

Staff Senate Attendance Sheet

Meeting Specifics				
Purpose		Frequency		Senate Chair
Regularly Scheduled		2 nd Thursday of every month		Olivia Ellis
Date		Time		Location
January 13, 2022		1:00 PM		Zoom/College of Law Courtroom
Committee				
<input checked="" type="checkbox"/> Chair: Olivia Ellis	<input checked="" type="checkbox"/> Bobbi Jo Allen	<input checked="" type="checkbox"/> Ginger Anderson	<input checked="" type="checkbox"/> Daphne Arnold	<input checked="" type="checkbox"/> Beth Austin
<input checked="" type="checkbox"/> Vice-Chair: Courtney Chafin	<input type="checkbox"/> Lisa Baker	<input checked="" type="checkbox"/> Dawn Baker	<input checked="" type="checkbox"/> Mandi Banahan	<input type="checkbox"/> Melissa Barger
<input checked="" type="checkbox"/> Secretary: Sabrina Brewer	<input checked="" type="checkbox"/> James Boxx	<input checked="" type="checkbox"/> Candace Bramley-Hardesty	<input checked="" type="checkbox"/> Jennifer Bridge	<input checked="" type="checkbox"/> April Brooks
<input checked="" type="checkbox"/> Treasurer: Allison Walters	<input checked="" type="checkbox"/> Drew Brown	<input checked="" type="checkbox"/> Chris Carney	<input checked="" type="checkbox"/> Lesley Cash	<input checked="" type="checkbox"/> Sierra Cole
<input checked="" type="checkbox"/> Parliamentarian: Mike Adams	<input checked="" type="checkbox"/> Rachel Combs	<input checked="" type="checkbox"/> John Cruz	<input checked="" type="checkbox"/> Dale Davis	<input checked="" type="checkbox"/> Diana Doggett
<input checked="" type="checkbox"/> Kevin Duncan	<input checked="" type="checkbox"/> Ann Eads	<input checked="" type="checkbox"/> Jennifer Edwards	<input checked="" type="checkbox"/> Vernida Emerson	<input checked="" type="checkbox"/> Jesse Farley
<input checked="" type="checkbox"/> Andrew Fast	<input checked="" type="checkbox"/> Sarah Fitzgerald	<input checked="" type="checkbox"/> Jennifer Fore	<input checked="" type="checkbox"/> Jennifer Fransen	<input checked="" type="checkbox"/> Sandra Frey
<input checked="" type="checkbox"/> Rewa Gardner	<input type="checkbox"/> Jon Gent	<input type="checkbox"/> Beth Goins	<input type="checkbox"/> Kristen Grubb	<input checked="" type="checkbox"/> Chris Gurtcheff
<input checked="" type="checkbox"/> Kelly Hahn	<input checked="" type="checkbox"/> Laura Hall	<input type="checkbox"/> Amanda Hancock	<input type="checkbox"/> Sierha Hardin	<input checked="" type="checkbox"/> Lyndall Harned
<input checked="" type="checkbox"/> Carl Harper	<input type="checkbox"/> Catherine Hayden	<input checked="" type="checkbox"/> Ginni Haynes	<input checked="" type="checkbox"/> Claire Heaney	<input checked="" type="checkbox"/> Mary Henderson
<input checked="" type="checkbox"/> Andrew Hernandez	<input type="checkbox"/> Jennifer Hill	<input checked="" type="checkbox"/> Jordan Hoehler	<input checked="" type="checkbox"/> Dean Holt	<input checked="" type="checkbox"/> Amanda Hornsby
<input checked="" type="checkbox"/> Terry Keys	<input checked="" type="checkbox"/> LeeAnn King	<input checked="" type="checkbox"/> Jennifer Knuf	<input checked="" type="checkbox"/> Elizabeth Kostrub	<input checked="" type="checkbox"/> Julianne Kravetz
<input checked="" type="checkbox"/> Kasandra Lambert	<input checked="" type="checkbox"/> Drew Lane	<input checked="" type="checkbox"/> Chris Larmour	<input checked="" type="checkbox"/> Lisa Lockman	<input checked="" type="checkbox"/> Amy Lombard
<input checked="" type="checkbox"/> Amy Lorenzo	<input checked="" type="checkbox"/> Fadyia Lowe	<input checked="" type="checkbox"/> Megan Lucy	<input checked="" type="checkbox"/> Ashley Marcum	<input type="checkbox"/> Linda Marshall
<input type="checkbox"/> Troy Martin	<input checked="" type="checkbox"/> Heather McAtee	<input type="checkbox"/> Heather McCoy	<input checked="" type="checkbox"/> Andrea McCubbin	<input checked="" type="checkbox"/> Suzanne McGinnis
<input checked="" type="checkbox"/> Derrick Meads	<input type="checkbox"/> Susan Meredith	<input type="checkbox"/> Kacie Miller	<input checked="" type="checkbox"/> Tiffany Miller	<input type="checkbox"/> Krystle Moore
<input checked="" type="checkbox"/> Chablis Murray	<input type="checkbox"/> Daniel Naas	<input checked="" type="checkbox"/> Paige Noland	<input checked="" type="checkbox"/> Sarah Orr	<input type="checkbox"/> Candace Owens
<input checked="" type="checkbox"/> Scott Pappas	<input type="checkbox"/> Jessie Partin	<input type="checkbox"/> Parth Patel	<input checked="" type="checkbox"/> Aaron Peffer	<input checked="" type="checkbox"/> Robert Perry Jr
<input checked="" type="checkbox"/> Kristen Pickett	<input checked="" type="checkbox"/> Shawn Pryor	<input checked="" type="checkbox"/> Kevin Puckett	<input checked="" type="checkbox"/> Covetta Ramey	<input checked="" type="checkbox"/> Stephen Reed
<input checked="" type="checkbox"/> Ben Rice	<input type="checkbox"/> Paul Rideout	<input checked="" type="checkbox"/> Shavonna Ross	<input checked="" type="checkbox"/> Frederick Rupp	<input checked="" type="checkbox"/> Amanda Schagane
<input checked="" type="checkbox"/> Sandi Shepherd	<input checked="" type="checkbox"/> Travis Short	<input checked="" type="checkbox"/> Hannah Simms	<input checked="" type="checkbox"/> Carol Simpson	<input checked="" type="checkbox"/> Ron Simpson Jr
<input type="checkbox"/> Megan Sizemore	<input checked="" type="checkbox"/> Laure Smith	<input checked="" type="checkbox"/> Clem Stambaugh	<input checked="" type="checkbox"/> Tymory Stanton	<input checked="" type="checkbox"/> Sarah Steen
<input type="checkbox"/> Angel Stepp	<input checked="" type="checkbox"/> Danielle Story	<input checked="" type="checkbox"/> Ryan Story	<input checked="" type="checkbox"/> Andrea Strassburg	<input checked="" type="checkbox"/> Justin Sumner
<input checked="" type="checkbox"/> Josh Taylor	<input checked="" type="checkbox"/> Nancy Taylor	<input checked="" type="checkbox"/> Preston Thomas	<input type="checkbox"/> Mindy Thompson	<input checked="" type="checkbox"/> Hannah Trusty
<input checked="" type="checkbox"/> Aaron Vaught	<input checked="" type="checkbox"/> Halley White	<input checked="" type="checkbox"/> Johnna Wilford	<input checked="" type="checkbox"/> Elijah Wilson	<input checked="" type="checkbox"/> Laurel Wood
<input checked="" type="checkbox"/> Pam Woods	<input checked="" type="checkbox"/> Misty Wright	<input checked="" type="checkbox"/> Markeda Yarbrough		
Ex Officios, Visitors and Standing Guests				
<input type="checkbox"/> President Eli Capilouto	<input checked="" type="checkbox"/> EVPFA Eric Monday	<input checked="" type="checkbox"/> Trustee Dave Melanson	<input type="checkbox"/> Richard Amos	<input checked="" type="checkbox"/> Erika Chambers
<input type="checkbox"/> Aaron Cramer	<input type="checkbox"/> Bob DiPaola	<input type="checkbox"/> Michael Hawse	<input checked="" type="checkbox"/> Alli Lake	<input checked="" type="checkbox"/> Catie Lasley
<input checked="" type="checkbox"/> Marie Marefat	<input type="checkbox"/> Mark Newman	<input type="checkbox"/> Sandra Shuffett	<input type="checkbox"/> Kim Wilson	<input type="checkbox"/> George Wright
<input checked="" type="checkbox"/> Gail Carbol	<input checked="" type="checkbox"/> Jody Ensman	<input checked="" type="checkbox"/> Azetta Beatty	<input checked="" type="checkbox"/> James Frazier	

Agenda Topics Covered

Task ID	Agenda Item	Presenter/Facilitator
1	Call to Order/Approve December Minutes	O.Ellis
2	President's Report	E.Monday
3	Trustee Report	D.Melanson
4	Guest Speakers	Jody Ensman
5	Officer Reports	O.Ellis, C.Chafin, S.Brewer, A.Walters, M.Adams
6	Committee Reports	Consent Agenda/Committee Chairs
7	Items from the Floor	
8	Adjournment	O.Ellis

Action Items

Item	Assigned to	Due Date

Notes

Topic	Discussion
1. Call to Order/Approve December Minutes	<ul style="list-style-type: none"> • Meeting called to order at 1:05 pm. Motion made to approve the December minutes. Minutes were approved unanimously
2. President's Report	<ul style="list-style-type: none"> • COVID Updates <ul style="list-style-type: none"> ○ Vaccination rate of 91% ○ 88% students ○ 97% faculty ○ 93% staff ○ Actively promoting the booster ○ 83 active cases among students at this time ○ Non-compliance: suspended 63 students yesterday and terminated six employees ○ Dashboard is up-to-date • Search firm has been hired for the Provost search. Chair Ellis is part of the search committee • Vice President of Philanthropy search is underway • Upcoming Searches in Spring 2022 <ul style="list-style-type: none"> ○ Vice President for Human Resources ○ Associate Vice President for Institutional Equity • Weather Concerns <ul style="list-style-type: none"> ○ Snow event last Thursday was one major concern from staff <ul style="list-style-type: none"> ▪ Health and safety of our staff, students and faculty is the University's main concern ▪ Weather was being monitored ▪ Looking at better ways to communicate closures

	<ul style="list-style-type: none"> ▪ UK Alert was not sent. They will consider that in the future. It was not sent because 30,000 of our 50,000 employees/staff/students were not on campus yet because the spring semester had not begun • A group will review work locations this year to determine who can and cannot work remotely/hybrid <ul style="list-style-type: none"> ○ R.Story: make sure that there is adequate Staff Senate representation ○ E.Monday: it is about the position, not the person • J.Bridge discussed a concern about the minimum wage for employees. She is afraid of losing good employees who have been with her department for years due to unfair pay. Feathering did not go up enough to impact these employees. Some of these employees have been there for 23 years. E.Monday asked if she had spoken to HR and J.Bridge said they have emailed HR to make them aware
<p>3. Trustee Report</p>	<ul style="list-style-type: none"> • Weather <ul style="list-style-type: none"> ○ Be mindful that UK's campus is never actually closed • December Board Meeting <ul style="list-style-type: none"> ○ Approve December graduates ○ Introduced to new people on campus. Melissa Hendrick (UK HealthCare Human Resources) and Lynn Murphy (UK HealthCare Facilities Planning) ○ President's Evaluation: Board voted in favor. Only two people opposed ○ K.Lambert: frustration from constituents that President got a significant raise while employees had benefits taken away for a year and were only given a 2% raise ○ J.Bridge: Board should look at the big picture before making such big decisions like the President's pay increase and keep everyone at the University in mind ○ R.Story asked for some context behind the reason for the President's pay significant raise <ul style="list-style-type: none"> ▪ D.Melanson: presidents are leaving several universities at this time and the Board did not want to lose Dr. Capilouto. 15 months prior to the end of his contract, Dr. Capilouto has to agree to stay and the Board has to vote to keep him ▪ Board looked at the two highest paid presidents in the SEC and based their decision on that. It is about retaining our current President because of his value to UK ▪ Human Resources is looking and has looked at ways to retain our employees, as well as reviewing their compensation
<p>4. Guest Speaker: Jody Ensmann</p>	<ul style="list-style-type: none"> • Eight dimensions to well-being <ul style="list-style-type: none"> ○ Financial ○ Social ○ Mental/emotional ○ Environmental ○ Intellectual ○ Physical

- Spiritual
- Occupational
- Human Resources (HR) provides:
 - More than 13 benefits to personal well-being
 - Support for mental health, personal resilience, physical activity, nutrition, financial well-being
 - Consult one-on-one with a:
 - Licensed mental health therapist
 - Certified health and wellness coach
 - Fitness specialist
 - Registered dietician
 - Elder care specialist
 - Tobacco cessation, health coaching and courses/workshops
 - On-site employee-dedicated fitness memberships (New! Virtual and All-Access memberships (\$5))
 - Six perks for health insurance members
 - Free nicotine replacement therapy for participating in tobacco cessation coaching
 - Up to \$200 off community supported agriculture (CSA)
 - Free membership in Wondr Health (formerly Naturally Slim)
 - Discounted fitness wearables: Fitbit and Garmin
 - LiveHealth telemedicine
 - Live and Learn Emotional Health app (replacing MyStrength app)
 - Seven services for caregivers and parents
 - On-site lactation rooms
 - Working parents group
 - Big Blue Family Care childcare referral network
 - Annual events and childcare workshops for parents
 - Option to use your free mental health counseling sessions for your child or spouse/partner
 - Elder care consultations and nationwide referral service
 - Annual conference and workshops for elderly caregivers
 - Seven opportunities for culture building
 - Annual employee well-being week
 - Events such as chair massages, self-care stations, webinars and speed friending
 - On-demand offerings featuring videos, blog posts, and the “Becoming Wildly Resilient” podcast
 - Monthly opportunities to win cash prizes for tracking steps
 - Occasional steps challenges to earn prizes
 - Request retreats and presentations for your department
 - Unused vacation leave donation and request opportunities
- A.Hernandez asked how we compare to other institutions. He appreciates our robust benefits. He also asked if J.Ensman has a bucket list program she would like to see at UK
 - UK is near the top four in the SEC in wellness benefits for their employees
 - J.Ensman could not think of a bucket list item at this time

	<ul style="list-style-type: none"> • T.Keys asked if HR considered letting employees pick who their unused vacation time goes to. C.Lasley said the history of the vacation leave policy was around equity. T.Keys also asked how people are chosen. C.Lasley said there are usually more requests than available donations. There is a committee that makes the determination and more information on the HR website under shared leave • T.Keys asked what are the most utilized benefits. J.Ensman stated the fitness award and Fitbit programs
<p>5. Officer Reports</p>	<ul style="list-style-type: none"> • Chair Report: O.Ellis <ul style="list-style-type: none"> ○ Elections are coming up and the Board of Trustee position will be up for re-election ○ Purchasing merchandise for everyone soon. Choice of pullover, polo or a travel tumbler. M.Marefat will send an order form to each Senator ○ UK Staff Senate Dance Blue Mini Marathon will be during spring break. More details and date to come ○ UK Remembers returns this year. This is to honor people that the University has lost. This should be in April ○ M.Marefat still has name tags. Please work with her to get your name tag ○ CRISIS applications: we have received 13 so far this year. Encourage staff to use this program ○ Tomorrow will be a legislation review with SGA President, Dr. Capilouto, Chair Ellis and Trustee Melanson ○ O.Ellis and Erika Chambers will be reviewing the UK@Work Survey Results and O.Ellis will provide updates post review ○ Giving Challenge Winner: PAC • R.Gardner: could someone from UK HealthCare attend a future meeting to give updates on the HealthCare side? • Vice Chair: C.Chafin <ul style="list-style-type: none"> ○ Completed the mentorship matching. There are 64 pairs and they have been contacted. There will be an initial meeting on January 27 via Zoom • Secretary: S.Brewer <ul style="list-style-type: none"> ▪ Reminder for people on Zoom to sign in ▪ Please email me when you are unable to attend one of our main body sessions so your absence will be excused • Treasurer: A.Walters – No report • Parliamentarian: M.Adams – No report
<p>6. Committee Reports</p>	<ul style="list-style-type: none"> • Consent Agenda: <ul style="list-style-type: none"> ○ L.Lockman: PR would like to pull two items from their report ○ V.Emerson: pull bylaws report ○ A.Vaught: pull PAC report ○ J.Wilford: pull employee engagement ○ R.Combs: pull Hope Center part on the Community Engagement report ○ Motions made to approve the consent agenda. Agenda approved unanimously • Discussion:

	<ul style="list-style-type: none"> ○ Bylaws: amendment to bylaws to extend the officer positions/committee chairs. C.Harper states it will be up to the Executive Committee to come up with a new structure. It has not moved past the Executive Committee yet ○ Community Outreach: R.Combs <ul style="list-style-type: none"> ▪ Service opportunity in February – packing lunches for the Hope Center. If you are interested in supporting this project, please email R.Combs and she will follow-up with a date ○ Employee Engagement: J.Wilford <ul style="list-style-type: none"> ▪ Creative Innovation Showcase: website liaison is working on getting it on our website ▪ Employee Engagement Forum: we used to call this staff groups/orgs. There is a Team’s channel for this forum. This is just for Senators at this time ○ PAC: A.Vaught <ul style="list-style-type: none"> ▪ If schools go to online instruction, how will the University respond? The University is aware of the concerns and will have more information forthcoming ▪ Shortage of nurses was a concern: University is looking into workforce funding ▪ Masks: CDC is suggesting that everyone move to KN95 masks, and if they cannot get access to those, the next recommendations are surgical masks followed by cloth masks ▪ Raise schedule: will go into effect July 1 ○ PR: L.Lockman <ul style="list-style-type: none"> ▪ Please send positive thoughts of why you enjoy working at UK ▪ February 4 – National Wear Red Day for Healthy Hearts for Women
7. Items from the Floor	<ul style="list-style-type: none"> ● Link is in Teams to join the Employee Engagement Forum
8. Adjournment	<ul style="list-style-type: none"> ● Motion made to adjourn at 3:22 pm