

UNIVERSITY of LOUISVILLE

Staff Senate Meeting Minutes

July 8, 2025

The Staff Senate of the University of Louisville held its regular meeting on July 8, 2025 on the TEAMS platform, Chair Kevin Ledford, presiding.

Voting members Registering Attendance

ANS: Robin Carroll, Dennis Hippert, Samantha Holmes **ATH:** Michael Hickey, Virginia Hosono, Catherine Thompson, Christine Williams-Foster **BUS:** Kayla Miller, Greg Priester **COO:** Jessie Browning, Donna Hardesty, Katie Hasper, 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, Alsen Silva, Brooklynn Vance **EDU:** Paul Barvinkak, Reilly Brown, Kelly Green **ERM:** John Morgan **HR:** Kristina Doan **KNT:** Nacetia Burke **LAW:** Kim Sanders **LIB:** Donald Dean **MED:** Julie Armstrong-Binnix, Michelle Blessett, Laura Edwins, Wende Elkins, Lisa Floore, Kent Gardner, Amanda Gibson, Emily Graver, Illy Harris, Matthew Hill, Theora Hudson, Skip Hurley, Ruby Keith, Victoria King, Stephanie Kittle, Kelly Moore, Ellyce Patton, Whitney Rogers, Brenda Sexton, Tonya Shive-Augustine, Andrew Weinberger, Beth Williams **MUS:** Laura Angermeier **NUR:** Erica Gabbard **PRES:** Tammy Lawson, Carcyle Rochester-Barrett **PROV:** Ria Chandler, Dave Funk, Linda Leake, Kevins Ledford, Rebecca Ledford, Elizabeth Liebschutz-Roettger, Becky Patterson, Mark Woolwine **PUB HLTH:** Paige Thompson **SPD:** Kari Donahue, Betty Nunn, Mani Vangalur **VPCE:** Pat Smith **VPF:** Patti Williams **PHA:** Adam Deatherage, Susan Jackson **VPR:** Christopher Dye, Jody Heard, Angela Lewis-Klein, Tim Mulliger, Karen Rose **VPSA:** Olive Dreckman, Christopher Farthing, Heather Gentry, Aleksa Hagan **VPUA:** Leondra Gully

Guests Registering Attendance

Vice President for Human Resources: Mr. Darrell Clark

Others Registering Attendance

Judith Andrew, Mimi Bell, Ashley Bertram, Trish Blair, Mary Chiavaroli, Amanda Cunningham, Kramer Epley, Stacey Gardner, Paula Hensel, Rachel Hodge, Danny McGrath, Sean McGreevey, Michaeline Miller, Cindy Schnell, Tony Simms, Chelsi Sloan, Amy Stephens, Mary Stump, Janet Tomazin, Tammy Vories, Angela Walter, Bianca Yates, Carol Zehnder

Voting members Not Registering Attendance

ATH: Deborah Kalbfleisch **COO:** Yolanda Demaree **EDU:** Eric Wright **MED:** Denise Hand, Charlene Mays **PROV:** Will Adamchik **VPR:** Barbara Bishop **VPUA:** Nakia Strickland

ACTION ITEM: Approval of the [June Minutes](#) - Kevin Ledford

The meeting minutes were approved and are linked above.

INFORMATION ITEM: VPHR Report – Open Enrollment - Darrell Clark

Vice President for Human Resources, Mr. Darrell Clark reported on the following topics.

Open Enrollment Information: Mr. Clark discussed the upcoming mandatory open enrollment due to changes in health plans. He emphasized the importance of employees selecting their health plans to avoid losing coverage.

Health Plan Changes: Mr. Clark explained the transition from five to three health plans, detailing the new PPO with HRA, ULH, and CDHP with HSA plans.

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Default Coverage Concerns: With the mandatory participation in open enrollment, concerns were raised about employees potentially losing health coverage if they miss the enrollment deadline. Mr. Clark explained that legally, the university cannot assume a default plan for employees.

Communication Strategy: The communication strategy for open enrollment will include broad communication starting in August to ensure employees are informed about the changes.

Compensation and Benefits: Decisions about staff wage increases and compensation are still being finalized, and updates will be provided soon.

Hiring Pause: When asked about the hiring freeze, Mr. Clark clarified that it is a hiring *pause*, and the university is working on position management to control budgeted positions.

INFORMATION ITEM: Budget and GWI Information - Kevin Ledford

Senate Chair Kevin Ledford provided an update on the university's budget, highlighting challenges such as Medicaid uncertainties and NIH funding issues. He emphasized the need for budget-conscious decisions.

INFORMATION ITEM: Committee Reports and University Wide Committee - Kevin Ledford

Chair Ledford announced that starting in September, the agenda will include a list of university-wide committees to ensure better communication and reporting from these committees.

REPORT: Staff Senate Chair - Kevin Ledford

Chair Ledford reported that most of his time the past month was dealing with issues regarding House Bill 4. He is on the Board of Trustees and its *ad hoc* committee to address HB mandates.

REPORT: Staff Senate Vice-Chair - Kari Donahue

Vice Chair Donahue reported on her activities on the ULAA board and the provost search committee.

REPORT: Staff Senate Secretary-Treasurer - Donald Dean

Senator Dean reported on his new position as secretary-treasurer.

REPORT: Faculty Senate Representative - Rachel Howard

This report is online and linked above.

REPORT: Student Government Representative

There was no report.

STANDING COMMITTEE REPORTS

- **Cardinals for Action, Resilience & Education (CARE) - Leondra Gully**
 - This committee will meet once the new members are seated.
- **Credentials and Nominations (C&N) – Kristin Roberts**
 - Senator Kristin Roberts read the new committee rosters. This report is linked above.
- **Policies and Economic Development (PED) - Tessa McGilbra**
 - This report is online and linked above.
- **Services and Facilities (S&F) - Mark Woolwine**
 - This report is online and linked above.

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- **Staff Grievance Committee (SGC) - Theora Hudson**
 - This report is online and linked above.
- **Staff Help and Relief Effort (SHARE) - Tammy Lawson**
 - There was no report.
- **Staff Morale and Engagement (SME) - Stephanie Kittle**
 - There was no report.

ANNOUNCEMENTS

Meeting Calendar - Chair Ledford explained the process for approving the Senate's meeting calendar. Once each committee elects its chair, they are seated on the Executive Committee (EC). When the Executive Committee is fully populated, it will consider the proposed meeting dates. In the meantime, for planning, meetings are held monthly on the second Tuesday at 2:30p.m. on Teams.

September Meeting – The September 9th meeting is tentatively scheduled to be in person.

Parliamentarian – Senator Carcyle Rochester-Barret was selected as the new parliamentarian and Senator Rebecca Ledford will be the assistant parliamentarian.

ADJOURNMENT

The meeting adjourned at 3:46 p.m.

Respectfully submitted,
Gretchen Henry
Program Coordinator