

Staff Senate Attendance Sheet

Meeting Specifics				
Purpose		Frequency		Senate Chair
Regularly Scheduled		2 nd Thursday of every month		Olivia Ellis
Date		Time		Location
February 10, 2022		1:00PM		Zoom
Committee				
<input checked="" type="checkbox"/> Chair: Olivia Ellis	<input checked="" type="checkbox"/> Bobbi Jo Allen	<input checked="" type="checkbox"/> Ginger Anderson	<input type="checkbox"/> Daphne Arnold	<input checked="" type="checkbox"/> Beth Austin
<input checked="" type="checkbox"/> Vice-Chair: Courtney Chafin	<input type="checkbox"/> Lisa Baker	<input type="checkbox"/> Dawn Baker	<input type="checkbox"/> Mandi Banahan	<input checked="" 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 type="checkbox"/> Drew Brown	<input checked="" type="checkbox"/> Chris Carney	<input checked="" type="checkbox"/> Lesley Cash	<input 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 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 checked="" type="checkbox"/> Jon Gent	<input checked="" type="checkbox"/> Beth Goins	<input checked="" type="checkbox"/> Kristen Grubb	<input type="checkbox"/> Chris Gurtcheff
<input checked="" type="checkbox"/> Kelly Hahn	<input checked="" type="checkbox"/> Laura Hall	<input checked="" type="checkbox"/> Amanda Hancock	<input checked="" type="checkbox"/> Sierha Hardin	<input checked="" type="checkbox"/> Lyndall Harned
<input checked="" type="checkbox"/> Carl Harper	<input checked="" 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 checked="" 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 type="checkbox"/> Chris Larmour	<input type="checkbox"/> Lisa Lockman	<input type="checkbox"/> Amy Lombard
<input checked="" type="checkbox"/> Amy Lorenzo	<input checked="" type="checkbox"/> Fadyia Lowe	<input checked="" type="checkbox"/> Megan Lucy	<input type="checkbox"/> Ashley Marcum	<input checked="" type="checkbox"/> Linda Marshall
<input checked="" type="checkbox"/> Troy Martin	<input type="checkbox"/> Heather McAtee	<input checked="" type="checkbox"/> Andrea McCubbin	<input checked="" type="checkbox"/> Suzanne McGinnis	<input type="checkbox"/> Derrick Meads
<input type="checkbox"/> Susan Meredith	<input type="checkbox"/> Kacie Miller	<input checked="" type="checkbox"/> Tiffany Miller	<input checked="" type="checkbox"/> Krystle Moore	<input checked="" type="checkbox"/> Chablis Murray
<input checked="" type="checkbox"/> Daniel Naas	<input checked="" type="checkbox"/> Paige Noland	<input checked="" type="checkbox"/> Sarah Orr	<input checked="" type="checkbox"/> Candace Owens	<input checked="" type="checkbox"/> Scott Pappas
<input type="checkbox"/> Jessie Partin	<input type="checkbox"/> Parth Patel	<input type="checkbox"/> Aaron Peffer	<input type="checkbox"/> Robert Perry Jr	<input checked="" type="checkbox"/> Kristen Pickett
<input type="checkbox"/> Shawn Pryor	<input checked="" type="checkbox"/> Kevin Puckett	<input type="checkbox"/> Covetta Ramey	<input 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 checked="" type="checkbox"/> Danielle Story
<input checked="" type="checkbox"/> Ryan Story	<input type="checkbox"/> Andrea Strassburg	<input checked="" type="checkbox"/> Justin Sumner	<input type="checkbox"/> Josh Taylor	<input checked="" type="checkbox"/> Nancy Taylor
<input type="checkbox"/> Preston Thomas	<input checked="" 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 type="checkbox"/> Pam Woods	<input 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 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"/> Azetta Beatty	<input checked="" type="checkbox"/> Gail Carbol			

Agenda Topics Covered

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

Action Items

Item	Assigned to	Due Date

Notes

Topic	Discussion
1. Call to Order/Approve January Minutes	<ul style="list-style-type: none"> Meeting called to order at 1:06 p.m. January minutes passed unanimously
2. President's Report	<ul style="list-style-type: none"> COVID-19 Numbers <ul style="list-style-type: none"> Less than 25 cases for students Less than 10 cases for employees Vaccination rate: 92% for the community Board of Trustees will meet February 17-18 and anyone can attend. Theme will be philanthropy and how it contributes to the success of the university Recruitment and Retention committee is meeting and we should have more information coming soon Work location strategy is another topic being discussed. Where do we go in 2023? They are looking at other SEC schools and other universities around the country Vice President for Philanthropy search is active; candidates are being looked at and will be coming to campus soon Provost search is underway. Actively seeking candidates. Candidates are being recruited by a search firm \$400 million (state funds) in capital projects that the university is looking into Melissa Frederick is the new HR leader for UK HealthCare Several Senators thanked Dr. Monday for improved communication during the last winter storm

3. Trustee Report	<ul style="list-style-type: none"> • Overview of the UK@Work Survey will be discussed at the next Board meeting • Mitch Barnhart and Coach Cal were in Frankfort to discuss the NIL Bill (Name, Image and Likeness Bill). This will help students earn money
4. Guest Speakers: Azetta Beatty and Lisa Higgins-Hord	<ul style="list-style-type: none"> • Work-Life Services <ul style="list-style-type: none"> ○ Family, Career, Health, Friends and Life Balance ○ “Work-life harmony means fitting in your work as a compliment to living your life” ○ Flexible work: flex time, reduced hours, compressed work week, reduced hours, remote work, hybrid work ○ Childcare and parenting resources ○ Elder care resources and consultations ○ Therapy: Five visits per fiscal year for individual or family members • Self-Care is: <ul style="list-style-type: none"> ○ Intentional ○ Individual ○ Evolving ○ Bite-sized ○ Helpful • Lisa Higgins-Hord was not able to be at the meeting today but she sent resources that O.Ellis shared with the group
5. Officer Reports	<ul style="list-style-type: none"> • Chair Report: O.Ellis <ul style="list-style-type: none"> ○ Highs and Lows: O.Ellis had Senators meet to talk about their highs and lows ○ As Senators we should ask how can we provide feedback to each other in a positive manner and not be too critical of others. We are here to help improve the university. With every criticism you have, offer a solution. Acknowledge the positivity in others ○ Work Location Workgroup: Staff Senate will be asked to have representation in that group ○ Messaging will move to salesforce ○ Shared Leave Input: Potential to share leave with a specific person. That is a conversation that is happening with HR ○ No Mini DanceBlue for staff this year; people are tired and overextended. We will still set a goal and raise money for them ○ Tech Committee: Website liasions are changing; the original plan did not work. Please reach out to C.Gurtcheff if you are interested in being on the sub-committee for website changes ○ If you are interested in any of the leadership roles in the Staff Senate, please reach out to any of the leaders and they will be happy to assist you with any of your questions or concerns ○ UK@Work Results: O.Ellis will share with this group once E.Monday gives permission to share • Vice Chair Report: C.Chafin – No Report • Secretary: S.Brewer – No Report • Treasurer: A.Walters <ul style="list-style-type: none"> ○ Update on Budget <ul style="list-style-type: none"> ▪ Senator Apparel/Swag: \$2,523.66 – 110 Senators filled out the survey to get the apparel

	<ul style="list-style-type: none"> ▪ Anything over a \$1,000 needs a vote from the body. A.Walters made motion to vote on purchasing the apparel. S.Steen seconded the motion. No discussion. Vote passed ▪ Tech Committee has spent \$149.90 for their committee ▪ Senate office has spent \$756.45 • Parliamentarian: M.Adams <ul style="list-style-type: none"> ○ Motions: 50% of quorum present <ul style="list-style-type: none"> ▪ Bylaws: what we vote on today is 50% + 1; if you abstain, it is considered a no ○ A.Hornsby suggested that votes are conducted at the beginning of our meetings so people that need to leave early can still vote
6. Committee Reports	<ul style="list-style-type: none"> • Pulled items from the consent agenda: Bylaws Vote, Community Outreach, PAC, Staff Issues HR Concerns, Employee Engagement Forum • S.Steen made motion to approve consent agenda; C.Chafin seconded. Consent agenda passed • Bylaws: Article III <ul style="list-style-type: none"> ○ Would like to make an amendment to Sections 1-5 ○ C.Harper's committee moves to make a motion to approve the changes that were sent ○ Discussion: <ul style="list-style-type: none"> ▪ T.Keys: Do we need to make note that we are doing things in a hybrid/remote setting? M.Adams said that we only need to have a physical place listed in the standard operating procedure (SOP) and list what technology will be used ▪ R.Story: Could we just be vague regarding technology? O.Ellis says we will follow what the KRS states ○ Vote: Motion passed and will be official July 1, 2022 • Community Outreach: R.Combs <ul style="list-style-type: none"> ○ Hope Center Service Project on February 18 at noon in the Gatton College of Business ○ Almost all slots are filled for food items. If you want to donate, please reach out to R.Combs or fill out the sign-up form ○ Goal is to make 100 lunches • Employee Engagement Forum: J.Wilford <ul style="list-style-type: none"> ○ It is now open to all staff not just Senators • PAC: A.Vaught <ul style="list-style-type: none"> ○ Our Path Forward: increase enrollment, carbon offsets, supply chain savings, etc. E.Monday said the initiatives have been replaced by the strategic plan ○ Pedestrian Safety Committee: Eight crosswalks are not updated in accordance with safety standards and are being looked into ○ Scooters: Discussions with SPIN, the scooter company, are in progress and E.Monday wants to keep them accountable to the agreement about where to park the scooters ○ Remote Work Group will be formed soon. E.Monday feels good about administration's strategy ○ T.Keys asked if we could give an update on the vacation leave extension. O.Ellis will follow up about that topic

	<ul style="list-style-type: none"> ○ T.Keys: Can we notify the Dean of Students about repeat offenders disobeying the scooter rules? A.Vaught said that is currently not possible due to privacy issues ○ A.Walters: Could we get an update on the parking pilot? A.Vaught said that has not started yet. He hopes to have feedback soon ● Staff Issues: HR Concerns: D.Lane <ul style="list-style-type: none"> ○ O.Ellis was guest speaker at recent meeting ○ Discussed shared leave pool ○ Winter Weather Feedback: a lot of improvement on that topic and kudos to administration for listening and acting on what was said ○ Discussed COVID-19 rapid testing
7. Items from the Floor	<ul style="list-style-type: none"> ● O.Ellis: Employee Engagement Showcase will be up soon ● T.Keys: Important to discuss the way policies are being administered on campus. Some employees have been told to use vacation time for having to leave early due to bad weather. We need very clear, specific instructions on policies so it is equitable across the university ● C.Chafin: Clear, specific guidance on remote work and planning head if you are hybrid and do not have computer at home if bad weather hits ● C.Chafin: Childcare – how can we not take care of kids and work from home when kids are out of school and daycares/schools are closed? The policy states we cannot take care of kids while working remotely ● R.Gardner: Concerned because employees have the benefit for tuition to be paid up to 50% but she has heard that some physicians can get full tuition for their children. C.Lasley stated that some physicians have it worked out in their package to have tuition covered ● T.Short: Would like the issues of crosswalk safety to be looked at closer as two employees have been hit and one killed recently ● L.Hall: Do faculty have the same rules for working remotely with their children at home? It does not seem fair that they work from home with their children but staff cannot ● K.Moore: Can we get someone to talk more about employee benefits? Sometimes healthcare workers are not getting the same benefits because of the nature of their work, like going to UK Appreciation Day
8. Adjournment	<ul style="list-style-type: none"> ● Motion made to adjourn by A.Eads; B.Austin seconds the motion. Meeting adjourned