



Staff Senate Main Body Session Agenda

April 10, 2025

1:00 pm – 4:00 pm

Via Zoom: <https://staffsenate.uky.edu/zoom>

In-Person: Patterson Office Towers, 18th Floor, Room 1853

- I. Call to Order
- II. Approval of Minutes
- III. President's Report: Dr. Eric Monday, EVPFA and co-EVPHA
- IV. Trustee Report: Dave Melanson, Staff Trustee to the Board of Trustees
- V. Guest Speaker: Steve Ivey, UK Human Resources, Benefits
- VI. Officer Reports
 - a. Chair
 - i. Absences
 - ii. A.R. Update – Olivia Ellis
 - b. Vice Chair
 - c. Secretary
 - d. Treasurer
 - e. Parliamentarian
- VII. Committee Reports (see details below)
 - a. Administrative Regulation Development/Bylaws
 - b. Community Outreach
 - c. Elections
 - d. Employee Engagement
 - e. Healthcare Administration (HAC)
 - f. Higher Education Administration Regulation
 - g. One Community
 - h. Presidential Advisory Council (PAC)
 - i. Professional Development/Career Progression
 - j. Public Relations
 - k. Shared Governance Collaboration
 - l. Special Events
 - m. Technology
 - n. University Benefits and Compensation (UB&C)
 - o. University Budget & Finance
 - p. University Infrastructure
 - q. University Policies and Processes (UPP)
- VIII. Items from the floor
- IX. Adjournment

Consent Agenda 04/10/2025

Committee Name

University Policies and Procedures:

Shared Leave Donations

- Questions regarding the shared leave pool. Should we allow employees the option of donating extra vacation/TDL time to individual employees known to the donor, or, should we continue to keep all of the shared time in a big pot for UK employees to draw on equitably or with equal access?
- The committee discussed the of pros and cons of doing this and decided that if we had an abundance of donated time, more donated time than being requested, we could maybe consider allowing for this type of donation, however, we have more requests then we do shared time and it was agreed that it needs to go to those that need it the most.

How to disperse time off – PTO or separated time off

- There was discussion regarding having time off split between vacation, TDL and personal time or just one pot of time off labeled PTO. Most of us agreed that it depends on where you are in life, but having it split up is a better option since you can carry over your TDL time.

Would employees want access to AI Mental Health help

- It seems some employees are open to this option; it may be easier to talk to a “bot” then a real person when discussing difficulties.
- It may help with the wait list for counselors/therapists.
- We will continue to have discussions on this topic

EEP discussion with Jessica Howard

- Jessica, Chair for the UBF committee wanted our feedback on having employees that are going to take classes fill out a FAFSA form, even if they know they will not get any type of aid. Doing this would allow UK to claim certain tax benefits and ensure the program aligns with federal guidelines.
- The discussion led to the difficulty completing the necessary steps for EEP, helping our employees who want to continue their education by providing information that is easy to understand and locate, etc.
- Several committee members volunteered to attend the work group meeting that was recently kicked off within HR to look at the EEP process.

Post Doc’s benefits

- They aren’t staff and they aren’t students. They don’t get funeral leave or parental leave. Who would we discuss this with? Student Success would be the place to have this conversation.

Adding holidays/time off to the UK schedule



- Staffers are requesting to have more time off, specifically Christmas Eve. They would like to see UK offer similar schedule to other colleges such as two full weeks at Christmas, Spring Break, etc.
- Adding time off is difficult due to having the healthcare side; it causes issues for them (they must pay overtime or bring in on-call. It causes real money for the Healthcare side).
- The committee has requested that HR benchmark our time off with the other colleges that are like UK. (An institution that has a medical center attached to it. There are about eight)