Committee](#) - Alden Silva

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- Commission on Climate, Culture and Wellbeing - Lisa Sirles
- Community Engagement Steering Committee - Stephanie Kittle
- [Digital Experience Board](#) - Samantha Holmes
- [Dining Service Advisory Committee](#) - Eli Mudd
- [Faculty Senate Executive Committee](#) - Becky Patterson
- Faculty Senate Academic Programs Committee - Raymond Green
- Faculty Senate Planning and Budget Committee - Adam Detherage
- [HRAC](#) - Donald Dean
- [Intellectual Property Committee](#) - Jody Heard
- [Legislative Monitoring Advisory Committee](#) - Kim Sanders
- Meal Plan Waiver Committee - Lisa Floore
- [Parking Advisory Committee](#) - Christine Williams-Foster
- [Parking Appeals Committee](#) - Betty Nunn
- [Retirement Oversight Committee](#) - Alden Silva
- [Student Government Association](#) - Reilly Brown
- [Sustainability Council](#) - Kelly Green
- [University Naming Committee](#) - Kent Gardner
- [University Police Advisory Committee](#) - Jessie Browning

OTHER COMMITTEE REPORTS

- [Staff Senate Ad Hoc Bylaws Committee](#) - Carcycle Rochester-Barrett

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

None

ADJOURNMENT

The meeting adjourned at 4:52 p.m.

Respectfully submitted,

Gretchen Henry

Senate Coordinator