

**Staff Senate Attendance Sheet**

Meeting Specifics				
Purpose		Frequency		Senate Chair
Regularly Scheduled		2 <sup>nd</sup> Thursday of every month		Olivia Ellis
Date		Time		Location
April 14, 2022		1:00PM		Zoom
Committee				
<input checked="" type="checkbox"/> <b>Chair:</b> <b>Olivia Ellis</b>	<input checked="" type="checkbox"/> Bobbi Jo Allen	<input type="checkbox"/> Ginger Anderson	<input checked="" type="checkbox"/> Daphne Arnold	<input checked="" type="checkbox"/> Beth Austin
<input checked="" type="checkbox"/> <b>Vice-Chair:</b> <b>Courtney Chafin</b>	<input type="checkbox"/> Lisa Baker	<input checked="" type="checkbox"/> Dawn Baker	<input checked="" type="checkbox"/> Mandi Banahan	<input checked="" type="checkbox"/> Melissa Barger
<input checked="" type="checkbox"/> <b>Secretary:</b> <b>Sabrina Brewer</b>	<input checked="" type="checkbox"/> James Boxx	<input checked="" type="checkbox"/> Candace Bramley-Hardesty	<input checked="" type="checkbox"/> Jennifer Bridge	<input type="checkbox"/> April Brooks
<input checked="" type="checkbox"/> <b>Treasurer:</b> <b>Allison Walters</b>	<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"/> <b>Parliamentarian:</b> <b>Mike Adams</b>	<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 type="checkbox"/> Jesse Farley
<input checked="" type="checkbox"/> Andrew Fast	<input checked="" type="checkbox"/> Sarah Fitzgerald	<input checked="" type="checkbox"/> Jennifer Fore	<input 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 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 checked="" type="checkbox"/> Catherine Hayden	<input checked="" type="checkbox"/> Ginni Haynes	<input 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 type="checkbox"/> LeeAnn King	<input checked="" type="checkbox"/> Jennifer Knuf	<input checked="" type="checkbox"/> Elizabeth Kostrub	<input checked="" type="checkbox"/> Julianne Kravetz
<input 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 type="checkbox"/> Ashley Marcum	<input type="checkbox"/> Linda Marshall
<input checked="" type="checkbox"/> Troy Martin	<input checked="" 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 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 checked="" type="checkbox"/> Parth Patel	<input checked="" 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 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 type="checkbox"/> Frederick Rupp	<input type="checkbox"/> Amanda Schagane	<input checked="" type="checkbox"/> Sandi Shepherd	<input type="checkbox"/> Travis Short
<input type="checkbox"/> Hannah Simms	<input checked="" type="checkbox"/> Carol Simpson	<input checked="" type="checkbox"/> Ron Simpson Jr	<input checked="" type="checkbox"/> Megan Sizemore	<input checked="" type="checkbox"/> Laure Smith
<input checked="" type="checkbox"/> Clem Stambaugh	<input checked="" type="checkbox"/> Tymory Stanton	<input type="checkbox"/> Sarah Steen	<input checked="" type="checkbox"/> Danielle Story	<input type="checkbox"/> Ryan Story
<input checked="" type="checkbox"/> Andrea Strassburg	<input checked="" type="checkbox"/> Justin Sumner	<input type="checkbox"/> Josh Taylor	<input checked="" type="checkbox"/> Nancy Taylor	<input checked="" type="checkbox"/> Preston Thomas
<input checked="" type="checkbox"/> Mindy Thompson	<input 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 checked="" type="checkbox"/> Richard Amos	<input checked="" type="checkbox"/> Gail Carbol
<input type="checkbox"/> Aaron Cramer	<input type="checkbox"/> Bob DiPaola	<input type="checkbox"/> Michael Hawse	<input checked="" type="checkbox"/> Azetta Beatty	<input checked="" type="checkbox"/> Catie Lasley
<input checked="" type="checkbox"/> Marie Marefat	<input type="checkbox"/> Mark Newman	<input type="checkbox"/> Sandra Shuffett	<input checked="" type="checkbox"/> Jodi Ensman	<input checked="" type="checkbox"/> Gina Dugas
<input checked="" type="checkbox"/> Brittany Dong	<input checked="" type="checkbox"/> Angela Croucher	<input checked="" type="checkbox"/> Katrice Albert	<input checked="" type="checkbox"/> Katie Palmer	<input checked="" type="checkbox"/> Mandy Ray

**Agenda Topics Covered**

Task ID	Agenda Item	Presenter/Facilitator
1	Call to Order/Approve March Minutes	O. Ellis
2	Guest Speaker	Dr. Albert
2	President's Report	E. Monday
3	Guest Speaker	Richard Amos
4	Trustee Report	D. Melanson
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 March Minutes	<ul style="list-style-type: none"> <li>Meeting called to order at 1:06 p.m.</li> <li>March minutes passed unanimously</li> </ul>
2. Guest Speaker: Dr. Albert	<ul style="list-style-type: none"> <li>DEI Implementation Plan: 17 projects, how do we get alignment with all the colleges and unit DEI officers, making sure we have top faculty and help them with their scholarship and working on employee retention and recruitment efforts</li> <li>She will send invite to our group for the Women's Leadership Group meeting</li> <li>V. Emerson: How does the university define diversity? Dr. Albert states that it is demographics, how we create a culture of belonging, geographic understanding of being a global university, different religions, etc.</li> <li>K. Moore: do you have a message that the elections committee could share with staff that would help with recruiting senators? Dr. Albert states that she does and she will connect with her offline</li> <li>R. Gardner: Who handles diversity and inclusion issues with the healthcare section of the enterprise? Dr. Albert says it is Dr. Talbert (Chief Diversity Officer) and Dr. Stephanie White is a lead in the College of Medicine</li> <li>S. McGinnis: How can the staff senate help with promoting participation in the affinity groups? Dr. Albert says they are open to all employees and they can join. She encourages us senators to join the affinity groups</li> <li>J. Knuff: Where do we find more information about the affinity groups? Dr. Albert says it is on the OID website, the website is being updated at this time</li> <li>Rae Loftis is the contact for Inclusive Excellence and Diversity Education</li> </ul>

<p>3. President's Report</p>	<ul style="list-style-type: none"> <li>• COVID: down to only a couple student cases and no employee cases, 92.2% vaccination rates, masking is still required in classrooms and in healthcare</li> <li>• Legislation sessions: he thanked all of the senators for their hard work and it is because of them that we get things moving with our legislatures. \$250 million dollar health education building, \$200 million in asset preservation. The Deans are being asked to raise 30% of their project cost.</li> <li>• Communications on compensation and benefits:             <ul style="list-style-type: none"> <li>○ 42% of our employees will not see a rise in costs in their health insurance. Services are expanding</li> <li>○ 17 million dollars this year will be pushed out to managers to invest in our people. That is double from previous years. Theme of the April board meeting is "Our People"</li> </ul> </li> <li>• A. Eads: Where are we on Dean's Searches and Provost? E. Monday: We will get an email today on provost search. There will be a campus forum and will begin soon. Vice President for Philanthropy is closed and ended. We could not get to a pool that is a commitment of this institution. Will begin again this summer. Dean of Arts and Science candidates will begin arriving soon to campus. Dean of Nursing and Dean of Graduate school still have some time left on them</li> <li>• E. Kostrub: When will information on healthcare benefits come out? R. Amos said very soon but he does not have the date</li> <li>• K. Hahn: What is the latest on the work location group? O. Ellis said C. Gurtcheff and R. Story are the two senators on that work group. E. Monday: panel is in place and they are working. More comprehensive report will come in June</li> <li>• C. Owens: is the staff pay increases funded by the state this year but next year departments will have to determine how to allocate funds to support the employees raises internally? E. Monday: our plan for the next four years is to fund them centrally where there would be no required match</li> <li>• J. Bridge: will the 4 million be used for all employees in the college or is it designated for extension employees on campus and throughout the 120 counties for CAFÉ? E. Monday said the funds are for all employees</li> <li>• K. Pickett: how are the funds divided between faculty and staff? E. Monday says the department will allocate the funds as they see fit, maximum flexibility will be given</li> <li>• R. Gardner: Do you know if additional raises are planned for healthcare? E. Monday: Those will come out in the fall. It is unknown at this time</li> </ul>
<p>4. Guest Speaker: Richard Amos</p>	<ul style="list-style-type: none"> <li>• Open enrollment: April 27-May 13</li> <li>• Documentation is needed on spouse and children</li> <li>• There will be no benefits reductions for 2022-2023</li> <li>• Lower costs to use UK HealthCare on PPO Plan</li> <li>• Employees can contribute up to \$2850 into the health care FSA. Up to \$550 of unused funds from 2021-2022 can rollover</li> <li>• Hinge Health is new: End-to-End musculoskeletal (MSK) care, 1:1 video visits with physical therapist, etc.</li> <li>• Win Fertility benefit is new: \$10,000 lifetime maximum on fertility treatments, \$5000 lifetime maximum on fertility prescriptions and access to assistance and support for adoption</li> </ul>

	<ul style="list-style-type: none"> <li>• Inclusive Care is another new benefit: New customer service provided by anthem and helps members who identify as transgender navigate the medical policy to ensure understanding</li> <li>• Team Blue Clinic: it is located in the KY Clinic South bulding on Harrodsburg Rd., Primary care, wellness and prevention, same day appointments available</li> <li>• Telemedicine: LiveHealth Online and UK TeleCare-only visits for minor primary care conditions and behavioral health, no co-pays for members of UK employee health plans and high satisfaction ratings per UK employees</li> <li>• Voluntary benefits: accident insurance, cancer/disease-specified insurance, critical illness, short-term disability insurance, long-term care insurance, universal life insurance, auto and hom insurance, pet insurance, MetLaw legal benefit, UK Broker: MPM Group, LLC</li> <li>• Nutrition: EatWell, Wondr Health, Community Supported Agriculture (CSA)</li> <li>• Financial Well-Being, Emotional/Mental Well-Being, and Elder Care</li> <li>• J. Knuf: she highly recommends having a cancer policy. The longer you have the better the pay out is if you have to use it one day</li> <li>• T. Keys: one of his providers takes UK HMO but no UK PPO, is that common? R. Amos asked that they talk about this more offline, that this is very unusual</li> </ul>
<p>5. Trustee Report</p>	<ul style="list-style-type: none"> <li>• April Board of Trustees meeting will be on April 28 and 29</li> <li>• Dr. Monday covered other items</li> <li>• If interested in the Board of Trustees psotion with staff senate, please let him know</li> </ul>
<p>6. Officer Reports</p>	<ul style="list-style-type: none"> <li>• Chair Report: O. Ellis             <ul style="list-style-type: none"> <li>○ New SGA president and new faculty senate president – we will have them come introduce themselves in the fall</li> <li>○ Work location group: two members of the senate are on that committee (R. Story and C. Gurtcheff). If you have questions or concerns please send them feedback</li> <li>○ M. Marefat has accepted a new position at the university. April 25 is her first day with Public Health</li> <li>○ FYI: as we move into elections season, we might have to change our meeting location but she will keep us informed</li> <li>○ Executive Committee met with work group about retention, hiring and recruitment: what are we already doing that we need to do better on, what fits perfect with this work stream and what are things that we are not doing and does not fit this work stream? Discussed flexible work schedule, working on diversity recruitment and advertising, evaluating ideas for job listings, working on issues with equivalency, and employment branding strategies (working on a job fair for May), provide training and tool kits for employees and working on retention strategies</li> <li>○ T. Keys: we might want to update the jobs site to have “hybrid” as an option under work site location</li> <li>○ Monthly Conversation with the President: it went very good and they discussed what it meant to be a landgrant institution, spoke about COVID, compensation, work location group, appreciation day cost, and process for requesting bonus days</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Vice Chair: C. Chafin – no report</li> <li>• Secretary: S. Brewer – no report</li> <li>• Treasurer: A. Walters - no report</li> <li>• Parliamentarian: M. Adams <ul style="list-style-type: none"> <li>○ Working on sorting on the voting process for this year's elections and looking for a location that has computers that others can use if needed</li> <li>○ He needs two tellers and a backup teller so if interested please let him know once he sends out the details</li> <li>○ Applications are on Teams</li> </ul> </li> </ul>
7. Committee Reports	<ul style="list-style-type: none"> <li>• Consent Agenda: agenda approved unanimously</li> <li>• Reports to pull: PAC, Community Outreach, and PR</li> <li>• Community Outreach: R. Combs <ul style="list-style-type: none"> <li>○ Hope Center prep event: May 20 from 11:00-12:00 – Gatton Business Conference Room 435UV. They will use committee budget for the expenses</li> <li>○ She has accepted a position at the Disability Resource Center. She is stepping down as chair of her committee for the rest of the semester</li> </ul> </li> <li>• PAC: O. Ellis gave report for A. Vaught <ul style="list-style-type: none"> <li>○ Used new idea survey for suggestions for conversations with Dr. Monday</li> <li>○ Vacation expiration dates were discussed and student loan assistance</li> </ul> </li> <li>• Public Relations: L. Lockman <ul style="list-style-type: none"> <li>○ April 21 – One Day for UK. We raise money for the C.R.I.S.I.S Fund. If you have any statements about why you donate or how the fund benefited you, please let her know and you can remain anonymous</li> </ul> </li> </ul>
8. Items from the Floor	<ul style="list-style-type: none"> <li>• O. Ellis: General elections and Board of Trustees Elections are going on now until the end of April. People interested in joining must fill out a self-nomination form. Trustee election closes on April 26 and general election closes on April 30 <ul style="list-style-type: none"> <li>○ One more meet and greet: April 20 in the Wethington Building from 5:00-6:00 p.m.</li> </ul> </li> <li>• K. Moore: if you are a senator, she encourages people to look at the Board of Trustee position</li> <li>• S. Brewer: if anyone wants to join other senators for lunch before the monthly meeting, please join us at noon at the Cornerstone building at the corner of Limestone and Avenue of Champions</li> </ul>
9. Adjournment	<ul style="list-style-type: none"> <li>• Motion made to adjourn from C. Harper and seconded by S. Brewer</li> <li>• Meeting adjourned at 3:17 p.m.</li> </ul>