

UNIVERSITY of LOUISVILLE
STAFF SENATE MEETING MINUTES
December 14, 2021

The Staff Senate of the University of Louisville held its regular meeting on December 14, 2021 on the TEAMS platform, Chair John Smith, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE

ANS: Ginger Brown, Lindsey Ronay, Jason Sievers **ATH:** Barbara Bishop, Kelly Conklin, Tish Duvall, Blake LeBlanc, Daniel Morrissey, Kim Rogers **BUS:** Shannon Jenkins, Kayla Miller **COO:** Phillip Carswell, Paul Eitel, Rhonda Gilliland, Denise Hand, Donna Hardesty, Mike Materna, Kim Noltemeyer, Mitchell Priddy, Jennifer Steier, Bill Taylor, Dennis Thomas, Patti William **DTL:** Bonnie Dean, Lisa Floore, Kelly Johnson, Tessa McGilbra, Pleshette Morrow, Ashley O'Neil, Lisa Sirles, Faith Yount **ED:** Heidi Cooley-Cooke, Sarah Kaiser, Janet Olson, Julie Thum **ERM:** Kyle Hurwitz **HR:** Wendy Smithson **KNT:** Katherine Linzy **LIB:** Alice Abbott-Moore **MED:** Jason Beare, Martin Brown, Angela Cox, Kent Gardner, Melissa Garrett, Jennifer Hall, Theora Hudson, Skip Hurley, Deborah Kalbfleisch, Ruby Keith, Victoria King, Kim Laun, Rebecca Ledford, Kelly Moore, Jared Neal, Tony Simms, Andrew Weinberger, Mark Woolwine, Lihua Zhang **MUS:** Christopher Dye **NUR:** Tim Dill **PRES:** Carcyle Barrett, Leondra Gully **PROV:** Shabeer Amirali, Andrew Grubb, Virginia Hosono, Linda Leake, Kevin Ledford, John Morgan **SPEED:** Kari Donahue, Erica Gabbard, Brendan Stivers **VP-CE:** Patrick Smith **VP-HA:** Kristin Roberts, Bill Tuttle **VP-R:** Jody Carroll, Dave Funk, Angela Lewis-Klein **VP-SA:** Morgan Blair, John Smith, Melissa Taylor **VP-UA:** Taylor Pratt, Nakia Strickland

GUESTS REGISTERING ATTENDANCE

INTERIM UNIVERSITY PRESIDENT: Dr. Lori Gonzalez

EXECUTIVE DIRECTOR COMMUNICATIONS & MARKETING: Ms. Kim Butterweck

FACULTY SENATE REPRESENTATIVE: Mr. Timothy Roberts

SGA REPRESENTATIVE: Mr. Eli Cooper

UofL TODAY: Ms. Talia Horn

OTHERS REGISTERING ATTENDANCE

Kari Aikins, Shari Barnes, Mimi Bell, Crystal Bradley, Janet Cappiello, Lisa Cox, Amanda Cunningham, Vicki Dahill, Kristina Doan, John Drees, Shelley Dunn, Donna Ernst, Drew Foster, Linda Gainous, Tamara Iocono, Sarah Lopez, Mary Elizabeth Miles, Jessie Murnock, Ian Norris, Eric Nunn, Patty Payette, Cecilia Peredo, Charles Rains, Christina Reed, Amber Roberts, Alice Sheffield, Kristie Smith, Angela Sprowl, Heather Turner, Betsy Waters, James Wooten

VOTING MEMBERS NOT REGISTERING ATTENDANCE

ANS: Korinne Quire **COO:** Bobbi Carlton, John Ruble **MED:** Kenneth Allen, Charles Carter, Michelle Blessett, Kathleen Elsherif, Stephanie Kittle, Timothy Travis

Before calling the meeting to order, Chair Smith asked for a moment of silence in remembrance of Wes Partin. Wes was a former staff senator and a beloved colleague in the Office of Admissions.

CALL TO ORDER

ACTION ITEM: Approval of October and November minutes - John Smith

The minutes were approved as distributed.

REPORT: University Branding Update - Kim Butterweck

Ms. Butterweck, Executive Director of the Office of Communications and Marketing (OCM) updated the Senate on the new branding strategy that will launch in January. The OCM has been working on a new brand for many years, as 2008 was the last time the brand was updated. A brand strategy is much more than a marketing campaign or advertising. It creates a connection with an audience based on promises. The promises state our values and are fulfilled by our actions. These promises generate interest, leading to desire and finally to action. The actions may include enrolling, donating or participating. People buy with their hearts and believe in brands that match their ethics and their values. These promises are visually communicated through a brand campaign – advertising, logos, etc.

This presentation is online and linked above.

REPORT: Covid Update & Chair Report - John Smith

Chair Smith reported on the following topics.

COVID – The courts have issued an injunction on the federal vaccination mandate. In the event that the injunction is lifted, the university is moving forward with plans to comply. Currently, there are about 465 people whose vaccination status is unknown. About 150 of those claim to be vaccinated. The contact tracers are continuing to work with the remaining people. There have been between 40 and 50 exemptions filed from faculty and staff. As of December 8, the vaccination rate on the COVID dashboard had staff at 93.3%, faculty at 92.8% and students at 91.2%.

Question: Do the vaccination rates include the booster?

Reply: They do not include the booster.

Presidential Search – The Board of Trustees will meet and begin discussion about the search. There will not be any concrete actions taken until a search firm is selected. Chair Smith will keep the Senate as informed as much as possible and will advocate for input from the Senate into the process.

Question: Will the entire process to be transparent?

Reply: No decisions have been made or even discussed yet, but, at that level it impacts the candidate pool. Because it hurts their credibility on their own campus, many candidates will not risk being considered for the job and then not get it.

Question: Is there a reason we did not hear about the interim athletic director position being filled before it was announced on television and email?

Reply: That was a decision of the Board of Trustees in a public vote. The media were in the room, so there was no way to notify anyone before the meeting.

REPORT: Staff Senate Vice-Chair - Andrew Grubb

Vice Chair Grubb reported he had attended the University of Louisville Athletic Association's (ULAA) board of directors meeting concerning Athletic Director Vince Tyra. The meeting was held in executive session and he is unable to report on anything discussed therein. A brief discussion touched on several topics, including a deadline extension for scholarship applications from students impacted by the recent

tornado in western Kentucky, the potential of a 1% raise based on enrollment numbers and the number of interim administrative positions. This report is online and linked above.

REPORT: Staff Senate Secretary-Treasurer - Kevin Ledford

There were no changes over the past month. This report is online and linked above.

REPORT: Faculty Senate Representative - Tim Roberts

This report is online and linked above.

REPORT: University Update - Lori Gonzalez

Dr. Gonzalez assured everyone that her perspective as interim president remains the same – UofL is a student-first campus and it is our job to make sure students are successful. She said it is her responsibility to support staff and the infrastructure of the campus. Dr. Gonzalez also reported on the following topics.

- **Presidential Search** – The Board of Trustees will meet in January and discussions will begin on the search process. As of now, there are no plans.
- **Search for Vice Provost-DEI** – Given the transition, candidates were contacted to ensure they are still interested in staying in the pool and they are. The vetting process will take place in January.
- **Interim Provost Search** – We are looking at all possible candidates to see who might be the best fit. The job description for Provost is pretty broad and we want to make sure that we have somebody who understands all pieces of the institution from the academic mission standpoint.

REPORT: Student Government Update - Elijah Cooper

No report was made.

COMMITTEE REPORTS

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
 - No report was made.
- **Credentials and Nominations (C&N) - Jennifer Steier**
 - This report is online and linked above.
- **Services and Facilities (S&F) - Paul Eitel**
 - This report is online and linked above.
- **Policies and Economic Development (PED) - Virginia Hosono**
 - This report is online and linked above.
- **Staff Grievance Committee (SGC) - Jason Beare**
 - This report is online and linked above.
- **Staff Help and Relief Effort (SHARE) - Kari Donahue**
 - No report was made.
- **Staff Morale and Engagement (SME) - Melissa Taylor**
 - This report is online and linked above.

OTHER REPORTS

- **Benefits Design Work Group - Rhonda Gilliland**
 - This report is online and linked above.

- [Human Resources Advisory Committee \(HRAC\)](#) - Patti Williams
 - This report is online and linked above.
- [University Police Advisory Committee \(UPAC\)](#) - Sarah Kaiser
 - This report is online and linked above.

ANNOUNCEMENTS

The Staff Senate does not meet in January. The next scheduled meeting is on Tuesday, February 8, 2022.

ADJOURNMENT

The meeting adjourned at 4:17 PM

Respectfully submitted,
Gretchen Henry
Staff Senate Coordinator