

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

February 14, 2023

The Staff Senate of the University of Louisville held its regular meeting on February 14, 2023 on the TEAMS platform, Chair John Smith, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE

ANS: Cynthia Houchens, Tammy Lawson, Rebecca Ledford, Jason Sievers **ATH:** Angela Cox, Blake LeBlanc, Daniel Morrissey, Alyssa Murphy, Christine Newton, Byron Terry **BUS:** Shannon Jenkins, Kayla Miller **COO:** Shirin Bolhari, Bobbi Carlton, Bonnie Dean, Denise Hand, Donna Hardesty, Christina Howard, Kristin Roberts, Trey Siebert, Patti Williams **DTL:** Jody Carroll, Connie Martinez, Ashley O'Neil, Lisa Sirles, Faith Yount **EDU:** Barbara Bishop, Heidi Cooley-Cook, Janet Olson, Julie Thum **ERM:** Kenneth Allen **HR:** Christina Reed **KNT:** Shelby Eisenback **LAW:** Kim Sanders **LIB:** Alice Abbot-Moore, Donald Dean **MED:** Jason Beare, Michelle Blessett, Charles Carter, Kristen Darnell, Kathleen Elsherif, Lisa Floore, Kent Gardner, Melissa Garrett, Katie Glesing, Jennifer Hall, Skip Hurley, Deborah Kalbfleisch, Ruby Keith, Victoria King, Stephanie Kittle, Elizabeth Liebschutz-Roettger, Katherine Linzy, Kelly Moore, Whitney Rogers, Brenda Sexton, Tony Simms, Andrew Weinberger, David Young **NUR:** Megan Johnson **PH:** Rachel Quick **PRES:** Carcyle Barrett, Leondra Gully **PROV:** Will Adamchik, Bryn Bidwell, Tim Dill, Erica Gabbard, Linda Leake, Kevin Ledford, John Morgan, Becky Patterson, John Whitney, Mark Woolwine **SPD:** Kari Donahue, Betty Nunn, Brendan Stivers, Mani Vangalur **VPCE:** Patrick Smith **VPF:** Shelby Eisenberg **VPHA:** Rajvi Parikh, William Tuttle **VPR:** Dave Funk, Angela Lewis-Klein **VPSA:** Heather Gentry, John Smith **VPUA:** Asma Addarrat, Nakia Strickland

GUESTS REGISTERING ATTENDANCE

University President: Dr. Kim Schatzel

VP for Online Strategy & Innovative Teaching: Dr. Kelvin Thompson

UofL Today: Mr. Chris Wooton

OTHERS REGISTERING ATTENDANCE

Kari Aikins, Lauren Bae, Amie Baltus, Shari Barnes, Rebecca Barrett, Mimi Bell, Katherine Bixby, Crystal Bradley, Adam Browning, Cathy Buckley, Darlene Burke, Cathy Carter, Betty Coffman, Karen Coombs, Lisa Cox, Amanda Cunningham, Henry Cunningham, Kitty DeVogd, Kristina Doan, John Drees, Shelley Dunn, Donna Ernst, Drew Foster, Susan Fowler, Heather Fox, Sarah Frankel, Linda Gainous, Rhonda Gilliland, Meredith Grisanti, Susan Hildebrand, Rachel Hodge, Tamara Iacono, Amanda James, Ann Louise Jones, Jennifer Jones, Bennie Kasey, Brittany Kempf, Beth Kuntz, Khoto Libe, Wanda Long, Justin Magnuson, Caitlin Maguire, Katherine Markuson, Wendy Martin, Beth Masters, Vicki Masterson, Yamini Medabalimi, Lana Metzler, Mary Elizabeth Miles, Sandy Milum, Geri Morgan, Ebony Muldrow, Jessie Murnock, Sandrine Mutabazi, Robin Newlon, Stacie Nielsen, Eric Nunn, Katie Partin, Amber Peter, Charles Rains, Elizabeth Riesser, Lesley Roberson, Jessie Roth, Jessica Roussel, Laura Savatski, Sam Sheffers, Kristie Smith, Linda Smith, Angela Sparks, Sarah Springer, Quenna Thompson, Janet Tomazin, Claire Tudor, Bethanie Waldron, Angela Walter, Betsy Waters, Carey Werley, Brooke Whitaker, Karen Wilkerson, Zachery Willman, Andrea Wilson, Candyce Woodard, Angela Yates, Carol Zehnder

VOTING MEMBERS NOT REGISTERING ATTENDANCE

COO: Phillip Carswell, Kim Noltemeyer, Dennis Thomas **DTL:** Pleshette DePriest, Tessa McGilbra

MED: Theora Hudson **MUS:** Christopher Dye **VPSA:** Katherine Halbleib

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CALL TO ORDER

ACTION ITEM: Approval of [December minutes](#) - John Smith

The December minutes are online, linked above and were approved.

REPORT: Online Strategy and Innovative Teaching - Kelvin Thompson

Chair Smith introduced Mr. Kelvin Thompson, the new Vice Provost for Online Strategy & Innovative Teaching.

Background - Mr. Thompson gave a brief overview of his background which included 24+ years at the University of Central Florida in Orlando. His family took a deep look at UofL and the Louisville community before deciding it was a good fit for all of them. He said he feels very fortunate to have been invited to join the UofL community.

90 Conversations in 90 Days - He has started a listening and connection tour he calls 90 Conversations in 90 Days. He is open to ideas that will work within the UofL culture.

Why UofL – Mr. Thompson said he was intrigued by the combination of the terms ‘online strategy and innovative teaching’. He said many times institutions separate these roles and do not leverage the best of each to increase the whole. He saw the potential in moving these efforts forward and is motivated by the transformative opportunities that higher education offers, especially to those who may not have access. Through quality, access and affordability, higher education can make a difference for students. He noted that Louisville has a unique set of major employers who have demonstrated a degree of interest in employee development. He is looking to partner across the university and with employers to offer non-credit courses, programs and micro credentials that are stand-alone, or may lead to credits/degrees.

The Future of Higher Education – In his view, Mr. Thompson believes higher education has to continue to transform and evolve in terms of who it sees as prospective students. He believes it is more hybrid than it is exclusively in-person or exclusively online. He likes the idea of education flowing in and out of a person’s lifespan by being a part of career growth and development and lifelong learning.

Education Deserts – An education desert is defined by census data that defines a community with less than two broad-access institutions within a 50 mile radius. A broad-access institution is a college/university that admits 80% of its applicants. This is where community colleges bear most of the weight. There are education deserts in Kentucky and Mr. Thompson would like to partner with the community leaders in those designated areas to deploy online courses and programs. This can be transformative for the people living there. He quoted, “What we aspire to in higher education is to lift lives and livelihoods.”.

- **Comment:** I’m sure you know of the impending enrollment cliff in 2025. Since the demand for online courses, programs, certificates and credentials is increasing and will continue to do so, I would love to see more technology programs offered online.
 - **Reply:** Yes, IT and software development are leading the way to certifications and micro credentials. I would love to see stepping stones that go from non-credit to credit.
- **Comment:** During COVID, our faculty stepped up, but they need a lot of support on how to teach in a hybrid mode and how to teach online and it needs to be fluid. We should never have another weather-related, illness-related day off if we have the capability to easily to online or hybrid for classes/work. We need to be a global university. In the coming years, the faculty will need to fully embrace the proper use ChatGPT and other AI because these are the tools students will need to be valuable employees in the workforce.

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REPORT: Presidential Report - Kim Schatzel

Dr. Schatzel reported that in her first two weeks she and her husband have received many warm welcomes from the campus community, Louisville and across the Commonwealth. Shared Governance is one of Dr. Schatzel's main priorities and the Staff Senate is an important part of that. She says that 'leadership is a team sport' and is deeply committed to shared governance. She said it is absolutely essential that shared governance participates in the business and policies of the university, as well as decisions that are made and actions that are taken. Listening sessions are scheduled for Belknap and HSC campuses so President Schatzel can hear from faculty, staff and students.

- **Question:** Can you comment on the similarities between your former institution and UofL and how the graduation rate was increased to 72% and how there was no achievement gap between the various student groups?
 - **Reply:** It is very similar to UofL in terms of look, feel and size. Both schools have similar numbers of first generation students, though UofL is a bit higher in Pell-eligible students. The six year graduation rate of 72% is outstanding, but it should be known that there was no achievement or completion gaps between our African American, Latino or Pell-eligible students. Everyone graduated at the same rate as the overall population, and the African American male population's graduation rate of 77% was higher than the other groups. Many factors contributed to these achievements. One was predictive analytics were used to identify students who were at risk and needed more support. We called this 'high touch and high tech'. Another factor we used was incredibly intrusive advising. Freshmen were give a course schedule that they took. It was not mandatory, but it was strongly advised for their first year success. Also, in the STEM areas where math is critical, we advised continuing math courses early instead of waiting until later in the sophomore year.
- **Question:** Regarding the intrusive advising, what was the ratio of students to advisors? Many advisors here are at 400:1. So, intrusive advising is difficult.
 - **Reply:** I will have to get that number and report back to you. I will say that we had centralized advising for freshmen and sophomores. Once a student went into their majors, the colleges had faculty advising at the junior and senior levels. In certain areas, there was mandatory advising.
- **Question:** In your listening session with students, what did they want us to do that we may not be doing?
 - **Reply:** I had one session, so it is not easy to generalize from that. One thing is that Master students felt they do not get the attention that undergrad or doctoral students do. For undergraduate students, housing and dining were their issues. Many showed an appreciation of the faculty and staff relationships they have. At the staff listening session, what really stood out was that it was a completely student-centered conversation and how staff can better support students. The students really recognized the efforts that faculty and staff are making every day. Non-traditional students also brought up online programs and how the offices are closed in the evenings and are accessible when they need them.
- **Comment:** If you are adding more listening sessions, some staff only work remotely, and some out of state, so that may help them attend a session.

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- **Question:** Can you discuss HSC and the healthcare system because there is a lot of discussion on Belknap and the issues of student retention and success, but the massive healthcare system and research enterprise on HSC has not been mentioned.
 - **Reply:** I just attended a board meeting at UofL Health to learn about that. From that meeting it seems we need to look at areas where we can expand collaborations. With seventy per cent of our research coming from HSC, it is the powerhouse of our research mission.
- **Comment:** On the topic of HSC, sometimes we have to turn down federal funding because we do not have the required IT infrastructure. Also, there was an HSC brain drain the past couple of years and it may be because we do not support junior faculty with access to cutting-edge equipment to raise them to the next level.
 - **Reply:** I have heard the same for researchers on Belknap not having access to the necessary equipment for their research.
- **Comment:** SGA invites Dr. Schatzel to its Services Town Hall this Monday at 6:30 p.m.
 - **Reply:** Can you send me the details on that so I can see if I can juggle some stuff to be able to come?

REPORT: Staff Senate Chair - John Smith

Chair John Smith reported on several recent activities. He met with Mr. Lee Gill, Vice President for Diversity, Equity and Inclusion for a conversation on the state of the staff. Chair Smith is a member of the Legislative Advisory Committee. The state legislature is currently in session, so the committee meets weekly to discuss the pending bills and what impact they may have on UofL. The Shared Governance Work Group has met and Dr. Gonzalez will return as a co-chair.

REPORT: Staff Senate Vice-Chair - Kevin Ledford

Vice Chair Kevin Ledford reported that he attended the UofL Athletic Association (ULAA) Board of Directors meeting in January. And Cardinal Stadium has been renamed the L&N Federal Credit Union Stadium. The \$43M naming rights will be paid over a twenty year span.

REPORT: Staff Senate Secretary-Treasurer - Carcyle Barrett

This report is online and linked above.

REPORT: Student Government Update - Ethan Rutter

Mr. Ethan Rutter reported that a Services Town Hall will be held on Monday, February 20th, at 6:30 p.m. in the Red Barn. The SGA hears a lot from students regarding services (dining, housing, parking, etc.) and this is an opportunity to meet the people who provide those services.

COMMITTEE REPORTS

- **Committee on Anti-Racism Efforts (CARE) - Leondra Gully**
 - This committee continues to work on the recommendations that were put forth by the ad hoc committee.
- **Credentials and Nominations (C&N) - Barbara Bishop**
 - This report is online and linked above.

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- **Policies and Economic Development (PED) - Martin Brown**
 - This committee continues working on the Staff Grievance Policy and a potential Anti-Bullying/Harassment Policy.
- **[Services and Facilities \(S&F\)](#) - Mark Woolwine**
 - This report is online and linked above.
- **Staff Grievance Committee (SGC) - Theora Hudson**
 - There was no report.
- **[Staff Help and Relief Effort \(SHARE\)](#) – Tony Simms**
 - This report is online and linked above.
- **Staff Morale and Engagement (SME) - Skip Hurley**
 - This committee met last week and will begin revising its charter.

OTHER COMMITTEE REPORTS

- **[Bookstore Advisory Committee](#)** - Barbara Bishop
 - This report is online and linked above.

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

- **Heritage Week** - Senator Mani Vangalur announced that the Asian, Asian American and Pacific Islander Faculty & Staff Association ([AAPI](#)) will hold its Heritage Week activities from April 10-14, 2023. More information will be available soon.
- **Music School Renovation** – Senator Donald Dean reported that the School of Music will close for the summer as renovations to the entire HVAC system take place.

ADJOURNMENT

The meeting adjourned at 4:45 p.m.

Respectfully submitted,
Gretchen Henry
Senate Coordinator