

Staff Senate Attendance Sheet

Meeting Specifics				
Purpose		Frequency		Senate Chair
Regularly Scheduled		2 nd Thursday of every month		Courtney Chafin
Date		Time		Location
01/9/2025		1:00 p.m.		Zoom
Committee				
<input checked="" type="checkbox"/> Chair: Courtney Chafin	<input checked="" type="checkbox"/> Vice-Chair: Marie Marefat	<input checked="" type="checkbox"/> Secretary: Ginni Haynes	<input checked="" type="checkbox"/> Treasurer: Carl Harper	<input checked="" type="checkbox"/> Parliamentarian: Chris Larmour
<input checked="" type="checkbox"/> PC: Bobbi Jo Allen	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/> James Aaron	<input checked="" type="checkbox"/> Mike Adams	<input checked="" type="checkbox"/> Alissa Anderson	<input checked="" type="checkbox"/> Tamara Anding	<input checked="" type="checkbox"/> Elizabeth Andrade
<input type="checkbox"/> Whitney Arvin - unexcused	<input checked="" type="checkbox"/> Tiara Ball	<input checked="" type="checkbox"/> Mandy Banahan	<input checked="" type="checkbox"/> Melissa Barger	<input checked="" type="checkbox"/> Kelley Beverly
<input checked="" type="checkbox"/> Amanda Biddle	<input checked="" type="checkbox"/> Shelley Bishop	<input checked="" type="checkbox"/> John Blaine	<input checked="" type="checkbox"/> Kenneth Blair	<input checked="" type="checkbox"/> Elliot Bloomer
<input type="checkbox"/>	<input checked="" type="checkbox"/> Sabrina Brewer	<input checked="" type="checkbox"/> Jennifer Bridge	<input checked="" type="checkbox"/> Leanna Brignola	<input checked="" type="checkbox"/> Cynthia Brown
<input checked="" type="checkbox"/> Amber Bruce	<input checked="" type="checkbox"/> Doug Burgess	<input checked="" type="checkbox"/> Olwen Burton	<input checked="" type="checkbox"/> Chris Carney	<input checked="" type="checkbox"/> Eric Carroll
<input checked="" type="checkbox"/> Destiny Carter	<input checked="" type="checkbox"/> Melissa Claar	<input checked="" type="checkbox"/> Christy Coffman	<input type="checkbox"/>	<input checked="" type="checkbox"/> Alexandra Curtis
<input checked="" type="checkbox"/> Dale Davis	<input type="checkbox"/> Kevin Duncan - leave	<input checked="" type="checkbox"/> Rebecca Earls	<input checked="" type="checkbox"/> Olivia Ellis	<input checked="" type="checkbox"/> Ryan Farley
<input type="checkbox"/> David Faulconer - unexcused	<input checked="" type="checkbox"/> Alexis Fellows	<input checked="" type="checkbox"/> Jonnisa Ferguson	<input type="checkbox"/> Sarah Fitzgerald - excused	<input checked="" type="checkbox"/> Kevin Fleming
<input checked="" type="checkbox"/> Samantha Gauthier	<input checked="" type="checkbox"/> Sandra Frey	<input checked="" type="checkbox"/> Tenia Gatewood	<input checked="" type="checkbox"/>	<input type="checkbox"/> Julien Galyon - unexcused
<input type="checkbox"/>	<input checked="" type="checkbox"/> Sheneda Goforth	<input checked="" type="checkbox"/> Beth Goins	<input checked="" type="checkbox"/> Aaron Gosper	<input type="checkbox"/>
<input checked="" type="checkbox"/> Joseph Hacker	<input checked="" type="checkbox"/> Kelly Hahn	<input checked="" type="checkbox"/> Andrew Hainley	<input type="checkbox"/>	<input checked="" type="checkbox"/> Laura Hall
<input type="checkbox"/>	<input type="checkbox"/> Charla Hamilton - excused	<input type="checkbox"/> Kyle Hardesty - unexcused	<input checked="" type="checkbox"/> Catherine Hayden	<input type="checkbox"/> Joshua Henry - unexcused
<input checked="" type="checkbox"/> Jennifer Hill	<input checked="" type="checkbox"/> Dean Holt	<input checked="" type="checkbox"/> Kevin Horn- Pacheco	<input type="checkbox"/> Amanda Hornsby - excused	<input type="checkbox"/> Jessica Howard - unexcused
<input checked="" type="checkbox"/> Curtis Hudson	<input checked="" type="checkbox"/> Audrie Johnson	<input type="checkbox"/> Amy Jones - unexcused	<input checked="" type="checkbox"/> Terry Keys	<input type="checkbox"/> Zachary King - excused
<input type="checkbox"/>	<input checked="" type="checkbox"/> Brittany Lawrence	<input checked="" type="checkbox"/> Kristen Lawson	<input type="checkbox"/> Sheena Lee - unexcused	<input type="checkbox"/>
<input checked="" type="checkbox"/> Lisa Lockman	<input checked="" type="checkbox"/> Amy Lorenzo	<input checked="" type="checkbox"/> Fadyia Lowe	<input checked="" type="checkbox"/> Troy Martin	<input checked="" type="checkbox"/> Heather McAtee
<input type="checkbox"/> Courtney McCalla - excused	<input type="checkbox"/> Karen McCann - excused	<input checked="" type="checkbox"/> Pamela McFarland	<input checked="" type="checkbox"/> Amy McHone	<input checked="" type="checkbox"/> Glenn Means
<input checked="" type="checkbox"/> Blazan Mijatovic	<input checked="" type="checkbox"/> Tiffany Miller	<input type="checkbox"/>	<input checked="" type="checkbox"/> Michael Millett	<input type="checkbox"/>
<input type="checkbox"/> Addison Zane Mills - unexcused	<input type="checkbox"/>	<input checked="" type="checkbox"/> Krystle Moore	<input checked="" type="checkbox"/> Daniel Naas	<input type="checkbox"/> Pamela Noble - excused
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> Cary Osborne	<input type="checkbox"/> Komal Pandya - excused	<input checked="" type="checkbox"/> Scott Pappas
<input checked="" type="checkbox"/> Stephanie Peeples	<input checked="" type="checkbox"/> Aaron Peffer	<input checked="" type="checkbox"/> Monica Perez	<input type="checkbox"/>	<input type="checkbox"/> Tessa Pinkerton
<input checked="" type="checkbox"/> Brooke Poe	<input checked="" type="checkbox"/> Kayla Powell	<input checked="" type="checkbox"/> Cory Qualls	<input checked="" type="checkbox"/> Covetta Ramey	<input type="checkbox"/> Tiffany Randolph - unexcused
<input type="checkbox"/>	<input checked="" type="checkbox"/> Lucas Redmond	<input checked="" type="checkbox"/> Stephen Reed	<input type="checkbox"/>	<input checked="" type="checkbox"/> Ben Rice

<input type="checkbox"/> Ritchelle Ruiz - unexcused	<input checked="" type="checkbox"/> Stefan Schagane	<input type="checkbox"/> Sydney Shields - unexcused	<input checked="" type="checkbox"/> Carol Simpson	<input checked="" type="checkbox"/> Scott Sorrell
<input type="checkbox"/> Tymory Stanton - unexcused	<input checked="" type="checkbox"/> Hardin Stevens	<input checked="" type="checkbox"/> Andrea Strassburg	x Justin Sumner	Mindy Thompson - excused
<input checked="" type="checkbox"/> Erin Tigges	<input checked="" type="checkbox"/> Madeline Trudeau	<input checked="" type="checkbox"/> LaTanya Walker	<input checked="" type="checkbox"/> Allison Walters	<input type="checkbox"/> Keisha Wells - excused
<input checked="" type="checkbox"/> Hailey White	<input type="checkbox"/> Johnna Wilford - unexcused	<input checked="" type="checkbox"/> Alice Williams	<input checked="" type="checkbox"/> Stephen Williams	<input checked="" type="checkbox"/> Kendria Willis
<input checked="" type="checkbox"/> Elijah Wilson	<input checked="" type="checkbox"/> Laurel Wood	<input checked="" type="checkbox"/> Sandy Wooton Gay	x Misty Wright	x 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"/> Provost Robert DiPaola	<input type="checkbox"/> Melissa Frederick, UK HR
<input type="checkbox"/> Catie Lasley, UKHR	<input type="checkbox"/> SGA President:	<input type="checkbox"/> Faculty Senate Chair:	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>			

Agenda Topics Covered		
Task ID	Agenda Item	Presenter/Facilitator
1	Call to Order/Approve Minutes	C. Chafin
2	President's Report	E. Monday, Co-EVPHA; EVPFA
3	Staff Trustee Report	D. Melanson
4	Guest Speaker	Jake Lemon, Vice President for Philanthropy & Alumni Engagement
5	Officer Reports	
6	Committee Reports	
7	Items from the Floor	
8		
9		

Action Items		
Item	Assigned to	Due Date

Notes	
Topic	Discussion
1. Call to Order/Approve Minutes	<ul style="list-style-type: none"> • The meeting was called to order at 1:02 PM. • The December meeting minutes were approved.

<p>2. President’s Report</p>	<ul style="list-style-type: none"> • Discussion of severe weather. • 30,000 students returning to campus. • Thank you to the Physical Plant Division for their response to the inclement weather.
<p>3. Staff Trustee Report</p>	<ul style="list-style-type: none"> • The next Board of Trustees meeting will be on February 20-21,2025. They will be watching the General Assembly in Frankfort. The University—not the Board, to be clear—is consistently in communication with both state and federal delegations on matters of interest, partnership opportunities, and areas for collaboration. So, if there’s a concern, those discussions are happening. • Does the Board receive daily updates on what's going on? Are there are established channels of communication such as daily briefings or summaries or is it solely managed within the administration? <ul style="list-style-type: none"> ○ They receive many of the same updates that this body gets during a legislative session. If you remember last year, during the longer budget session, we received regular updates from Dr. Monday in these meetings. This year, being a shorter 30-day session, the process is fairly similar. We might receive our updates in a different format, such as emails or other communications. If a specific piece of legislation or budget item requires attention, we may occasionally get a quick phone call to keep us informed about what’s happening in Frankfort. That said, we don’t engage in the day-to-day activities at the state level, nor do we lobby on behalf of the University. The only person authorized to officially lobby for the University is Eli Capilouto or a designated representative. That’s how the process works.
<p>4. Guest Speakers:</p>	<ul style="list-style-type: none"> • Fundraising Performance <ul style="list-style-type: none"> ○ UK exists to raise funds that support the university’s mission. ○ Compares UK’s fundraising to peer institutions. ○ FY23 included a \$100M gift, impacting overall trends. ○ Adjusted trend lines (excluding anomalies) show steady progress. ○ Focus on increasing donor numbers, not just dollars raised. • Shifting Donor Trends <ul style="list-style-type: none"> ○ Younger donors prioritize impact over obligation or loyalty. ○ UK is adapting by emphasizing direct impact stories, even for smaller gifts. • Peer Comparisons & Efficiency <ul style="list-style-type: none"> ○ UK is at the median for fundraising among peer institutions. ○ UK operates with lower costs per dollar raised, signaling potential for growth with more investment. • Balanced Scorecard Approach (<i>Strategic Initiatives</i>) <ul style="list-style-type: none"> ○ Culture & People: Establishing core values (collaboration, communication, transparency, etc.) to unify teams. ○ Fundraising Success: Prioritizing donor stewardship—retaining donors through strong impact demonstration. ○ Engagement: Implementing **Personalized Digital Engagement

5. Officer Reports

Chair:

- Met with Katie Lasley for the monthly HR update; a meeting with Dr. Monday is anticipated in the coming weeks—email any discussion items. The emergency closing discussion was timely, emphasizing the importance of staff knowing their Plan A or Plan B designation. Resources, including slides and a UK Now article, provide guidance, and employees should check their designation with their supervisor. Supervisors are encouraged to review the provided tips and reach out to HR if needed. UK Healthcare operates year-round, requiring careful navigation of weather disruptions. Questions from Senators have been escalated, and updates will be provided when available.

Vice Chair:

- A reminder that our February Staff Senate speaker will be Frederick Martin, AVP for Human Resources with UK Healthcare. Please submit any questions by the Thursday before the meeting so they can be forwarded in advance, allowing him to prepare and incorporate responses into his presentation.

Secretary:

- An updated slide will be shared to properly communicate the list of Staff Senate members who have resigned. A reminder about the attendance policy: If you cannot attend a meeting, please send an email in advance. Anyone with concerns about their attendance record can reach out for clarification. The goal is to support participation, not to enforce penalties. The term "resigned" is used because leaving the university equates to resigning from the Senate seat. As a reminder, the attendance policy requires a 7-day notice if you cannot attend a meeting. If the 7-day window is missed, the absence is unexcused per the bylaws, though understanding is extended for unforeseen situations.

Treasurer:

- The **Outstanding Staff Awards** have a dedicated budget of \$10,000, with \$9,700 spent. Organizing these awards requires significant effort. Committee expenses will be reviewed, and details will be provided soon. The **Staff Senate operating budget** is **\$15,490**, with **\$3,256.25** spent so far, including: A small amount for the **Employee Engagement holiday potluck** in December; **\$111** for **UK Remembers**; **\$400** for **cabinets** in the Staff Senate office for storage; Each committee has allocated funds, so members should consider how to use their share. This serves as a general update on current expenditures.

Parliamentarian:

- Meetings will follow Robert's Rules of Order to maintain structure and ensure proper procedures are followed. These rules are meant to be a tool, not a barrier, to prevent disruptions and support accurate documentation. A Parliamentarian cheat sheet has been shared in the Staff Senate Teams Channel to guide members on motions, points of order, and other procedures. A training session in February will focus on meeting management, including running meetings and handling votes. Members are encouraged to review the materials and reach out with any questions.

6. Committee Reports	<p>Bylaws:</p> <ul style="list-style-type: none"> • A reminder was given about the ongoing AR writing process, particularly discussions around reducing the Staff Senate size from approximately 170 to 100 members. The committee will send out the survey again and provide opportunities for discussion via Zoom calls or in-person meetings to ensure a collaborative decision-making process. Members are encouraged to share feedback and reach out to the Bylaws Committee with any questions. • The survey has received a good response despite being sent near the holidays, but more participation is encouraged. It is short and collects names/contact information for follow-ups, though responses will remain confidential. The survey is for Staff Senators only—while discussions with other staff are welcome, the link should remain confidential. There is no official due date, but it will close once a decision is made. The goal is to gather input on the future composition of the Staff Senate.
7. Items from the Floor	<ul style="list-style-type: none"> • Due to the high attendance at this year’s Outstanding Staff Awards, next year’s event will be held in the Grand Ballroom to provide more space. Over 300 attendees joined this year, making it a great success, and the event is expanding. Mark your calendars! The 2025 Outstanding Staff Awards will take place on Monday, December 8, 2025.
8. Adjournment	<ul style="list-style-type: none"> • 2:13 pm